

**STATE IRONWORKING APPRENTICESHIP ADVISORY COMMITTEE**

Wednesday, April 7, 2014

Madison Labor Temple  
1602 South Park St  
Madison, Wisconsin 53715

**Approved Minutes**

<b>Members Present</b>	<b>Organization / Employer</b>
DeMinter, Tim	Ironworkers Local 383
Hager, Ben (Co-Chair)	J.H. Findorff
Hooyman, Chad	SPE Little Chute
Riley, John	K.F. Sullivan Co.

<b>Members Absent</b>	<b>Organization / Employer</b>
Cyganek, Brad (Co-Chair)	Ironworkers Local 8
Flaherty, Glenn	Ironworkers Local 8
Shultis, Andrew	Ironworkers Local 383
Trottier, John	AZCO

<b>Consultants and Guests</b>	<b>Organization / Employer</b>
Hanson, Richard	Ironworkers Local 8
Morgan, Karen	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 10:13 a.m. by Co-Chair Ben Hager in accordance with the Wisconsin Open Meeting Law.
  2. A sign-in sheet was distributed. Members and guests introduced themselves.
  3. The minutes of the Friday, October 16, 2013, meeting were approved without changes.

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

##### **a. Follow-up Items from Previous Meeting**

Owen Smith reported that all follow-up items were completed.

##### **b. Roster Review**

Owen Smith distributed copies of the current roster. Members verified their contact information. Tim DeMinter provided an updated email address.

*Follow Up: BAS will update the roster.*

##### **c. For action: Helmets to Hardhats and Related Revisions to State Standards**

Karen Morgan presented an overview of the national Helmets to Hardhats (H2H) program and asked the Committee to endorse the implementation of the program in Wisconsin by adopting several modifications to the state standards.

However, the committee had approved similar provisions for all veterans previously, so the topic was moot. A general discussion followed on the appropriate paperwork required to document a discharge from military service. Members agreed that the proper document is the DD 214.

##### **d. 2014 Biennial Conference Summary**

Owen Smith reported the outcomes of the 2014 Biennial Wisconsin Apprenticeship Conference Summary, asked Members for their feedback, and explained the Bureau's plans for future Conferences.

###### **i. Summary**

Overall, the Conference was a great success, attracting the second highest Conference attendance—450 participants—despite below-freezing temperatures, and earning praise for its speakers and workshops. Unfortunately, winter temperatures forced most high schools throughout the state to close. As a result, the Expo was attended by only 50 of the more than 600 high school students who had registered.

###### **ii. Speakers**

All speakers earned high ratings from attendees, especially Governor Walker, national economist Anirban Basu and national author Mark Breslin. Governor Walker's speech earned the Conference brief media coverage in several state metropolitan news and television outlets.

###### **iii. Workshops**

Most workshops received very favorable feedback from attendees, particularly for their professional relevance. The Conference offered a series of introductory workshops on apprenticeship and key partners, such as "The Department of Public Instruction 101"; and several well-received workshops on youth apprenticeship and apprenticeship prep programs. The three most attended workshops were, "Preparing Students for Apprenticeship Programs," "Diversity in the Workplace," and "Understanding Generational Differences in the Workplace."

###### **iv. Criticisms and Suggestions**

The Conference received two common criticisms: it was held during the timeframe of year that poses the highest risk for severe cold and inclement weather; and the removed location of the Expo, a mile from the conference activities, limited the amount of time attendees could visit without missing workshops and discouraged some attendees from visiting at all.

The most common suggestions for improvement were twofold: hold the Conference in spring or fall; and hold the Expo and Conference as unique, separate events.

Owen Smith asked the members for their responses to the Conference. A general discussion on the pros and cons followed. Members agreed that the Conference was a success, and agreed strongly that the time of year and location of the Expo were problematic.

#### v. Future Conferences

Owen Smith acknowledged the downside of scheduling the Conference in the first calendar quarter of the year and holding the Expo in a removed location from the main Conference area. However, he explained the factors that make the timeframe and hosting the two events together the most ideal plan.

Foremost, the first calendar quarter of the year is when the most apprenticeship stakeholders are available. Spring is when the construction sector, the largest sector of apprenticeship stakeholders, typically prepares to return to work, sometimes as early as mid-March and public schools generally have spring break. Fall is the beginning of the academic calendar for high schools and technical colleges, and the construction trades typically remain active through October. Late fall and early winter contain deer hunting season, Thanksgiving and Christmas.

Second, the few hotels that can provide all Conference accommodations are most likely to offer the state lodging rate during the off-season months. The Conference requires a large meeting space, five-to-seven breakout rooms for workshops, and at least 20,000 square feet for the Expo. Many hotels can meet the first two requirements, but very few can satisfy all three requirements.

Third, hosting the Expo and Conference as separate events on alternating years would place the Bureau in perpetual planning and fundraising cycles for the last half of each year. Conference preparations typically take at least six months, and the Bureau would be continuously asking its stakeholder base for donations.

Therefore, the Advisory Council voted at its spring meeting in March to advise the Bureau to hold the next Conference in early March and to hold the Expo the day prior to the opening of the Conference, in the same venue.

#### **e. Apprenticeship Advisory Council Update**

##### i. Apprenticeship Awareness Toolkit

Owen Smith walked members through the Apprenticeship Awareness Toolkit website, a one-stop resource on Apprenticeship for high school guidance counselors, teachers and staff to assist their raising awareness of registered apprenticeship among high school students and parents.

The website was created and is administered by the Department of Public Instruction.

