

# STATE MASONRY APPRENTICESHIP ADVISORY COMMITTEE

April 17, 2014

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

## DRAFT MINUTES

<b>Members Present</b>	<b>Employer / Organization</b>
Hink, Scott	OPCMIA Local 599 Area 558
Leckwee, Jeff (Co-Chair)	BAC District Council of WI
Miller, Jim	OPCMIA Local 599 Area 204
Szymanski, Rick	BAC District Council of WI
Vick, Jim	BAC District Council of WI
Walsh, Terry	Walsh Masonry, Inc.
Zignego, Daniel (Co-Chair)	Zignego Construction

<b>Members Absent</b>	<b>Employer / Organization</b>
Burt, Mark	Miron Construction
Hetzel, Jim	Hetzel Tile & Marble
Just, Tim	Berghammer Construction Corp
Kinateder, Fred	KMI Construction
Weytens, Randy	BAC District Council of WI

<b>Consultants &amp; Guests</b>	<b>Employer / Organization</b>
Bonlender, Bill	BAC - Milwaukee
Borchers, Don	Southwest Technical College - Fennimore
Cook, Jim	Madison Area Technical College
Haishuk, Kay	Bureau of Apprenticeship Standards - Milwaukee
Morgan, Karen	Director, Bureau of Apprenticeship Standards
Shaw, Bianca	Division of Vocational Rehabilitation
Smith, Owen	Bureau of Apprenticeship Standards - Madison

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1. The meeting was called to order at 10:10 a.m. by Jeff Leckwee, 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, October 10, 2013, were reviewed and approved as written.

#### **4. Guest Presentation: DWD Division of Vocational Rehabilitation and Wisconsin Apprenticeship**

Bianca Shaw, a representative from the Department of Workforce Development Division of Vocational Rehabilitation, briefed attendees on the agency's vision and services in assisting persons with disabilities in gaining and keeping employment.

The definition of disability is much broader than people often assume. A disability is physical or mental condition that makes it hard for an individual to find or keep a job. Qualifying disabilities can include anxiety, depression and learning disabilities, as well as physical limitations, such as paralysis. DVR assists job seekers with developing an employment plan, interviewing and resume writing skills; and addressing economic barriers such as child care and transportation costs.

DVR assists employers to tap into highly-reliable and qualified job applicants who can put their diverse abilities to work, as well as help employers build strategies to ensure that they maintain a critical edge and competitive advantage.

Ms. Shaw emphasized that DVR does not want employers to believe they must hire less-than-able candidates. On the contrary, DVR candidates are pre-screened and qualified, and must earn the job opportunity like any other candidate. The operative difference is that the federal government is financially assisting DVR with helping the candidate find employment.

A general discussion on applicant assessment followed. Members expressed interest in the program, and inquired into how applicants are screened or assessed for physical abilities. Ms. Shaw reiterated that candidates are pre-screened by occupational interest and physical abilities, because DVR helps candidates that are able and interested to perform the work, rather than encourage employers to hire candidates who are incapable for performing the work.

#### **5. Old Business**

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

Owen Smith reported that all items were completed. However, BAC did not support alternative mergers; and there was insufficient funding and employer interest to pursue related instruction for Terrazo Worker and Restorative Masonry. The related instruction items will continue to be included on the agenda in the event employer interest and funding increase.

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

Owen Smith distributed copies of the current roster. Members verified their contact information.

##### **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 said that he will provide a list of contractors that might be interested in discussing what curriculum is needed for the Terrazo Worker Related Instruction.

***Follow-up:** BAS will contact the contractors, and coordinate an initial discussion before the fall meeting.*

#### **e. Related Instruction for Restorative Masonry**

This item was included because a local contractor had expressed interest in petitioning the State Committee to support developing a Restorative Masonry apprenticeship program by first overruling a recent determination by a local committee that the program lacked sufficient content, material and employer interest. However, the contractor declined to attend the State Committee meeting the day prior.

A general discussion occurred on the history behind the need for the related instruction and previous attempts to develop it. Jim Cook summarized the central challenge: not enough work has been available consistently to sustain interest or need for the program. Earlier versions of the program were discontinued because they not cost-effective.

**f. Obtaining Complete Results for Accuplacer**

Members reported difficulty in obtaining complete Accuplacer results for apprentices, because some technical colleges provide complete results while others provide partial results. Moreover, the results are technically protected by law, and are available to employers only with the consent of the apprentice.

The general consensus is that committees and employers will have to abide by the procedures of their local technical college.

**g. 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 content followed. Members thought their trades were represented sufficiently through the links to various contractor associations.

**ii. Parents' 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.

**h. Other**

No additional items were brought forth for discussion.

## **6. New Business**

### **a. BAS Personnel Updates**

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.

### **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. 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.

i. Overview

The Department of Workforce Development supports implementing H2H in Wisconsin to streamline access to apprenticeship and career opportunities in the construction industry for veterans during a period of increase in both the number of returning veterans and the need for quality applicants to the skilled trades. Nationally, H2H is administered by the Center for Military Recruitment, Assessment and Veterans Employment (CMRAVE), a non-profit Section 501(c) (3) joint labor-management committee.

ii. Outcomes

The outcomes of endorsing the Helmets to Hardhats program would be:

- Veterans who have completed military technical training and/or participated in a recognized apprenticeship program or related craft while in the military may be given direct entry into a civilian apprenticeship program.

