

**State Industrial Mechanical & Fluid Maintenance
Apprenticeship Advisory Committee**

April 6, 2016

Harley-Davidson Company
Menomonee Falls, WI

Approved Minutes

Members Present	Employer
Adamus, Larry (Co-Chair)	Domtar-Rothschild
Butera, Alesia	Weldall Manufacturing, Inc.
Grenfell, Todd	Fourinox
Laabs, Art	ATI-Ladish
Lenzendorf, Bryan	3M
Lischka, Ken	John Deere Horicon
Mortenson, Brandon (Co-Chair)	Harley-Davidson
Schneider, Roque	
Steckl, James	Quad Graphics – West Allis
Verkuilen, Ron	Thilmany

Members Absent	Employer
Harry, Bob	GKN Sinter Metals
McGlynn, Kevin M.	Caterpillar
Minch, Ron	New Page / Wisconsin Rapids
Redeker, Charles	Joy Global

Consultants and Guests	Employer
Anderson, Cindy	Bureau of Apprenticeship Standards
Morgan, Karen	Bureau of Apprenticeship Standards
Nakkoul, Nancy	Wisconsin Technical College System
Pusch, Liz	Bureau of Apprenticeship Standards
Rice, Vincent	Bureau of Apprenticeship Standards
Schetter, Sheila	Lakeshore Technical College
Smith, Owen	Bureau of Apprenticeship Standards

Stahlecker, Ben	Bureau of Apprenticeship Standards
Vine, Charles	ATI-Ladish
Zenisek, Hal	Wisconsin Technical College System

1. The meeting was called to order at 09:30 am by Brandon Mortenson, Committee Co-Chair, in conformity with the Wisconsin Opening Meeting Law.

Randy Christianson, the General Manager of the Menomonee location, welcomed the attendees and thanked them for coming.

2. Roll call was taken, and a sign-up sheet was circulated to record those in attendance.
3. The committee reviewed its current roster for vacancies; terms that will expire soon; and industry and geographic representation. One seat is still vacant on the Employer side of the committee. The Bureau is still recruiting a new member, specifically a food manufacturer in the northwest.

4. Old Business

a. Follow-up Items from previous meeting

i. Action: approve the minutes of the previous meeting.

The minutes of the previous meeting were approved as written.

ii. Action: approve the Lubrication Technician on-the-job learning and paid related instruction

Owen Smith discussed the Bureau's process for developing new statewide apprenticeship programs with the group. He presented the proposed on-the-job learning for the new registered apprenticeship program for Lubrication Technician.

Hal Zenisek presented the proposed paid related instruction for Lubrication Technician. He noted that the curriculum will follow classes that the Maintenance Mechanics currently take with the exception of "Lubrication Fundamentals," one unique, 44-hour course. He noted that Trade Math is not a required course for the Lubrication Technician program and some instructors involved with developing the curriculum had noted and questioned its absence. In addition, he noted that some instructors had expressed they were not comfortable teaching the lubrication course due to a lack of professional experience in related work.

A discussion ensued. The Bureau and some members of the committee expressed concern that Trade Math was not included because the Lubrication Technician program had been conceived as an entry-level profession into more advanced apprenticeship programs. The committee and consultants arrived at three options: train run the program as presented for two years and then revisit it; include Trade Math by carving out 36 hours out of the other proposed courses; or change the suggestion for "high school math" to a pre-requisite to the program.

Action: the committee approved a motion to require high school math as a pre-requisite and revisit the program after two-years.

b. Apprenticeship Completion Award Program (ACAP)

Owen reported that ACAP was renewed through June 30, 2017, by the state legislature. He presented the current reimbursement report and noted that the total funds denied for reimbursement by the Bureau is significantly large because it includes both requests received without proper documentation and requests that exceeded the maximum reimbursement award.

c. American Apprenticeship Grant

Karen Morgan explained that the total grant award is \$5 million and the grant period is five years. The key performance target is to add one-thousand new apprentices. The primary objective is to expand the registered apprenticeship model into three new sectors of the economy: advanced manufacturing; health care; and information technology. I

n advanced manufacturing, many employers have been asking for an apprenticeship in Mechatronics, which looks a lot like the Maintenance Technician apprenticeship but with more robotics. In addition, the grant will convert many bootcamp programs into pre-apprenticeship readiness programs.

Last, the Bureau has hired two new individuals to staff the grant: Meredith Alt is the grant manager; Cindy Anderson is the outreach coordinator.

The committee did not have questions.

d. Wisconsin Apprenticeship Summit

Karen then reviewed the purpose of the Summit with attendees. It was held in January 2015 and was a think-tank of apprenticeship sponsors, stakeholders and researchers. Participants included Workforce development boards, economic development organizations, Canadian apprenticeship staff, and German apprenticeship representatives. The participants heard the latest research and lessons learned, and then broke into discussion groups to determine which actions may apply to Wisconsin apprenticeship.