Key content includes:

- An explanation of registered apprenticeship as well as a separate explanation of youth apprenticeship, which explicitly states it is "not the same as [registered] apprenticeship."
- Apprenticeship Salary Chart, a downloadable document that compares the potential earning of an apprentice to an individual on a four-year degree program
- Educator How to Sheet, which advises educators on classroom strategies for engaging students about apprenticeship, such as inviting industry representatives as guest speakers
- Apprenticeship Promotional Flyers, five versions, one per audience, communicate three central points to parents, educators, students, and more: apprentices earn a good wage without incurring student debt; they earn college credit, and they earn nationally recognized credentials.
- Sample Apprenticeship Pathway Program of Study, which outlines how high school general education courses and specific electives prepare students for potential apprenticeships in different economic sectors, such as manufacturing

Owen reminded members that the Toolkit is an organic, living website that is to be updated with new material as stakeholders see fit. He asked the Committee whether it preferred to publish additional material to the site.

A general discussion on the current and potential content followed. Members supported the website, and commented that it is very positive step forward towards educating high school students about career options in the skilled trades and the many benefits to the Ironworker occupation.

ii. Guide to Apprenticeship

Karen Morgan reported that the Bureau will produce a guide to apprenticeship this fall for guidance counselors to distribute during career counseling sessions with parents and students. The document will be modeled after the Wisconsin Technical College System program guide. The project was recommended by guidance counselors who attended the apprenticeship presentation by Ms. Morgan and Mr. Clay Tschillard at the Wisconsin School Counselors Association meeting this spring. The counselors specifically requested a print publication because many students do not have access to computers and/or internet, particularly in rural areas.

**f. Other**

No other items were brought forward for discussion.

**5. New Business**

**a. BAS Personnel Update**

Owen Smith reported several recent personnel changes within the Bureau:

Liz Pusch is the new Apprenticeship Training Representative (ATR) for Area 10, which includes Dodge, Ozaukee and Washington counties. Liz worked formerly as a legislative aide in Madison. She is from the Dodge, Ozaukee and Washington county area. The area was served previously by ATR Barb Robakowski.

Andrea Loeffelholz is the new ATR for Area 6, which includes Dane and Rock counties. Andrea worked formerly as a grant specialist for the WI Department of Transportation in Madison. The area was served previously by ATR Mary Pierce, who accepted a Policy Analyst position within the Bureau's Administrative Office in Madison.

Darrel Cappetta is the new coordinator of the Veterans in Piping program. Darrel was previously in the Office of Veterans services where he worked as a DVOP

Kay Haishuk, ATR for Milwaukee County, announced that she will retire in June. Kay has worked with the Bureau for many years.

**b. 2013 WI Act 57 (Apprenticeship Completion Award Program) and DWD 295.25 (Emergency Rule)**

The Department of Workforce Development is drafting an emergency administrative rule to implement 2013 Act 57, the Apprenticeship Completion Award Program (ACAP). ACAP was passed in November 2013, and will be active from June 2, 2014 through June 30, 2015. Developed by the State Legislature and signed by Gov. Walker, ACAP partially reimburses eligible apprentices, sponsors and employers for partial related instruction costs. Available funding totals \$450,000.

ACAP will be administered by the Bureau, as directed by law. BAS may reimburse the apprentices, the employer and the sponsor—whichever incurred the cost—a maximum of \$1,000 for up to 25% of the tuition, book, materials and other course fees directly associated with related instruction. An apprentice is eligible when he or she successfully completes either the one-year calendar anniversary of the contract start date or the entire apprenticeship program within the ACAP performance period.

Karen Morgan reported several key considerations and requirements for implementing the program. First, it will be a learning experience for the Bureau, and BAS will pay close attention to any lessons learned. Second, the Bureau will require the sponsor to confirm that the apprentice is in good standing to qualify for the one-year reimbursement. If an apprentice is eligible, the reimbursement will go to the party that incurred the cost. Split reimbursements can be made if more than one party incurred expense.

The Bureau plans to present performance data to the Legislature after the program concludes in the hopes that the program is continued in subsequent fiscal years. ACAP is projected to be used extensively by apprenticeship stakeholders, because similar funds available through the SAGE Grant (2011-2013) were disbursed entirely. Ideally, all funding will be disbursed before the performance period concludes, which would show a high need for additional funding.

A general discussion on the history and implementation of the program followed. Members asked clarifying questions on eligibility requirements and the reimbursement procedures, specifically whether multiple parties could be reimbursed if they incurred costs.

**c. Wisconsin Apprentice website**

WisconsinApprentice.com is a privately owned and operated website that culls and collects news articles relating to apprenticeship from multiple news sites into a single blog format. The owner created the website as a public service to apprenticeship, and approached DWD to sponsor the site, but DWD declined. The Bureau is sharing the website with state committees because it may be a useful information tool and because the website address is close enough to the Bureau's website address, wisconsinapprenticeship.org, that stakeholders may inadvertently confuse the two.

**d. Other**

No other items were brought forward for discussion.

**6. WTCS Update**

No update was given.

**7. Review of Program Participants**

As of April 7, 2014, 120 apprentices and 36 employers were active in the program.

**8. The next meeting** is scheduled for Thursday, October 2, 2014, at 10:00 a.m. at the Labor Temple in Madison.

**9. The meeting was adjourned** at 12:15 p.m.

**10. Follow-up Items**

As a result of these discussions, the following will occur before the next meeting:

- i. BAS will update the committee roster.

*Submitted by Owen Smith, BAS.*