

## STATE IRONWORKING APPRENTICESHIP ADVISORY COMMITTEE

Thursday, April 16, 2015

Madison Labor Temple  
1602 South Park St  
Madison, Wisconsin 53715

### Draft Minutes

<b>Members Present</b>	<b>Organization / Employer</b>
Cyganek, Brad (Co-Chair)	Ironworkers Local 8
Davies, Barry	Ironworkers Local 512 - MN
Hooyman, Chad	SPE Little Chute
Mayrhofer, Tony	Ironworkers Local 8
Riley, John	K.F. Sullivan Co.
Shultis, Andrew	Ironworkers Local 383

<b>Members Absent</b>	<b>Organization / Employer</b>
Hager, Ben (Co-Chair)	J.H. Findorff
Flaherty, Glenn	Ironworkers Local 8
Trottier, John	AZCO
DeMinter, Tim	Ironworkers Local 383

<b>Consultants and Guests</b>	<b>Organization / Employer</b>
Cook, Jim	Madison Area College
Nakoul, Nancy	WTCS
Rice, Vincent	Bureau of Apprenticeship Standards
Schanke, Debbie	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards
Stern, Pete	Ironworkers Local 383

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1. The meeting was called to order at 10:00 a.m. by Co-Chair Brad Cyganek in accordance with the Wisconsin Open Meeting Law.
2. Attendees signed the attendance record and introduced themselves.
3. The committee reviewed the roster. A quorum was not present. The committee welcomed new member Barry Davies from Iron Workers Local 512 – Minnesota to the committee. An additional employer member is needed to balance the committee. There were also questions about whether John Trottier's was still an active member.

Owen explained that adding a new employer member should be based on covering all areas of the state, so it was suggested the new member be selected from the western part of the state. Suggestions were made to ask Associated General Contractors or the ACEA contractor organization to nominate a member, such as Red Cedar from Menomonee, or contact Barry Shultz from the Boldt Company for suggestions.

#### 4. **Old Business**

##### **a. Review follow-up items from previous meeting.**

##### i. For action: approve the minutes.

The committee approved the minutes as written.

##### ii. For action: statewide minimum scores and maximum timeframes for ACT, Accuplacer

Going forward all high school juniors will be required to take the ACT, so it makes sense to use those scores as one of the assessments authorized by the committee. It was suggested that the committee adopt a three-stage approach for determining the minimum assessment standards:

1. Accept ACT as the assessment of choice
2. Continue using Accuplacer
3. Adopt statewide minimum standards

Both local committees in Wisconsin assess applicants in Arithmetic and Reading using the Algebra. Both local committees require a cut score of 55 in Arithmetic and 66 in Reading.

Local 8 uses scores as barometer of the applicant's commitment. Generally use Big Step in Milwaukee as a clearing house for candidates. They were impressed with the results seen from the process used by Local 512 and are looking to potentially migrate to using the same Profile Assessment as personality assessment tool. Their completion rates were not known, but felt the percentages to be lower than both 383 and 512 number shared.

Local 383 allow the applicants to retake the Accuplacer so they can meet the minimum score requirements. The score and the interview are taken into consideration during the selection process. The Local expects all applicants to meet the minimum score requirements for both math and reading, but also allow the local's committee to be the final decision making authority. The local's completion rates currently stand at 69%., while the retention rates were not known. 383 have looked in to Profile but found the test to be long and may be off-putting to some candidates. Some staff members had taken the test and were impressed with the results, in that they were reflective of the test taker.

Local 512 do not use minimum scores and offers the test in their facility. The Local also uses an assessment instrument called Profile which assesses a candidate's appropriateness to working as an ironworker. Low scores will not keep an individual out of the Local, but having a poor interview will. 512 have found that a candidate's personality and personal traits are better indicators of professional success. This assessment process is validated by an 83% completion rate for apprentice. The Local has found that understanding an applicant's interest and commitment to work has also been a positive impact on retention rates. They do not allow applicants to retake the Accuplacer. As for the scoring for Accuplacer, the averages for the four sections will be checked and provided at a later date.

**Action:** *a focus group will meet over the summer and discuss whether to require subjects and cut scores on the Accuplacer and ACT. The focus group will include Tony Mayrhofer, Pete Stern, and Barry Davies*

iii. Paid related instruction at Western Technical College

Since the last state committee meeting, Pete has had two meetings with Western Technical College representative. Both meetings were productive, and it appeared a class could be started in the fall of 2017. The delay was driven by the technical college budgeting process, which would not allow for starting the program in the upcoming fall school year. One remaining action still needing to be addressed is an estimated cost per student and associated materials. To get that estimate a call needs to be made to Jim Cook for his feedback. Nancy Nakkoul. pointed out that the Western Technical College program had been approved. Despite Western Technical College offering classes beginning in the 2017 fall school year, the Ironworkers will also continue to offer classes at their Lacrosse facility.

iv. Paid related instruction at Madison College

The Bureau still must review and approve the proposed curriculum. The college needs to have a valid curriculum but the interim fix is working fine. It appears, that long term a DACUM will need to be completed so an appropriate curriculum is created. Based on prior discussion with BAS leadership it appears final dispensation on the matter will not happen until the building blocks for the curriculum are adequate to meet PRI requirements.