One of the most important resulting action items was the need to market registered apprenticeship in a more systematic way. So, the Bureau formed a consortium of employers to review current outreach material and advise on new outreach strategies. The consortium recently implemented a survey on the perceptions of registered apprenticeship among current sponsors, former sponsors, and non-sponsors. Nearly all current sponsors find the program beneficial, but they also expressed interest in helping promote the value of registered apprenticeship to new businesses and industries.

So, the Bureau adopted and modified a plan by the U.S. Dept. of Labor to tap into nationwide industries. It is called the LEADERS program. The Bureau has created a Wisconsin version, complete with a new banner and logo. So, the Bureau will be asking sponsors from all sectors nominate individuals as champions of Wisconsin apprenticeship. The general commitment is to help the Bureau promote apprenticeship by speaking or joining a panel at conferences and employer visits. The Bureau hopes to partner with manufacturing nominees to promote apprenticeship to more manufacturers in the LaCrosse and Eau Claire areas.

A committee member asked for more clarification on the commitment. Karen explained that the commitment could be as small as serving as a point of reference for potential new employers to ask questions of. For example, the Bureau knows Lakeshore Technical College is a leader of

apprenticeship in their areas. So, if they would nominate a candidate, which the Bureau hopes they do, potential sponsors could contact that individual and ask basic questions. The individual may talk about the benefits of apprenticeship, such as the training and succession planning.

e. Other

The committee had no further questions, and broke for lunch.

5. New Business

a. BAS homepage redesigned

Owen explained several recent updates that were made to the Bureau homepage to streamline access for all users. He emphasized that the revisions affect the homepage only; 95% of the content throughout the site remains the same.

First, Owen noted that newsworthy items will be featured on the homepage via a new "slide show" of feature content articles. The slide show articles are logged on a separate "blog page" within the site for future reference.

Second, all pages throughout the site now have new navigation links on the top and bottom to help users access primary content from anywhere within the site, rather than return to the homepage. The top navigation includes most of the previous links and a new link to the youth apprenticeship homepage. The bottom navigation tabs are for applicants, apprentices, and sponsors, respectively.

Last, Owen noted that the new link, "Facts & Data," leads to a new page that includes links to apprenticeship regulations, publications, events, and data. This new page is a consolidation of four previous pages.

The committee shared positive comments on the new features.

b. Update on the proposed revisions to CFR 29.30

Owen reported that the U.S. Department of Labor issued proposed revisions to Code of Federal Regulations 29.30, which govern affirmative action and equal employment opportunities for registered apprenticeship. The Bureau and Advisory Council submitted comments on behalf of Wisconsin apprenticeship. Public comment period closed in January.

He explained that the Bureau and Council expressed concern with many of the proposed revisions because they try to apply AA/EEO requirements for federal contracts to registered apprenticeship.

Owen shared that the U.S. DOL is currently reviewing all public comments and is legally prohibited from discussing the revisions. The Bureau has not received word on when the revisions will be released.

6. WTCS Update

Nancy Nakkoul shared discussed the WTCS Update with attendees. She noted that 99% of apprentices that graduated in 2014 were employed at the time of the survey, with an annual median earnings of \$66,347 across all sectors. In addition, 31% indicated that they are considering continuing their formal education.

Nancy happily reported that enrollment across all apprenticeship programs has increased 35% since 2013. That rate is much greater than that of non-apprenticeship technical degree and diploma programs.

Last, due to the rapid growth in enrolment, the WTCS has committed \$325,000 in grant funds to support direct instruction for apprentices. The funding total is an increase of more than 50% from previous years.

A committee member asked whether apprenticeship paid related instruction and associate degrees programs overlap. He commented that, from his company's experience, the courses could align better. His company experienced difficulty tracking two apprentices at two different technical colleges. Nancy assured that the WTCS and local technical colleges strive for consistency between programs and across colleges. Some inconsistencies will be addressed through the curriculum projects, and the entire system is strongly interested in making credentials and courses consistent, stackable, and transferable.

7. Review the program participants.

Program participants included 530 apprentices and 170 sponsors with a contract in active or unassigned status on April 1, 2016.

8. The next meeting will be held on Wednesday, September 14, 2016, at 10:00 a.m. at Lakeshore Area Technical College in Cleveland, WI.

9. The meeting adjourned at 1:10 p.m.

Follow-up Items

The Bureau will implement the Lubrication Technician program.

*Submitted by Ben Stahlecker, Apprenticeship and Training Representative
and Owen Smith, Program and Policy Analyst*