

Minutes of the

APPRENTICESHIP ADVISORY COUNCIL

Advisory to DWD, Bureau of Apprenticeship Standards
and
Wisconsin Technical College System Board

Wisconsin Technical College System Office
4622 University Avenue
Madison, WI

August 22, 2006
(Corrected)

MEMBERS PRESENT

Wayne Belanger	David Newby
Earl Buford	Robert Riberich
Margaret Ellibee	Susan Scaffidi
Gert Grohmann	Tom Schoenberger
Terry Hayden	Ronald Steiner
Marcie Marquardt	Clay Tschillard
John Metcalf	Marge Wood
James Moore	

MEMBERS EXCUSED

Mike Lewin
James Nowak
Ron Splan

Members Absent

Mike Bolton
Julie Brolin

CONSULTANTS AND GUESTS

Bill Berge	Fox Valley Tech. College	Appleton
Bill Bulloch	Waukesha County Tech. College	Pewaukee
Suki Han	WisDOT	Madison
Mark Johnson	WTCS Board Staff	Madison
Mary Knight	Tools for Tomorrow-MATC (Mad)	Madison
Ed Knudson	Gateway Tech. College	Racine
Patrick LaHaye	Northeast Wis. Tech. College	Green Bay
Nancy Lightfield	Blackhawk Tech. College	Beloit
Don Linstroth	Madison Area Tech. College	Madison
Jack Mattner	Lakeshore Tech. College	Cleveland
John Mielke	Assoc. Builders & Contractors of Wis.	Madison
Donna Mews	Gateway Tech. College	Racine
Ken Moore	DWD-DWS-Bur App Standards	Madison
Karen Morgan	DWD-DWS-Bur App Standards	Madison
Becky Rajek	Northcentral Tech. College	Wausau
Jon Waldheutter	Moraine Park Tech. College	Fond du Lac
Kathy Wellington	DWD-DWS-Bur App Standards	Madison

Ron Steiner, Council Co-Chair, called the meeting to order in conformance with the Wisconsin Open Meeting Law at 10:08 a.m.

Sign-in sheets were circulated to record those in attendance. All present introduced themselves.

Minutes of the May 16, 2006 Council meeting were approved as presented.

WTCS Update. Marge Wood made the presentation. She welcomed everyone to the new Wisconsin Technical College System (WTCS) Board offices. There are a number of apprenticeship coordinators attending today even though it is the first week of classes. Marge also stated that apprenticeship numbers are up because there are fourteen (14) new, unexpected apprenticeship class sections this semester. The coordinators then introduced themselves and gave some highlights for each college. Apprentice numbers are up in most parts of the state, including Industrial apprentices in some areas.

Mark Johnson gave a presentation on "Underprepared Learners," high school graduates who can not do class work at the technical college level. Mark stated the WTCS has initiatives underway to improve success. Many enrollees are not ready for the rigors of college, but with assistance they can be successful. Test scores on admissions/placement tests such as Accuplacer, Asset, and TABE should be used to evaluate academic weaknesses, not just as an entrance cut-off score.

A number of questions were asked and discussion was held. There was a lot of discussion on testing and the use of scores by various trades and local committees. There was also discussion of testing Hispanic applicants for skills. A number of members stated this issue sounded like it applied more to regular students, not apprentices.

Sub-Committee Reports.

Equal Access: Wayne Belanger presented this sub-committee's Status Report #4, mailed with the Agenda as Attachment 3. It met two times since the last Council meeting: June 29 and August 1. The sub-committee's primary activity has been the completion of the Focus Group Report, but that has not been completed. One of the recommendations contained in the Focus Group information is to replicate successful apprenticeship preparatory programs from other parts of the State, i.e. Big Step, Tools for Tomorrow and TrANS. Three people were present to provide information on those programs.

TrANS: Suki Han, for the Wisconsin Department of Transportation (WisDOT), provided information on this program and distributed a handout. A 2-year pilot program started in 1995 and is now in its eleventh year in Southeast, South Central, Central and North Central Wisconsin. Budget constraints prevent going State-wide. Over 500 TrANS graduates have been hired by industry. There are 30 partner Community Based Organizations (CBOs). Over 150 contractors have hired TrANS grads. Employer assistance consists of \$5 per hour for WisDOT jobs. The program itself consists of over 120 hours of soft and hard skills preparation that utilizes industry professionals in more than a dozen topics.

BIG STEP: Earl Buford provided information and a handout on this program. Building Industry Group Skilled Trades Employment Program (BIG STEP) has served more than 30 years as a leading outreach initiative for apprenticeship in the skilled trades. It is a partnership of public, philanthropic, labor and private industry that provides skill training and test preparation for minorities and females in the Milwaukee area. BIG STEP is currently partnered with the Wisconsin Regional Training Partnership and other organizations in the Center of Excellence. The Center provides four options: 1) Apprenticeship preparation (exams-BIG STEP); 2) Hands-on training/certification programs (TrANS); 3) Help for skilled workers to find an employer; and 4) For those with no skills, refer back to CBOs to get help.

