

STATE MASONRY APPRENTICESHIP ADVISORY COMMITTEE

October 16, 2014

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

Approved Minutes

Members Present	Employer / Organization
Burns, Gary	BAC District Council of WI
Burt, Mark	Miron Construction
Szymanski, Rick	BAC District Council of WI
Vick, Jim	BAC District Council of WI
Weytens, Randy	BAC District Council of WI
Zignego, Daniel (Co-Chair)	Zignego Construction

Members Absent	Employer / Organization
Miller, Jim	OPCMIA Local 599 Area 204
Hetzel, Jim	Hetzel Tile & Marble
Just, Tim	Berghammer Construction Corp
Kinateder, Fred	KMI Construction
Walsh, Terry	Walsh Masonry, Inc.
Hink, Scott	OPCMIA Local 599 Area 558

Consultants & Guests	Employer / Organization
Smith, Owen	Bureau of Apprenticeship Standards - Madison

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1. The meeting was called to order at 10:00 a.m. by Dan Zignego, Committee Co-Chair, in conformance with the Wisconsin Open Meeting Law.
 2. A roll call was conducted and a member contact information sheets were circulated.
 3. The minutes of the previous meeting were reviewed and approved as written.

4. Old Business

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

Owen Smith reported that all follow-up items were completed. BAS provided information on hiring ex-offenders to the committee via the state committee website. BAS did not convene an industry focus group convene for Terrazo Worker curriculum because BAS was informed that the curriculum would be provided by the International Masonry Institute. The item is included on the agenda for further discussion.

b. Review the roster.

Owen Smith distributed copies of the current roster. A few members provided minor revisions to their contact information. Dan Zignego stated that he will renew his membership and serve another three-year term.

c. 2014 Biennial Wisconsin Apprenticeship 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.

Therefore, 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 enjoyed the Conference, and noted the quality of workshops and speakers. The Committee suggested alternative venues and locations, but all are unable to provide all necessary accommodations.

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 made two recommendations for the next Conference at its March meeting: hold the Conference in early March to maximize the potential for favorable weather; and hold the Expo one day before the Conference and in the same location.

d. Related Instruction for Terrazo Worker

Rick Szymanski state that the BAC will begin offering paid related instruction for the Terrazo Worker apprenticeship program in the fall of 2015, independent of the Wisconsin Technical College System. Half of the curriculum will be unique to terrazzo work; half will overlap with tile setting. Rick will teach half of the hours, and BAC will hire an instructor to teach the remaining half.

The committee requested that this item remain on the agenda through implementation.

e. Related Instruction for Restorative Masonry

Owen stated that the committee had requested that this item remain on the agenda until further notice. A brief, general discussion followed on the history of the item. Restorative masonry is addressed in portions in the current paid related instruction. However, local and state committees had determined that industry demand is not sufficient to warrant developing curriculum unique to the trade. Therefore, the committee agreed that the item was no longer needed to be included on the agenda.

f. Apprenticeship Completion Award Program

Owen asked committee members and consultants to explain how informed they feel about ACAP and how the ACAP reimbursement request process has been working for their organizations and apprentices. He stated that all feedback, including that partners know very little about ACAP, will help the Bureau gauge the success of its recent mass informational mailings on ACAP.

Several JAC members reported that they felt confused about the ACAP requirements and processes. They had received copies of several apprentices' eligibility notices and given them to the training trust, but overall did not feel knowledgeable about whether the program applied to them and, if so, what to do. ABC representatives reported that they had received paperwork and were in the process of requesting reimbursements.

Owen reviewed the purpose, awards and eligibility requirements for ACAP. The program was begun by the state legislature and included \$450,000 to reimburse apprentices that complete either their first year or entire program for tuition, books and required materials for paid related instruction. If the

apprentice is eligible, the sponsor and employer are eligible, too, and the reimbursement goes to the party or parties that incurred the costs. The training trust can receive reimbursements, too: if the sponsor is eligible, the sponsor can request that the reimbursement be paid to the training trust.

