

STATE ROOFER AND WATERPROOFER APPRENTICESHIP ADVISORY COMMITTEE

April 12, 2016

Roofers Local #65
16601 W Dakota St.
New Berlin, WI

APPROVED MINUTES

| Members Present | Employer / Organization |
|----------------------------|--------------------------------|
| Bartowitz, Alfred (Skip) | Roofers Local #65 |
| Busalacchi, Chris | Schranz Roofing |
| Ferreira, Gerry (Co-Chair) | Roofers Local #65 |
| Gorman, Travis | Roofers Local 11 |
| Noffke, Ben | Noffke Roofing (ABC) |
| Utecht, Allan | Walsdorf Roofing Co. (ABC) |

| Members Absent | Employer / Organization |
|-------------------------|--------------------------------|
| Langer, Mark (Co-Chair) | Langer Roofing & Sheet Metal |
| McNulty, Dennis | Roofers Local 65 |

| Consultants & Guests | Employer / Organization |
|---------------------------------|--|
| Bernthal, Jamie | Bureau of Apprenticeship Standards -YA |
| Breitlow, Lois | SE WI Area Roofing JAC |
| Emrick, Leigh | Associated Builders & Contractors |
| Johnson, Joshua | Bureau of Apprenticeship Standards |
| Smith, Owen | Bureau of Apprenticeship Standards |
| Triscari, Nick | Milwaukee Area Technical College |

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1. The meeting was called to order at 10:00 a.m. by Gerry Ferreira, in conformance with the Wisconsin Open Meeting Law.
 2. Roll-call was taken. A sign-in sheet was distributed. A quorum was present.
 3. The committee reviewed the current roster for vacancies, statewide representation, and terms expiring before the next meeting. No vacancies were present. At the committee's request, the Bureau invited Local 96 to nominate an Employee member. Business Manager Pete Jarowski had accepted the

invitation, but was unable to attend the spring meeting. Owen noted that the committee will have to add an additional Employer member to balance the membership on each side, and the new member will have to be from the northwest or southwest area of the state to balance the geographic representation. Owen will contact the appropriate contractor association for a nomination.

4. **Old Business**

a. Review the follow-up items from the previous meeting:

i. Approve the minutes of the previous meeting

The minutes of the previous meeting were approved with one revision: the date of the next meeting needs to be updated.

ii. Guest Presentation: Architecture and Construction Youth Apprenticeship Program

Jamie Bernthal from the Department of Workforce Development Youth Apprenticeship staff introduced himself. He briefed attendees on the purpose, structure and requirements of the Youth Apprenticeship program. He also discussed how roofing contractors could be involved in the new Architecture and Construction youth apprenticeship.

Jamie explained that a youth apprenticeship is either one year of 450 hours or two years of 900 hours. Youth apprentices are paid employees of a contractor, work on a jobsite, and attend related instruction at their high school or a technical college. Students are typically recommended to the program by teachers, guidance counselors, or other staff after demonstrating strong academics, considering various career clusters, and demonstrating interest in the program. Students are interviewed by employers, and are matched with an employer based on the results.

Jamie emphasized that the learning content was reviewed and approved by industry subject matter experts and DWD Child Labor staff. In addition, DWD Equal Rights and Workers Compensation work very closely with employers and youth apprentices to ensure all work performed is safe and legal. In fact, a key component of the program is that the youth apprentice is constantly supervised by a jobsite mentor who is in direct phone contact with DWD, in case of a question or concern.

However, Jamie noted that DWD regulations prohibit minors and student learners from working on or around a roof, or performing related labor on the ground (270.12(24)). Owen noted that DWD has committed to supporting youth apprenticeship and made it a higher priority for staffs like Equal Rights and Workers Compensation. Therefore, if the committee is interested in exploring options for employing youth apprentices, this would be the ideal time to do so.

The committee agreed, and asked Jamie to research whether minors classified as student learners could work in support functions in the shop. Jamie said he would follow-up with DWD Equal Rights.

Action: *DWD Youth Apprenticeship will review the current labor regulations regarding student learners and hazardous employment with the DWD Child Labor staff.*

Jamie concluded his presentation by noting that youth apprenticeship may still be a valuable pipeline for roofing contractors even if they cannot sponsor youth apprentices. The first 12 of 16 competencies in the program are foundational for all construction occupations, such as blueprint reading and proper use of hand and power tools. Therefore, the state committee can make local committees aware that they may receive applications from recent graduates, and that their training is valuable.

b. Apprenticeship Completion Award Program

Owen distributed the latest reimbursement report. He noted the general trends in the report have not changed since the last meeting. The Bureau continues to deny noticeably more requests than it approves. The reasons are that many requestors fail to submit a paid receipt as proof of incurring the qualifying costs; and many apprentices who qualify for 25% of their total costs up to \$1,000, submit all of their costs as supporting evidence, and the difference is subsequently denied.