Tools for Tomorrow: Mary Knight provided the information and distributed a brochure. The program started in 1991. It is broader in scope than just apprenticeship preparation. It provides information on women in trades and technology by evaluating interests, abilities work experience and basic math and reading skills. There is a wide array of outreach and community involvement. There are ten 3-hour assessment sessions per year with over 100 participants each year. There are then two 100-hour programs per year. One is construction focused. For apprenticeship, about 75 women per year participate with 5 or 6 going into an apprenticeship. About six years ago, Tools started a mentoring program that tripled the success rate for those women going into apprenticeships from 20% successfully completing the apprenticeship to 67% being successful. For all of these programs, dependable funding is a requirement.

Wayne then distributed a second draft of the Employer Tool Kit.

The sub-committee report was accepted.

Title 29 CFR Part 29. Karen made the presentation. The national Advisory Committee on Apprenticeship made these recommendations to the U.S. Department of Labor in June 2006 for proposed revisions to Title 29 CFR Part 29. The recommendations are currently at USDOL Solicitor's Office for review. There are a number of things that if approved federally would require changes to Wisconsin law and rule. When published in the Federal Register, states and other interested organizations usually have 30 days to respond. DWD will respond as the Wisconsin apprenticeship agency, but does the Council want the opportunity to respond on short notice? Ron Steiner recommended that the Information Sub-Committee respond for the Council. Gert requested that the entire Council be copied first electronically and have a week to provide input. The Council agreed to that method.

Karen pointed out one potential major change to how apprenticeship is governed in Wisconsin. The US DOL does not do the "up front" work on program approvals the way the Bureau of Apprenticeship Standards does, so this proposed "Provisional registration" is needed by USDOL. If it is included in 29CFR29 then Wisconsin would have to follow it. DWD legal counsel has reviewed these proposed changes and believes that most could be fitted into DWD 295 rather than changing the law, Chapter 106, but we will have to see what is finally approved. It was also pointed out that standard definitions would be needed for terms like those on page 4 of 4.

Service Plaque for Don Linstroth. At this point, Karen presented a DWD Service Recognition plaque to Don Linstroth, retiring Apprenticeship Coordinator for Madison Area Technical College, for his long and effective service and support of the Wisconsin Registered Apprenticeship system.

Return to Sub-Committee Reports.

Educational Linkages: Bob Riberich gave the report. Attachment 2 was mailed with the meeting notice and agenda.

Linkages to Local Schools: Does the Council still want to do a survey for this purpose? The purpose of the survey was to determine what schools might be targeted for an outreach linkage. Margaret Ellibee suggested that the Council might put such questions on the Department of Public Instruction's list serve. Discussion followed. A number of suggestions were given: Get apprenticeship information to students; five presentations to technical education instructors/associations; get such information to those who interact with students (counselors, etc.); give presentations to state conferences of such groups. There was additional discussion about the technical education teachers' conference each summer.

Apprenticeship in the 21st Century: The results of the brainstorming session were attached. A discussion was led by Gert Grohmann. The purpose of the discussion was to answer the questions: 1) What is missing: What may be deleted or more effectively grouped? 2) Where are the gaps between what we see as the vision for the 21st Century and what are we currently doing today? 3) How do we want to proceed?

- Issues:
- *Like to start at a higher wage but still do the entire program
 - *Raise status-No comment
 - *Specialization/partitioning-No comment
 - *specialization/diversification may help
 - *Ability to move-No comment
 - *Competencies-No comment
 - *Learning opportunities-No comment
 - *Continuing ed-No comment

At this point, the entire list was read and discussion followed. It was agreed there needed to be a lot of focus on more/better marketing. There has not been much emphasis lately on recruiting/retaining new employers. Karen stated the Marketing Sub-Committee is working on that. There also needed to be procedures developed and used to allow advanced standing, specialization and modularization. "Combined trades" were viewed as both good and bad. The employer focus is missing. Also need to focus on underutilization by some employers. Need to focus on the under-prepared as well as the advance standing apprentices. Earl Buford mentioned the 3-year initiative with Milwaukee Public Schools on preparing students for apprenticeships.

It was finally recommended that the list be broken down into 3 or 4 broad categories and then prioritized for action.

The report was accepted by the Council.