A general discussion followed on which parties pay related instruction fees for the JAC and ABC apprentices. The ABC apprentices are responsible for tuition and books, and receive an invoice directly from their technical college. This arrangement makes requesting reimbursement through ACAP very straightforward because the costs are itemized and invoiced. In contrast, JAC training trusts often pay the costs of tuition and books and then recover the costs by charging an aggregate fee to the employer or apprentice. This arrangement makes requesting reimbursement through ACAP more involved, because the party or parties must isolate the specific cost and provide supporting documentation.

Owen encouraged all parties to request reimbursement if they believe they have an eligible cost. The ACAP project manager, Ken Moore, will help determine if the request is eligible.

g. Other

Members reported that some of their contractors have an ongoing concern that contractors on prevailing wage road construction projects in Green Bay, owned by the Department of Transportation, are not employing the required number of apprentices on the job that is required in the bid. The committee requested that the Bureau raise the issue with the prime contractor or within DWD.

***Action:** BAS recommend that the contractors bring their concerns to the attention of the WISDOT equal rights or prevailing wage staffs in the Green Bay area. BAS also agreed to forward the contractors concern to the DWD Prevailing Wage staff.*

Members requested permission to train a JAC instructor to teach the Transition to Trainer course. Many apprentices travel outside of the Milwaukee area frequently during their final year, which has made many apprentices feel as if they are "chasing the course" across various technical colleges. If the JAC instructor could deliver the course, the JAC could coordinate multiple sections that fit the apprentices' schedules.

***Action:** BAS will research whether independent training providers can provide Transition to Trainer and, if so, what training is required*

Last, a brief discussion followed on whether the current minimum requirement of OSHA 10 was sufficient or whether OSHA 30 would be more helpful. The committee agreed to discuss the topic further at the next meeting.

***Action:** BAS will add a review of the minimum safety standard to the agenda for the next meeting.*

5. New Business

a. BAS Personnel Updates

Owen reported that the Bureau projects it will hire new Apprenticeship Training Representatives for the Madison and Waukesha areas by December 1.

b. For action: review proposed revisions to state Exhibit A's

Owen reported that the Bureau will review all state committee Exhibit As this fall and winter as part of a continuous improvement activity to ensure that the language is legal, clear and meets the training needs of industry. The state Exhibit A is the foundational document for every apprentice contract.

The review has three possible outcomes: no revisions are necessary; minor revisions are necessary; or substantial revisions are necessary.

c. For action: apprentice to journey worker ratio

The Bureau proposed the following minor revisions to the state Exhibit A's for all trades sponsored by the committee: wage policy included in Special Provisions should be moved to, "Minimum Compensation"; courses for paid related instruction should be moved to the local standards; and the work processes should not be written in all caps.

A general discussion followed on the benefits of the proposed revisions. The committee agreed that the proposed revisions placed the content in question in its appropriate place.

***Action:** the committee approved a motion to accept the revisions.*

d. American Apprenticeship Grants

Owen reported that year the U.S. Department of Labor is projected to make applications available for \$100m in American Apprenticeship Grants by the end of the year. The competitive grants will be awarded to public-private partnerships that

- launch apprenticeship models in new fields, such as advanced manufacturing and health care;
- align apprenticeships to career pathways by rewarding workplace learning with college credit or linking to pre-apprenticeship programs;
- and scale apprenticeship models that work by marketing the value of apprenticeship, or building national and regional partnerships to expand apprenticeships

The maximum grant award is \$6m.

The construction and manufacturing industry focus groups convened by the Bureau each identified these potential priorities:

- increase the apprenticeship "pipeline" by promoting and developing pre-apprenticeship programs, apprenticeship prep programs and linkages between youth and registered apprenticeship, including transcripted credit
- develop outreach materials and events targeted at parents and educators to improve the perception of skilled trades as viable, valid professions. Efforts might include media campaigns, print publication, and tours of local facilities given by partners organizations, such as local chambers of commerce. All efforts would utilize social media, such as Facebook and Twitter.
- develop mentoring programs for skilled workers, possibly by increasing the availability of transition to trainer courses

e. Advisory Council: WI Career Pathway Subcommittee

Owen Smith reported that registered apprenticeship continues to receive national attention due to a "perfect storm" of factors. To capitalize on the unprecedented support for registered apprenticeship and position the state to respond effectively, the Advisory Council approved the creation of the Wisconsin Career Pathway Advisory Subcommittee, which will oversee the development of bridges between youth apprenticeship and registered apprenticeship programs.