The committee did not have comments or questions. One guest commented that the paperwork was still very time-consuming.

c. WI Apprenticeship Summit

Owen reported that the Bureau formed an employer consortium to review current outreach material and advise the Bureau on new material. The consortium was one of many recommendations from the Wisconsin Apprenticeship Summit, and the first one to be completed.

Prior to discussing outreach material, the consortium wanted to gather current data on how well apprenticeship was working for companies that use it and how it was perceived by companies that had either stopped using it or never used it. So, 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. The survey was created by the Bureau, approved by the consortium, and disseminated by several contractor and industry organizations to their membership.

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 training, which was correct; the overwhelming majority of sponsors replied that quality training was the most significant benefit.

The survey asked former sponsors why they no longer use apprenticeship. The committees guessed lack of money and too much paperwork; the large majority of former sponsors replied that they no longer use registered apprenticeship due to a downturn in the economy and a subsequent downsizing of personnel.

Last, among employers that had never sponsored an apprentice, no single alternative training method was reported. Instead, this target audience reported a variety of internal training programs, ranging from informal to formal. However, many employers in this group reported a doubt that their current training was sufficient to offset future retirements and a corresponding desire to learn more about registered apprenticeship.

The committee did not have questions or comments.

d. American Apprenticeship Grant (WAGE\$)

Owen reviewed the key objectives and audiences of Wisconsin's American Apprenticeship Grant, known as WAGE\$. The grant will support expanding registered apprenticeship into the health care and information technology sectors. Another critical focus, more directly pertinent to the construction sector, is increasing the pool of qualified applicants. This focus was suggested by all seven focus groups, including the construction sector, the Bureau convened before applying for the grant.

Owen explained that the term "pool of qualified applicants" can be divided into two broad categories based on their location on the career pathway. The first broad category is students within the K-12 system, namely juniors and seniors. WAGES 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. f

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.

Action: the committee asked to discuss whether to require OSHA-30 at the next meeting.

e. Other

Owen reviewed that the Department of Public Instruction mandated that all high school students must take the ACT in order to graduate, beginning in 2016. The ACT assesses students in many of the subject areas that local committees assess them in using Accuplacer or other tests, such as math, reading and sentence skills. Therefore, the Bureau recommends that all state construction committees that do not use proprietary assessments accept the ACT as an additional optional assessment.

Owen asked the state committee to confirm whether it uses a proprietary assessment. The JAC representatives confirmed that the JAC does use a proprietary assessment. Associated Builders & Contractors confirmed that it uses the Accuplacer.

Since the one local committee uses a proprietary assessment, the state committee did not pursue requiring both local committees to accept the ACT.

5. New Business

a. BAS personnel update

Owen reported that the Bureau hired two new personnel for the WAGES grant. Meredith Alt will serve as grant manager. She worked previously at the University of Wisconsin-Madison as the manager of a national educational assessment grant. Cindy Anderson will serve as the outreach coordinator. She work previously on adult learning initiatives with Waukesha County Technical College and the WI Department of Children and Families.

b. Revisions to BAS homepage

Owen reported that the Bureau revised its homepage to streamline access for all user types and to feature new content. He emphasized that the scope of revisions include the homepage, navigation bars, and one new page. The original content remains the same.

He showed that all pages throughout the site now have new navigation features on the top and bottom. The new features allow the user to access primary content from anywhere within the site, rather than return to the homepage. The top navigation bar replaced the previous table of "quick links." It 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.

Next, Owen pointed out the new "slider" on the homepage, a slide show of brief updates on feature content. The slider is intended to communicate new initiatives and success stories for the Bureau. When content is replaced, it is automatically relocated to a blog page for reference.

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.

c. Proposed revisions to CFR 29.30.

Owen reported that since the fall meeting, 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. Public comment period closed in January, and the Bureau submitted comments provided by the WI Apprenticeship Advisory Council.

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 because its structure and terminology are very different from federal contracts. 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."

Leigh Emrick added that revisions to prior regulations received a few hundred public comments, but these revisions have prompted several thousand public comments.

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

d. Other

No additional topics were brought forth.

6. WTCS Update

An update on all WTCS apprenticeship activities is available on the state committee website.

7. Review the program participants.

Program participants included 78 apprentices and 19 employers with a contract in active or unassigned status on April 1, 2016. Members and consultants agreed that the data look accurate.

8. The next meeting is tentatively scheduled for Tuesday, September 13, 2016, at 10:00 a.m. in New Berlin. Gerry noted that the meeting may have to be relocated because Local 65 may move to a new training center.

9. The meeting was adjourned at 11:35 a.m.

Follow-up Items

- i. BAS-YA will research whether youth apprentices can perform ground work related to roofing.*
- ii. BAS add OSHA 30 to the agenda for the fall meeting.*

Respectfully submitted by Owen Smith,
Bureau of Apprenticeship Standards