

**STATE PAINTING & DECORATING APPRENTICESHIP ADVISORY COMMITTEE**

Milwaukee Painting & Allied Trades Training Center  
S68 W22665 National Avenue  
Big Bend, Wisconsin 53103

May 21, 2014

**DRAFT MINUTES**

<b>Members Present</b>	<b>Organization/Employer</b>
Niemiec, Tony	State Painting Co
Schwiesow, Charles	Porta Painting, Inc.
Wolf, Greg	Schmelzer Paint Co Inc

<b>Members Absent</b>	<b>Organization/Employer</b>
Arnold, Jeff	IUPATDC7
Hetzel, Jeffrey	Hetzel-Sanfilippo, Inc.
Jazdzewski, Joseph J.	IUPATDC7
Macejkovic, Jim	Building Service, Inc.
Merhoff, Jeff	IUPATDC7
Owsianowski, Robert A.	IUPATDC7
Rintamaki, Gerald	Painters/Decorator Local 934

<b>Consultants &amp; Guests</b>	<b>Organization/Employer</b>
Ahmad, Hafeezah	Bureau of Apprenticeship Standards - Milwaukee
Cook, Jim	Madison Area Technical College
Holmes, Adam	IUPATDC7
Morgan, Karen	Bureau of Apprenticeship Standards - Madison
Smith, Owen	Bureau of Apprenticeship Standards - Madison

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1. The meeting was called to order at 10:07 am by Charles Schwiesow, Committee Co-Chair, in conformance with the Wisconsin open meeting laws.
  2. A roll call was conducted. A quorum was not present. A sign-in sheet was circulated.
  3. The minutes of the October 23, 2013, meeting were reviewed and approved as written.

4. **Guest Presentation: DWD Division of Vocational Rehabilitation & Registered Apprenticeship**  
Division of Vocational Rehabilitation representatives were unable to attend.

5. **Old Business**

**a. Follow-Up Items from Previous Meeting**

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

- i. BAS included examples of direct entry language in the agenda for this meeting.
- ii. The ABC painting program is inactive currently, so the question of whether the program will adopt the hybrid model is moot.

**b. Roster Review**

Owen Smith distributed copies of the current roster. Members verified their contact information. No revisions were necessary.

**c. Approval of Re-formatted Job Books**

Owen Smith distributed re-formatted job books for the Coating Application Specialist, Painter-Decorator, and Taper-Finisher apprenticeship programs. The new versions include a revised preface and revised instructions for apprentices and instructors. The revisions clarify that the apprentices must satisfy all competencies by completing as many duties and tasks as are available to the employer. Members present supported the revisions.

Owen summarized the remaining issues concerning the book. Adam Holmes and contractors need to determine whether additional competencies need to be "optional," because they apply to only a few contractors; and identify duties and tasks for which an apprentice can be assessed as "remedial" and still pass. These duties and tasks would be ones performed infrequently by most contractors, and therefore apprentices would only need to be exposed to them rather than be proficient at performing them.

*Follow-up: BAS will schedule a conference call with Adam Holmes to finalize the job books.*

**d. 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 site, and stated that it is a significant step in promoting apprenticeship within the K-12 system. Members commented that the central challenge within the K-12 system is the prevalent attitude that careers in the

skilled trades are the last resort option, appropriate only for students for whom college is not a feasible option.

**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.

**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. For action: Helmets to Hardhats and Proposed 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	<p>"Direct Entry:" Qualifying applicants are directly admitted into the apprenticeship program, and all pre-selection requirements remain in force.</p> <p>"Direct Interview:" Qualifying applicants go directly to oral interviews and are placed on the list, if appropriate.</p>
VII. Minimum Qualifications of Apprentices	<p>F. Direct Entry for Veterans</p> <ol style="list-style-type: none"> <li>1) Meet qualifying requirements as stated VII of these standards.</li> <li>2) Individuals must submit a DD-214 to verify military training and/or experience</li> <li>3) Local committees may elect direct entry or provide for a direct interview after entry qualifications are met.</li> <li>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.</li> </ol>
V. Local Apprenticeship Committee Functions and Duties	<p>D. Recommend to the BAS credit for previous experience/education in conformity with State Carpentry Apprenticeship Policy and Procedures</p> <p>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 award Credit for Previous Experience and will pay the apprentice at the wage rate commensurate the awarded credit.</p>

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 supported the initiative and the changes. A quorum was not present, so a vote could not occur.

**c. 2013 WI Act 57 (Apprenticeship Completion Award) & 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 expressed strong interest in the program and asked clarifying questions regarding the reimbursement process.

**d. Wisconsin Apprenticeship 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.

**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 of Veterans Affairs rating schedule. DWD's 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.

**6. Review of Program Participants**

As of May 21, 2014, program participants included 60 apprentices and 27 employers.

7. The next meeting is tentatively scheduled for Wednesday, October 29, 2014, 10:00 a.m. at the IUPATDC7 Training Center in Big Bend.
8. The meeting adjourned at 11:30 a.m.
9. **Follow-up Items**
  - i. BAS and Adam Holmes will discuss final revisions to the job books via webinar.

*Submitted by Owen Smith, Program & Policy Analyst*