The local apprenticeship committee would evaluate the military training received to ensure they receive all necessary training for completion of the apprenticeship program. Apprentice applicants seeking credit for previous experience gained outside the supervision of the program sponsor would have to submit such request at the time of application and furnish all records, affidavits and other documents to substantiate the experience. The veteran applicant will be required to meet the programs entrance requirements, including entrance examinations.

- Veterans who have completed military service but have not completed military technical training or participated in a recognized apprenticeship program or related craft while in the military may be provided special consideration for entry into the apprenticeship program by the sponsor. The veterans would have to complete the sponsor's application process and may be required to take an entrance examination.

iii. Proposed Changes to State Standards

Karen Morgan reviewed three additions to that State Standards that she proposes the Committee adopt.

<b>Section</b>	<b>Additions</b>
I. Definitions	"Direct Entry:" Qualifying applicants are directly admitted into the apprenticeship program, and all pre-selection requirements remain in force.  "Direct Interview:" Qualifying applicants go directly to oral interviews and are placed on the list, if appropriate.
VII. Minimum Qualifications of Apprentices	F. Direct Entry for Veterans 1) Meet qualifying requirements as stated VII of these standards. 2) Individuals must submit a DD-214 to verify military training and/or experience 3) Local committees may elect direct entry or provide for a direct interview after entry qualifications are met. 4) Entry of Veterans will be done without regard to race, color, religion, national origin, sex, age, creed, handicap, marital status, ancestry, or sexual orientation.
V. Local	D. Recommend to the BAS credit for previous experience/education in

Apprenticeship Committee Functions and Duties	conformity with State Carpentry Apprenticeship Policy and Procedures  Individuals selected into the apprenticeship program via direct entry and who have received training or employment in an occupation directly or directly related to the occupation in the local standards, will be awarded Credit for Previous Experience and will pay the apprentice at the wage rate commensurate the awarded credit.
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If the State Committee would approve the additions, local committees would have the discretion to adopt the changes.

A general discussion on the proposed additions and the value of veterans in apprenticeship followed. Members' main concern was whether veterans still had to meet basic requirements and follow the selection procedure; BAS confirmed that they do.

*Action: A motion to support the changes was made and seconded. The motion carried.*

**e. Other**

Karen Morgan distributed an informational flyer on veteran employment grants available currently through the Department of Workforce Development and the Department of Veterans Affairs. Governor Walker signed the grant program into law as part of the 2013-15 state budget, following approval by the Wisconsin Legislature.

Employers can receive a state grant of up to \$10,000 over four years when they hire a veteran who is eligible to participate. Participating veterans must meet statutory unemployment requirements and be rated with a 50% or more service-connected disability by the Federal Department Veteran Administrator rating schedule. DWDs Office of Veteran Services will identify veterans who meet the disability requirements.

The state grant is in addition to up to \$9,000 in tax credits that employers can receive under the existing federal Work Opportunity Tax Credit program for hiring a disabled person.

**7. WTCS Update**

Jim Cook presented the WTCS update on behalf of Marge Wood. The technical colleges will be pursuing new federal grants for apprenticeship scheduled for release this summer. The grants are for "American Apprenticeships," and will be administered by the U.S. Department of Labor.

Karen Morgan encouraged Members and their local committees to apply for grants that become available through this effort, as well as grants available through Wisconsin Fast Forward. Apprenticeship is receiving a lot of positive attention within the state and in Washington D.C. currently, because of the emphasis on and need for proven workforce training programs. Therefore, more money is available than in many previous years.

**8. Masonry Apprenticeship Program Participants**

Active program participants as of April 16, 2014, include 204 apprentices and 59 employers. Active program participants for 2013 included 261 apprentices and 64 employers. Both totals for 2014 are the lowest in the past ten years, respectively.

The participant report does not include apprentice totals for inmates or offenders and employer totals for correctional institutions, but those numbers are high. Karen Morgan noted that most offenders in apprenticeship programs are in construction apprenticeships, because the construction industry has typically been very willing to give individuals a second chance.

*Follow-up: BAS will research grants or incentives available to contractors who hire ex-offenders.*

**9. The spring 2014 meeting** will be Thursday, October 16, 2014, at 10:00 a.m. at the BAC District Council in New Berlin. Members noted that they will rotate meeting locations beginning with the 2015 spring meeting.

**10. The meeting adjourned** at 12:20 p.m.

**11. Follow-up items**

As a result of these discussions, the following actions will be taken before the next meeting:

- i. BAS will research grants or incentives available to contractors who hire ex-offenders.
- ii. BAS will obtain a list of terrazzo contractors from Rick Szymanski, and coordinate an initial discussion of paid related instruction for Terrazo Worker.

*Submitted by Owen Smith, Program and Policy Analyst, BAS*