Informational: Marcie Marquardt gave the report. The written report was also included with the meeting notice as Attachment 4. The initial revision of Chapter 1 of the Apprenticeship Manual was included. Many of the changes were “cosmetic” in nature, but there are five major changes:

- *Page 12 (top)-Successful completion of the curriculum satisfies the hours shown in the contract. Apprentices should not be required to attend additional hours just to meet the hours shown in the contract.

- *Page 12 (bottom) and Page 13 (top)-Skilled Wage Rates.

- *Page 13 (center)-Overtime Pay.

- *Page 15-Record keeping.

- *Page 16-Layoff.

An Unassignment section will also be added.

The Council gave preliminary approval to the revised Chapter 1.

Marketing: Wayne Belanger gave the report which was included in the meeting notice as Attachment 5 and included a copy of the PowerPoint presentation. Karen then gave the PowerPoint.

The Council accepted the report and approved the PowerPoint presentation with minor revisions.

23rd Biennial Apprenticeship Conference. Karen gave the report. The first “Save the Date” postcard has been mailed. There is a “Town Hall” meeting planned for the Council. Karen asked if this should include Sub-Committee information sessions? It was recommended that two or three of the Sub-Committees could be grouped into a separate workshop. Equal Access would fill a workshop by itself. The Marketing Sub-Committee could set up a booth in the Expo and run the PowerPoint continuously. Karen said she preferred workshops on the schedule, maybe with Equal Access before the Town Hall and the others after the Town Hall meeting.

Helmets to Hardhats. Karen told the Council that Helmets to Hardhats is not a direct entry program in Wisconsin or in most states for that matter. A copy of the Governor’s news release and Resolution were included in the meeting notice. Ken Moore told the Council there is also a State tuition waiver program for veteran apprentices. The Council requested information on that program from the WTCS.

Election of Employee Co-Chair. Terry Hayden was nominated and seconded. There being no other nominations, Terry Hayden was elected Employee Co-Chair unanimously.

Ron Steiner then announced that he was retiring as the Employer Co-Chair effective the end of this meeting. A new Employer Co-Chair will have to be elected at the next meeting.

National Association of State Approving Agencies Conference Update. Ken Moore gave the report. NASAA met in Spokane, WA July 15-20, 2006. Two major items were

discussed: Increased security of veteran's personal data. All SAAs will eventually be required to meet Federal standards on information security. Also, VA will no longer share information on veterans, such as confirmation of award approval, with the SAAs. This means we will not know when/if the veteran is approved for benefits. The second major concern was funding. There is currently a Senate funding bill that would significantly reduce SAA funding over the next 5 years. This will result in reduced services to the veterans in the process of getting their educational or training program approved. It is currently taking the St. Louis VA Regional Processing Office 60 to 90 days to process an individual approval and another 1 to 3 months to get the first check to the veteran. BAS currently processing our approval in 2 to 3 weeks after we receive the required forms from the vet and sponsor. If BAS no longer receives VA funding to do this work, then VA would have to pick up our approval function and further delay processing of benefits.

NASTAD Update. Karen Morgan provided an update of the NASTAD Conference which was held August 7-10, 2006 in Louisville, KY. The states' representatives provided an update of activities in each of their states. Discussion was held on 29/29 and what action the NASTAD group might want to take. We also were able to visit several of the apprenticeship training centers in the Louisville area.

DPI Update. Margaret Ellibee gave the report. DPI has been able to add staff so they are now at "full strength". They have been spending more time on science and math standards for state students.

Statistics. Ken Moore distributed the statistics page. Overall, numbers continue to decline but at a much slower rate, less than 1% overall 5%. Construction trades actually gained in all 3 areas; total, minorities and females. Overall, minorities and females also increased. Only the Industrial sector continues to decline in all three areas.

Old Business. Karen distributed a copy of the Council By-Laws as revised and updated in November 2005.

David Newby asked if Executive Order 108 was having any effect on apprenticeships. Karen stated there are at least fifteen (15) new employers...probably closer to thirty (30). The Bureau will do an accurate count at the end of the year.

New Business. Standing Sub-Committee membership rosters were included in the meeting notice packet at Attachment 7. If there any errors or if Council members want to be added, they should contact Karen.

Meeting dates were set for the sub-committees. The Educational Linkages Sub-Committee will meet on September 8 at the ABC Offices in Madison at 9:00 a.m. The Equal Access Sub-Committee will meet on September 19 at the ABC Offices in Madison at 10:00 a.m. The Informational Sub-Committee will meet on September 6 at the IBEW Offices in Madison at 9:00 a.m. The Marketing Sub-Committee will meet at the ABC Offices in Madison on September 8 at 9:00 a.m.

The next Council meeting will be on October 17, 2006, location to be determined.

Ron Steiner adjourned the meeting at 3:10 p.m.

Respectfully submitted by

Ken Moore, Recorder