

State Sheet Metal Apprenticeship Advisory Committee Meeting

October 30, 2014

Sheet Metal Workers Local 18
Waukesha, WI 53186

Approved Meeting Minutes

Members Present	Employer / Organization
Bartz, Scott	Sheet Metal Local 18 Madison
Billman, Brian	Sheet Metal Local 18
Hill, Mark	Tweet-Garot Mechanical Inc.
Katt, Dave	Keystone Heating & Air Conditioning
Kemper, Keith	Sheet Metal Local 18 KRW
Landgraf, Patrick	Sheet Metal Local 18
Liesch, Nick	Sheet Metal Local 18 Fox Valley
Malesevich, Tom	Sure-Fire Inc.
Mamayek, Mike	Illingworth Kilgust Mechanical
Mooney, Mike	Sheet Metal Local 18
Phillips, Earl	Sheet Metal Local 18
Rollings, Lauri	Sheet Metal and Air Conditioning Contractors' National Assoc

Members Absent	Employer / Organization
Aldag, Dave	Aldag Honold
Everhart, Rich	General Heating
Jackson, Roger	Sheet Metal Local 18 Eau Claire
Stockland, Pat	Capitol Mechanical, Inc.

Consultants & Guests	Employer / Organization
Martin, Sandy	Bureau of Apprenticeship Standards
Tourdot, Kelly	Associated Builders & Contractors
Cook, Jim	Madison Area Technical College
Kopp, Jr., Dennis	Sheet Metal Local 18
Smith, Owen	Bureau of Apprenticeship Standards
Simons, Carl	Madison Area Sheet Metal Worker's Educational Trust
Schmidt, Tom	Sheet Metal Local 18
Triscari, Nick	Milwaukee Area Technical College

1. The meeting was called to order at 10:00 a.m. by Pat Landgraff, Committee Co-Chair, in conformance with the Wisconsin open meeting laws.
2. A roll call was conducted and a sign-in sheet was circulated.
3. The meeting minutes of May 12, 2014 were approved with one revision: under the WTCS update, "GLHEC is not..." should be revised to "GLHEC is now..."

4. **Old Business**

a. Review the roster.

Owen Smith distributed copies of the current roster. Members confirmed their contact information; several provided updates. Lauri Rollings will research an additional representative from the Sheet Metal and Air Conditioning National Contractor's Association to fill their vacancy. Owen noted that several members' terms will expire by the end of the calendar year; all members renewed.

b. Follow-up items from previous meeting

No follow-up items from the 2014 spring meeting were needed. Owen noted that this will be a standing item on all agendas.

c. Update on the new training center

Local 18 members and consultants reported that the new training center in Cadot, WI, passed inspection by Bureau representatives, and has hosted a number of classes and JAC meetings. Local 18 also purchased a site for a second new training center, which will be ready for inspection in 2015, summer. The local worked out arrangements for instructors and circuit instructors with Northeast Wisconsin Technical College, Fox Valley Technical College and Lakeshore Technical College.

d. Industrial Sheet Metal

The item was included at the request the committee at its 2014 spring meeting. The committee asked that the Bureau continue to monitor the industrial sheet metal apprenticeship program of Greater Wisconsin Sheet Metal to ensure the scope of work did not include installation, which the Bureau had previously determined separated industrial sheet metal from the scope of work of the state sheet metal apprenticeship.

Owen reported that the Bureau upholds its determination that the scope of work of industrial sheet metal is separate and distinct from the statewide sheet metal apprenticeship. The committee again requested that the Bureau research whether Greater Wisconsin Sheet Metal performs installation. Owen explained that the Bureau would honor the committee's request, but clarified that although the Bureau can take action against an apprenticeship sponsor if and when presented with sufficient evidence, the Bureau does not constantly monitor sponsors.

e. Apprenticeship Completion Award Program

Owen asked the state committee for its feedback on its familiarity with ACAP and how the program is working or not working for apprentices, sponsors and training trusts. He acknowledged that members may be unaware of or unfamiliar with the program, which would help the Bureau gauge the success of its mass mailings on the program.

Members' familiarity with ACAP varied. Several members who serve on local committees stated they are familiar with the program and have encountered related paper work for apprentices. Several members stated that they had heard of the ACAP but knew very little about it and had not encountered related paperwork. ABC representatives were very familiar with the program.

Owen explained the eligibility requirements and noted that once the apprentice become eligible, the BAS database will automatically email the eligibility notice and reimbursement request paperwork to the apprentice, sponsor and employer. The party or parties that incurred eligible costs can request reimbursement, but the reimbursements would be deducted from the same award.

