

**STATE MASONRY APPRENTICESHIP ADVISORY COMMITTEE**

**April 20, 2016**

Bricklayers & Allied Craftsman Council  
17125 W Cleveland Avenue  
New Berlin 53151

**Draft Minutes**

<b>Members Present</b>	<b>Employer / Organization</b>
Burns, Gary (Co-Chair)	BAC District Council of WI
Hink, Scott	OPCMIA Local 599 Area 558
Szymanski, Rick	BAC District Council of WI
Vick, Jim	BAC District Council of WI
Zignego, Daniel (Co-Chair)	Zignego Construction

<b>Members Absent</b>	<b>Employer / Organization</b>
Burt, Mark	Miron Construction
Ganhs, Matt	OPCMIA Local 599 Area 558
Gray, Todd	OPCMIA Local 599 Area 204
Hetzel, Jim	Hetzel Tile & Marble
Just, Tim	Berghammer Construction Corp
Kinateder, Fred	KMI Construction
Miller, Jim	OPCMIA Local 599 Area 204
Walsh, Terry	Walsh Masonry, Inc.
Weytens, Randy	BAC District Council of WI

<b>Consultants &amp; Guests</b>	<b>Employer / Organization</b>
Belanger, Wayne	Associated Builders & Contractors
Berenthal, Jamie	Bureau of Apprenticeship Standards – Youth Appr
Bonlender, Bill	BAC
Engelke, Kilah	OPCMIA
Scheldroup, Bob	Bureau of Apprenticeship Standards - Milwaukee
Smith, Owen	Bureau of Apprenticeship Standards - Madison
Ziffer, Tim	Bureau of Apprenticeship Standards - Racine

1. The meeting was called to order at 10:02 a.m. by Gary Burns, Committee Co-Chair, in conformance with the Wisconsin Open Meeting Law.

2. A roll call was conducted. A sign-in sheet was circulated. A quorum was present.
3. The committee reviewed the current roster for vacancies, soon-to-expire terms, overall representation, and accurate contact information. On the Employer side, Todd Gray replaced Jim Miller, who retired.

#### 4. Old Business

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

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

The committee approved the minutes from the previous meeting as written.

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

Owen explained that the Bureau had proposed at the 2015 fall meeting that all local committees discuss three recommendations prior to this meeting and bring their input for discussions and decisions: 1) whether to accept the ACT; 2) the minimum timeframe in which to accept scores from all assessments; and 3) uniform cut-scores for the ACT and Accuplacer.

State committee members reported that their local committees had discussed the first two recommendations only. The local committee had not discussed uniform cut-scores.

*Action: the committee approved a motion to accept the ACT as an optional assessment.*

*Action: the committee approved a motion to accept scores for all assessments for up to five years from the date of the test.*

The state committee asked whether different trades under the committee could have different cut-scores. Owen confirmed that they could. He explained that the assessment subjects and cut-scores may indeed vary between trades. For example, the Bricklayers may require a higher score in math than the Tile Setters due to the work they perform. However, Owen noted that the subjects and cut-scores should be the same between all local committees for a specific trade. For example, all local committees that sponsor Bricklayers would assess applicants in the same subjects and require the same cut-score.

*Action: the committee approved a motion to form a focus group to compare and contrast the current Accuplacer scores for all trowel trades and all local committees, and bring a recommendation on uniform subjects and cut-scores for all assessments back to the full committee.*

###### iii. For action: proposed revisions to Masonry in Architecture & Construction Youth Apprenticeship

Owen explained that the WI Apprenticeship Advisory Council Career Pathway Subcommittee is re-reviewing the Architecture and Construction Youth Apprenticeship program content with additional registered apprenticeship sponsors to ensure all stakeholders are feel familiar and comfortable with the content. Jamie Bernthal added that the content had been approved by industry subject matter experts prior to its release, but several stakeholder groups claimed they had not been involved. So, the Bureau and Council intentionally re-reviewed the material with additional stakeholders and are bringing the results to the state committees.

Jamie walked the state committee through the program content. Overall, the state committee agreed with the content. Jamie noted that youth apprentices will not be able to perform the competencies of Assisting with Cutting Brick and Block because it violates child labor laws. The committee agreed and advised the Bureau to also add "tile" as an item to be removed from all related documents and curriculum.

*Action: the Bureau will remove "tile" from the YA curriculum and related documents*

*Action: the committee agreed with the content, as modified, and voiced its support.*

#### **b. Apprenticeship Completion Award Program**

Owen distributed the latest reimbursement report. He noted that the Bureau continues to deny more requests than it approves for two reasons.

Primarily, the Bureau denies most reimbursement requests because the requestor does not submit a receipt as proof that he or she incurred and paid the qualifying cost.

Secondly, the financial sum of denied requests is noticeably larger than the approved requests because it includes requests that exceeded the maximum allowable reimbursement. Apprentices who complete their entire program are eligible for 25% of their total costs up to \$1,000. So, most of these apprentices submit all of their costs as supporting evidence, and the Bureau denies the difference between the apprentice's total costs and the maximum reimbursement.

The committee did not have comments.

#### **e. American Apprenticeship Grant**

Owen reviewed that WAGE\$ is Wisconsin's American Apprenticeship Grant. He noted that the grant goal most pertinent to the construction sector, is increasing the pool of qualified applicants. The term "pool of qualified applicants" can be divided into two broad categories based on the individual's education and work experience. The first broad category is students within the K-12 system, namely juniors and seniors. WAGE\$ will prepare this target audience for registered apprenticeship by promoting youth apprenticeship and linking youth apprenticeships to registered apprenticeships through competencies and credits.

