

Minutes of the

APPRENTICESHIP ADVISORY COUNCIL

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

Crowne Plaza Hotel - 4402 E. Washington Avenue - Madison, WI

November 5, 2009

MEMBERS PRESENT

| | | |
|----------------|------------------|-----------------|
| Wayne Belanger | Marcie Marquardt | Susan Scaffidi |
| Gert Grohmann | John Metcalf | Ron Splan |
| Terry Hayden | David Newby | Clay Tschillard |
| Henry Hurt | Ben Rodriguez | Marge Wood |
| Brent Kindred | Robert Riberich | |

MEMBERS EXCUSED

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|-------------|------------------|
| Earl Buford | Dave Vanden Bush |
| Mike Lewin | |

MEMBERS ABSENT

CONSULTANTS AND GUESTS

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| Ken Moore | DWD-DET-Bur App Standards | Madison |
| Karen Morgan | DWD-DET-Bur App Standards | Madison |
| Owen Smith | DWD-DET-Bur App Standards | Madison |
| Kathy Wellington | DWD-DET-Bur App Standards | Madison |

Welcome, Introductions and Check-In

The meeting was called to order at 10:08 a.m. by Co-Chair Bob Riberich. Karen Morgan, DWD/BAS, confirmed that the meeting was properly posted in conformance with the Wisconsin Open Meeting Law. Signature sheets were circulated to record those in attendance. Introductions of those present were made.

Approval of Minutes

Mr. Riberich referred members to the minutes of the July 21, 2009 Council meeting, which were included in the meeting packet. By unanimous voice vote, the Council approved the minutes of the July 21, 2009 Council meeting.

Audit of the Participation of Minorities & Women in Construction Trades Apprentices—Informational

Karen Morgan informed the Council that approximately four weeks ago Rep. Barbara Toles requested the Legislative Audit Bureau conduct an audit on the Bureau of Apprenticeship Standards, Attachment 2. The audit will cover minority and female participation in the construction sector. EO 108 is tied to the audit as well although it is not officially part of the audit. A few years ago Sec. Gassman asked the Council to comment or provide guidance on EO 108. The Council declined to do so. The one of the apprenticeship programs complained about the number and types of waivers granted by BAS. The department provided direction that if an employer's work was part of an apprenticeable trade, BAS would not grant waivers so BAS stopped granting such

waivers. That also resulted in many concerns. At this time, EO 108 and minority/female participation in the apprenticeship program have been melded together into one overall issue. Discussion was held. The LAB Audit of 1992 was also discussed. BAS has made many changes since the last LAB audit: Transition to Trainer, the Technical Assistance Guide for local committee members, all BAS staff trained in AA/EEO, diversity workshops presented by Karen and Ken for all local committees, focus groups held and actions being taken on the findings of those focus groups, etc. The work of BIG STEP and other such entities was discussed along with construction selection methods of the rank order list and the letter of introduction. David Newby requested that documents should be sent to Council members as they are developed and monthly updates should also be sent. The audit is scheduled to be completed in early spring.

Apprenticeship and Green Jobs

Karen referred the Council to Attachments 3 and 4. Attachment 3 was received by BAS on the same date Attachment 4 was due to USDOL. Under the American Recovery and Reinvestment Act (ARRA), DOL announced that there would be a series of competitive grants, in addition to the funding targeted to specific federal funding streams. DWD assigned Karen the responsibility of leading the department's initiative in competitive grants. In anticipation of the grant announcements a series of workgroups with internal and external stakeholders were created. Because there is very strong support at USDOL for apprenticeship, the department decided that at least one of the grants would have an apprenticeship focus.

When the grant announcements were published, only one was appropriate for the department, in partnership with the Council on Workforce Development, to take the lead. Attachment 4 is the DWD grant application; *Wisconsin Sector Alliance for the Green Economy or "SAGE."* DWD is requesting \$6,000,000 to develop apprenticeships in several new areas; weatherization installer, energy efficiency auditor, and wastewater treatment plant operator. The grant also provides funding for adding green energy modules for existing programs; sheet metal worker, steamfitter, heat & frost, construction electrician, ironworker, painter & decorator, plumber and roofer/waterproofer. The Governor has set aside \$55,000,000 in ARRA funds for the greening of Wisconsin manufacturing. The SAGE grant would be used to upgrade "green skills" of incumbents and for training of future employees. Pages 19 & 20 provide a good summary of the trades affected and what will be done for each. Another part of the grant will be for support services; such as, child care in partnership with the local Workforce Development Boards (WDB).

A separate grant submitted which affects apprenticeship was submitted by the North Central Wisconsin Workforce Development Board. This grant is health care focused and has the Health Support Specialist career ladder which would lead to a Licensed Practical Nurse certification. BAS has already registered almost a dozen apprentices in this occupation.

Sub-Committee Reports:

Educational Linkages: Mr. Tschillard gave the report and distributed three handouts. The Sub-Committee met two times since the last Council meeting. The main project is to develop an outreach package that can be used in the K-12 system. They have used a Canadian booklet for their pattern. The initial draft was one of the handouts. The Council had also directed the sub-committee to "Wisconsinize" the USDOL "one-pagers". This project is also nearing completion. Several quotes have been gathered

and will be used. These will be brought before the Council as they are done. The next meeting of this sub-committee will be held on November 9.