**b. Apprenticeship Completion Award Program**

For the Ironworkers it appears the use of the program has been limited. The year to date results was shared but there was limited discussion. Local 512 asked whether their members who are residents of Wisconsin would be eligible for the refunds. Because training is provided in Minnesota, 512 members would not be eligible. The current program is forecasted to expire on June 30, 2017 and eligibility is only for first year and completers.

**c. American Apprenticeship Grant (WAGE\$)**

The grant connection for this committee is driven by their connection, or potential connection, to the Youth Apprenticeship program. Currently the five focus areas for construction do not include ironworking. The focus areas are carpentry, electrical, masonry, plumbing and sprinklers. The committee needed to have internal discussions to determine whether there is interest in including the trade in the Youth Apprenticeship bridge program. Based on comments during the meeting, feelings are mixed on bringing in youth into the trade. The concerns mainly focused on the level of actual work a youth could perform, along with safety requirements on job sites. There is an interest in learning more, but internal discussions for the ironworkers need to continue.

**d. WI Apprenticeship Summit**

BAS has moved ahead with the action item focused on outreach from the Summit. The actions for that outreach is driven by the results of a recent survey, which did not cast any new light on the apprenticeship concept, but it did indicate that current users of the programs are willing to promote its wider use across the state.

**e. Other**

No other items were discussed.

**5. New Business**

**a. Revisions to [www.wisconsinapprenticeship.org](http://www.wisconsinapprenticeship.org)**

The Apprenticeship website has been updated. 95% of the content is the same but location has been changed to enable increased access. The site is now also mobile friendly.

**b. Proposed revisions to CFR 29.30.**

This proposed legislation is focused on affirmative action EEO. Current language is borrowed from federal contract language. The federal contract language has not been mapped to incorporate apprenticeship requirement adequately. CFR 29.30 is designed to address the inconsistencies and inadequacies of the currently used federal contract language. Prior to the closing date, United States Department of Labor (USDOL) has received over 1,000 comments on the proposed changes and the process is under the quite period. During the quite period, USDOL has not shared any information on next steps.

**c. Other**

National Public Radio (NPR) has an on air program that is reaching out to the community to request organizations share information about their programs and activities. The suggestion was made that BAS should request that information about construction trades apprenticeships be presented as a topic. The NPR program is an opportunity to share information about the program statewide, and there is no cost.

Local 8 is developing an online application process and the process will potentially allow candidates from three classifications to apply through the portal. The three proposed classifications are: Apprentice; Probation; and Trainee.

Based on information they have received there may be issues with using the online process to process apprentice applications. They would like to know whether there are any legal issues precluding their use of their online process for apprentice applications. Their plan is to move their current six times per year apprentice application into the online system, and then incorporate it with the other application classifications. Local 8 is looking for feedback from BAS before their next meeting which is May 2, 2016.

There was discussion about the potential of creating a pre-apprenticeship program for Local 8 so they could work with an organization/s in the Milwaukee area to prepare candidates for entrance into the ironworker apprentice program. Local 8 was concerned using a pre-apprentice program might offer an unfair advantage to those who are pre-apprenticeship graduates. This concern was driven by the method used to score applicants. Applicants with work experience not directly linked to ironworking, but have experience in the trades could end up being scored lower than those from the pre-apprenticeship program who have experience more directly aligned to ironworking. The pre-

apprentice program might be seen as biasing the application process more favorably. Given the current environment to hire Milwaukee residents for construction projects in the Milwaukee city limits, there may be issues with establishing a linkage to anything not generic for the recruiting process.

**6. WTCS Update**

Nancy Nakkoul discussed the 2013-14 Apprenticeship Completer Report, financial aid scholarships through the Great Lakes Higher Education Foundation and Jim Elliot Foundation, and curriculum development projects.

7. Participants include 246 apprentices and 49 employers with contracts in active or unassigned status on April 19, 2016.

**Action:** *Local 512 will provide BAS with information on their apprentices residing in Wisconsin. The data will be in the same format as that is currently used to present the other statewide data. Because Local 512 is located in Minnesota apprentices on their registry will not be included in BASIS.*

8. The next meeting will be on Thursday, October 20, 2016, Madison Labor Hall, at 10:00 am.  
9. The meeting was adjourned at 12:15pm.

**Follow-up Items**

- i. *BAS will convene a focus group to determine required subjects and cut scores.*  
ii. *Local 512 will provide participant information at the fall meeting.*

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*Submitted by Vincent Rice and Owen Smith,  
Bureau of Apprenticeship Standards*