The second broad category of applicants is the "unemployed and under-employed," which the grant will serve by helping local workforce development boards develop and promote pre-apprenticeship readiness programs.

A general discussion followed. Several members agreed that many applicants could stand to be more familiar with hand and power tools. They emphasized that it is far more effective to learn these skills before an apprenticeship than during one.

A member asked whether youth apprentices receive OSHA 10-hour training. Jamie confirmed that they do. A general discussion followed on the pros and cons of requiring registered apprentices to take a minimum of OSHA 30-hour.

#### **f. Wisconsin Apprenticeship Summit**

Owen reviewed the purpose and structure of the WI Apprenticeship Summit and reported that the Bureau had completed the first action item: form an employer consortium to review current outreach material and advise the Bureau on new material.

Prior to working on outreach material, the consortium implemented a state-wide survey of three groups of employers: current sponsors; sponsors within the past three years; and employers that have never sponsored an apprentice.

Owen asked the committee to reflect on their professional experience with apprentices and guess the most popular response to several key survey questions.

The survey asked current sponsors to share the greatest benefit of participating in registered apprenticeship. The committee guessed correctly that the majority of current sponsors that replied identified quality training.

The survey asked former sponsors why they no longer use registered apprenticeship. The committees guessed correctly that most former sponsors identified loss of revenue due to the downturn in the economy.

Last, Owen noted that employers that had never sponsored an apprentice did not report a clear substitute for registered apprenticeship. Rather, they reported a variety of internal substitutes that range from informal and unstructured to formal and structured. He noted that the employers reported a doubt that their current training was sufficient to offset future retirements.

The committee did not have questions or comments.

Owen briefly mentioned that the Bureau was also beginning a statewide outreach initiative titled "Apprenticeship LEADERS." The initiative asks apprentice stakeholders to help the Bureau promote the value of apprenticeship to additional industries and businesses. Gary Burns stated that he and other members of the bricklayers state and local committees would be interested in participating in the LEADERS program.

*Action: Owen will email the informational flyer and application to Gary.*

**g. Other**

None.

**5. New Business**

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

Owen showed the revised Bureau homepage to the committee. He noted that the content is the same, but several changes were made to the homepage to streamline access for all user types.

All pages throughout the site now have new navigation features on the top and bottom to allow the user to access primary content from anywhere within the site. The top navigation bar includes the same content as before as well as a link to the youth apprenticeship homepage. The bottom navigation tabs

are for applicants, apprentices, and sponsors, respectively. Each tab leads to the same content that had been previously identified for each audience.

The homepage also includes a new slide show of feature content which will rotate monthly or quarterly. It will be used to communicate new initiatives and success stories. Once replaced, articles will be relocated automatically to an archive page.

Last, the top navigation bar includes a new link, "Facts & Data," that leads to a new, single page for links to regulations, publications, events, and data. This new page consolidated four previous pages.

A committee member asked whether the Bureau could provide meaningful data on users of the WI apprenticeship website and the analytics on who is checking out the BAS website

*Action: the Bureau will bring general analytics to the next meeting.*

**b. Pending revisions to CFR 29.30.**

Owen reported that the U.S. Department of Labor has proposed revisions to Code of Federal Regulations 29.30, which govern affirmative action and equal employment opportunities for registered apprenticeship. The Bureau submitted comments provided by the WI Apprenticeship Advisory Council. Public comment period closed in January. The DOL is reviewing the public comments and is legally prohibited from discussing them while doing so.

Owen noted that the proposed revisions borrow heavily from similar requirements for complying with federal contracts. The Council and Bureau's feedback expressed strong concern that the revisions do not fit registered apprenticeship well. He shared that Bureau Director Karen Morgan had summarized that the proposed revisions would "broaden requirements for apprenticeship that are currently very specific and tighten many others than are currently broad."

The Bureau has not received word on when the revisions will be released.

The committee did not have further questions.

**c. Other**

A member asked whether an apprentice can be supervised by a journey worker in a different trade. For example, could a cement mason apprentice be supervised by a carpenter. Owen replied that he will research the regulations.

Another member shared that his local union received positive comments on the "Parent's Guide to Apprenticeship" published by the Bureau.

**6. WTCS Update**

Owen noted that the written WTCS update is in the meeting packet and available on the state committee website.

**7. Review the program participants.**

Program participants included 130 apprentices and 64 employers with a contract in active or unassigned status on April 15, 2016.

9. The next meeting is tentatively scheduled for September 21, 2016, at 10:00 a.m. at the District Council in New Berlin.
10. The meeting adjourned at 12:15 p.m.

***Follow-up items***

- i. The Bureau will modify the state standards to reflect the ACT and five-year period for scores after the state committee determines the uniform cut-scores at the next meeting.*
- ii. The Bureau will bring general analytics to the next meeting.*
- iii. Owen will email the informational flyer and application to Gary.*
- iv. The Bureau will remove "tile" from the YA curriculum and related documents*
- v. The Bureau will form a focus group to recommend uniform cut scores.*

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*Submitted by Bob Scheldroup and Owen Smith,  
Bureau of Apprenticeship Standards*

**DRAFT**