Equal Access Sub-Committee: Mr. Belanger gave the report and distributed one handout. The sub-committee has met two times since the last Council meeting. Karen also distributed draft copies of the Apprentice Handbook Orientation dated November 5, 2009 and draft copies of the Presenter Notes for the Personal Apprentice Survival Plan dated October 23, 2009. These two items are coming together. Chapter 7, Diversity: What You Need to Know, has been reviewed by Karen with a group of minority and female apprentices in Milwaukee. It was then revised based on the input they provided. A Wisconsin Instructional Development System (WIDS) staff member, Susan Sharkey, has been hired to do the Presenter Notes. These items should be finalized next summer or fall. The sub-committee is looking for affirmative action materials that are in a “skilled trades” area. They could not find anything; everything they did find was in an office setting.

The sub-committee is also working to develop an employer-use “Take Action Timeline” that identifies pre-emptive actions that employers can take to promote apprentice retention. A survey was redrafted and attached to Wayne’s handout. The Council reviewed it and made final recommendations. This survey is to be sent to individuals who have left the apprenticeship program before they completed. The survey responses will be used to develop the Take Action Timeline.

Karen also discussed some statistical requirements of the CFR 29 Part 29 relating to apprentice completions.

Informational Sub-Committee: Karen provided the sub-committee update and distributed a handout. The sub-committee met three times since the last Council meeting. Four items were discussed: Amendment to WI Stat 15.227, which governs appointments to the Council. These appointments will be moved from LIRC to DWD when this statute is changed.

Presentation to state trade committees on 29 CFR 29. A copy of the PowerPoint presentation was attached to the handout. Two more committees have to receive the presentation: Electric Utility Trades and Barber/Cosmetology.

A draft 29 CFR 29 implementation time table and tasks was also attached. Only those changes that are absolutely necessary to conform to 29 CFR 29 will be made to WI Statutes 106. A draft of these changes is currently at DWD Chief Legal Counsel, Howard Bernstein. DWD 295 will be worked on next and then the Manual.

There needs to be a “targeted” in-person Council meeting in January. The meeting was scheduled for January 7, 2010 in Madison.

WTCS Update:

Ms. Wood provided the update and distributed three handouts. The first handout covered WIA Title 1 Opportunity Grants on the front and instructor preparation course information on the back. Individuals who are 200% below federal poverty level, by county, can receive up to \$1000 under the WIA. If laid off, the 200% guidelines do not apply. These grants can be used to help individuals improve their skills at technical colleges, including for registered apprenticeships.

The second handout had WTCS Apprentice Completer information for 2007. Discussion was held. Apprenticeship graduates earn more than technical graduates.

The third handout concerned Apprentice Soft Skills-Core Abilities. The only recommendation was to change "Competent" on the Scoring Guide to "Adequate" or some other similar term. Marge also told the Council that many technical colleges were experiencing very low enrollments in some trades and areas. Discussion has been held about the possible consolidation of PRI classes.

DPI Update:

Mr. Kindred gave the update. Carl Perkins grants are available for all high school technical education programs. There are two "clusters": Architecture/construction and manufacturing. These two areas are 20% of all Carl Perkins programs. Schools are now able to sign up for state certified construction programs, currently all with the AGC. Schools are starting to experience funding problems; however, DPI has a number of state certified programs for "employability skills." Prior to entering other programs, students must complete a program in employability skills. These programs are currently being updated.

Brent also volunteered to work with the Council or BAS on presentations to high school counselors on apprenticeship.

SkillsUSA will be holding the state competition late in April and Brent invited the Council to meet during the competition. That meeting will be held on Wednesday, April 28, 2010 in Wisconsin Dells.

Statistics:

Mr. Moore provided two handouts on statistics for the past year. The first handout covered the three sectors and the number and percentage of increase or decline. Every trade sector and apprentice category has declined. Total apprentices have declined by almost 9% since last November. The second handout shows the number of newly active apprentices for the past year, the number completed, cancelled and the number at this time. The Council requested that for the next meeting a detailed report on the reasons for first year cancellations be provided.

Old Business:

Request for Wisconsin to be decertified as a Registration Agency: Karen provided a copy of Mr. Paul Blackman's letter to the USDOL making this request and the USDOL's interim response as Attachment 8 of the meeting package. Karen also briefly outlined the findings of the 1992 LAB audit.

New Business:

USDOL Registered Apprenticeship Community of Practice website. Karen distributed a copy of the website information/address. This is a great website which is of interest to those who work with registered apprenticeship.

Karen also told the Council that USDOL is now looking at making changes to 29 CFR 30, AA/EEO. They will hold public hearings around the country during 2010. The dates and locations of those hearings will be provided when they are available.

Next Council Meeting:

The next meeting will be held on Thursday, January 7, 2010 at the Madison NECA/IBEW Apprenticeship Office. It will be a shorter meeting held only in the morning and will cover the law changes and Equal Access activities.

Adjourn

By unanimous voice vote, the Council agreed to adjourn. Terry Hayden adjourned the meeting at 2:40 p.m.

Respectfully submitted by
Ken Moore, Recorder