Owen added that the training trusts can be reimbursed through the sponsor. If the apprentice is eligible, the sponsor becomes eligible, which would be the local committee. The local committee could request reimbursement and then designate the trust as the recipient.

Representatives from local committees and ABC explained which fees their apprentices pay and whether the apprentices are reimbursed. Several local committees require apprentices to pay the tuition and later reimburse the apprentices up to 75% of tuition costs through the training trust, if the apprentice satisfies certain academic standards. ABC apprentices pay tuition to the technical colleges.

f. Other

No additional topics were brought forth.

5. New Business

a. BAS Personnel Update

Owen reported that the Bureau projects it will hire apprenticeship training representatives for the Madison and Waukesha areas by December 1.

b. For action: proposed revisions to state Exhibit A, Special Provisions

Owen reported that the Bureau is reviewing all state Exhibit A's this fall to ensure that the language is clear and legal. He emphasized that the language and content determined by the state committee literally becomes the template for every apprentice contract throughout the state.

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

Owen reported that the Bureau has no revisions to the state Exhibit A's for the Environmental Systems Technician, Sheet Metal Worker, and Sheet Metal (Residential) programs. However, he asked the committee to confirm whether the Environmental Systems Technical (Residential) program, which has remained in draft status since 2004, should be implemented or deleted.

A general discussion on the history and relevance of the Environmental Systems Technician (Residential) program followed. The committee confirmed that the content of the EST (Residential) and the EST programs are the same, they are separate and unique categories in the collective bargaining agreement, with different pay scales.

Action: *the committee agreed that the EST (Residential) program should be implemented.*

A separate discussion followed on whether further reviews to all Exhibit A's may be necessary. Proponents argued that the work processes might not be current.

Action: *the committee approved a motion to form a subcommittee to review the work processes for all state Exhibit A's. Mike Mamayek, Keith Kemper, Dennis Kopp, Jr., and Kelly Tourdot volunteered. Kelly stated that ABC will recruit an additional participant, too.*

c. American Apprenticeship Grants

This year the U.S. Department of Labor is projected to make applications available for \$100m in American Apprenticeship Grants. The competitive grants will be awarded to 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.

To prepare for the grant application, the Bureau convened two industry focus groups: one for the construction sector, one from the manufacturing sector. Both groups identified the following 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
- encourage all apprenticeship programs to require apprentices to complete WTCS general education requirements so apprentice graduate with two nationally recognized credentials – the completion certificate and an AAS degree

A general discussion followed on the value of targeting high school students. The committee agreed strongly that efforts were needed since the cutting of much career and technical education curriculum. Proponents suggested a good public relations program was needed to convince guidance counselors to promote apprenticeship to students and especially their parents; the counselors were viewed as a higher priority than the students. Other members suggested that targeting recent graduates would be more productive because they have more real world experience.

The discussion continued to the value of and need for articulation agreements between high schools and technical colleges, such as the one Bradley Tech created with Milwaukee Area Technical College. Madison JAC representatives shared that Madison area high schools have been more interested in partnering than they have ever been; they approached the local committee about articulated credit because the arrangement are also financially beneficial during periods of limited or tight funding.

The committee concluded that the efforts to link registered apprenticeship and the K-12 system is occurring at a "ripe time."

The committee then discussed the feasibility of employing high school students. Members support the efforts and the collective bargaining agreements allow for shop workers, but members emphasized that it is important for the Bureau and stakeholders to appreciate two matters: contractors' primary concern is safety in the shop and field; and overall, participating is a large commitment for contractors for only a few students. In addition, contractors are apprehensive from previous experience that high schools sometimes steer students who "can't handle college." Contractors sometimes have enough difficulty moving pre-apprentices into the field, so they want the best candidates possible.

Action: the committee approved a motion to invite the DWD Youth Apprenticeship staff to the 2015 spring meeting for question and answer session.

6. WTCS Update

The WTCS update is available on the BAS state committee website.

7. Review the program participants.

Program participants included 472 apprentices and 130 employers with contracts active or unassigned on October 17.

8. The next meeting is tentatively scheduled for Thursday, April 30, 09:30 a.m., at Local 18 in Waukesha.

9. The meeting was adjourned at 12:17 p.m.

Follow-up Items

- i. The Bureau will invite the DWD Youth Apprenticeship staff to the 2015 spring meeting.
- ii. The Bureau will implement the EST (Residential) program.

Submitted by Owen Smith, Program & Policy Analyst.