Nationally, economists predict an unprecedented shortage of workers in the next five to ten years, due to the progressive retirement of the baby boomer generation and concurrent lack of young adult workers to replace them. In addition, more countries, sectors and industries are expressing interest in apprenticeship training.

A pilot effort to link the registered and youth apprenticeship programs through credit has proven successful in manufacturing. Both programs are prevalent in the sector, and many employers sponsor both programs.

The subcommittee is very pertinent to the construction sector, because the state's Architecture and Construction Youth Apprenticeship Program was recently bolstered with curriculum in five construction occupational areas, including masonry. The goal of the program is to train students in foundation construction competencies, as well as foundational competencies in one of five specific construction trades: carpentry, electrician, HVAC, masonry, and plumbing. Each occupational area contains 16 foundational competencies, and the first 12 of the 16 competencies in each area are identical.

A general discussion followed on the importance of school-to-work programs, programs that are currently active, and whether youth apprenticeship is a feasible option for masonry contractors. The committee agreed that school-to-work programs are critical to exposing students to the very existence of careers in the skilled trades, if not foundational competencies. Such programs have grown even more valuable since budget cuts led to widespread removal of career and technical education curriculum.

The committee discussed the apprenticeship preparatory programs created by the local training trusts. Members asked whether the Bureau or the Dept. of Workforce Development has pipeline programs that are currently active. Owen replied that many youth apprenticeships and apprenticeship prep programs are available, but no direct pipelines into registered apprenticeship exist. Graduates from those pipelines are prepared with foundational experience for a registered apprenticeship, but they are not given preferential treatment, nor guaranteed employment, nor guaranteed credit for prior experience. Continued employment and credit for the youth apprenticeship experience and education are entirely at the discretion of the employer.

Prevailing wage regulations mandate that all workers on a prevailing wage job be at least 18 years of age, Dan Zignego reported. Most masonry contractors rely on prevailing wage jobs, so those regulations might prevent them from sponsoring youth apprentices. However, Dan stated that as an employer and a committee member, he is still interested in doing whatever he can to expose high school students to the skilled trades.

Action: *the committee approved a motion to invite the DWD Youth Apprenticeship staff to the 2015 spring meeting as guest speakers*

f. Other

A member expressed concern over the apprentice-to-journey worker ratio set forth in a local collective bargaining agreement and proposed that the state committee lower it. Owen explained that the collective bargaining agreement is between the union and the contractors, and is not within the committee's purview. The CBA sets requirements of signatory contractors, including employing at least one apprentice for every five journey workers. The state apprenticeship standards are much wider in scope: they establish minimum requirements for all contractors that sponsor apprentices.

6. WTCS Update

No technical college or WTCS representative was present. Owen reminded the committee that the written update is available on the state committee website.

7. Review the program participants.

Active program participants as of October 16, 2014 included 87 apprentices and 52 employers. The participant report does not include apprentice totals for inmates or offenders and employer totals for correctional institutions.

9. The next meeting is tentatively scheduled for April 15, 2015, at 10:00 a.m. at the BAC District Council in New Berlin.

10. The meeting adjourned at 12:30 p.m.

Follow-up items

- i. BAS will forward the committee's concern to the DWD Prevailing Wage staff.*
- ii. BAS will revise the state Exhibit A's.*
- iii. BAS will invite the DWD YA staff to present at the next meeting.*
- iv. BAS will add a review of the minimum safety standard to the agenda for the next meeting.*
- v. BAS will research whether independent training providers can provide Transition to Trainer and, if so, what training is required*

Submitted by Owen Smith, Program and Policy Analyst, BAS