

**STATE AUTOMATIC FIRE SPRINKLER FITTER  
APPRENTICESHIP ADVISORY COMMITTEE**

May 11, 2015  
UA Local 183 Training Center  
Pewaukee, WI

**Approved Minutes**

<b>Members Present</b>	<b>Organization</b>
Beil, Michael	Sprinkler Fitters Local 183
Carlson, Sherry	Design Build Fire Protection
Driebel, Dan	Sprinkler Fitters Local 669
Gall, Corey (Co-Chair)	Sprinkler Fitters Local 183
Klug, Kevin	Dave Jones Inc.
Sferra, Steve (Co-Chair)	United Fire Protection

<b>Members Absent</b>	<b>Organization</b>
Cannon, Robert	Sprinkler Fitters Local 669
Hintz, Greg	K. Kranski & Sons, Inc.
Hext, Rick	Ahern Fire Protection
Radke, Eric	Gruneau Fire Protection
Kraft, Ron	Sprinkler Fitters Local 183

<b>Consultants &amp; Guests</b>	<b>Organization</b>
Emrick, Leigh	Associated Builders & Contractors
Johnson, Joshua	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards
Triscari, Nick	Milwaukee Area Technical College

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1. The meeting was called to order at 10:05 a.m. by Corey Gall, Committee Co-chair, in conformity with Wisconsin Open Meeting Law.
  2. A sign-in sheet was circulated to record those in attendance.
  3. The committee reviewed its current roster. Members provided minor revisions to their contact information.

#### 4. Old Business

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

###### i. For action: approve the minutes of the previous meeting.

The committee approved the minutes of the previous meeting with the following revisions: Karen Morgan was not in attendance.

###### ii. For action: confirm fitness language for Special Provisions.

Owen Smith reviewed that the state committee had voted to include language in the Special Provisions of its state Exhibit A that would require apprentices to participate in their employer's health and wellness activities, if available. The addition was made.

###### iii. Receive participant statistics from Local 669.

Owen Smith reviewed that Local 669 was to send its statistics to BAS and BAS was to combine Local 669 statistics with its own statistics. Owen reported that he did not receive the statistics. Dan Driebel reported that Robert Cannon has been very sick, and will likely be out of the office until further notice. The item will be tabled.

###### iv. Invite DWD Youth Apprenticeship to the 2015 fall meeting.

Owen Smith reviewed that the state committee invited the DWD Youth Apprenticeship staff to this meeting to discuss the Architecture and Construction youth apprenticeship program. However, the DWD YA staff, which consists of two people, had limited availability this spring, and used it to meet with state committees for construction trades that are specifically included in the new program. On behalf of the YA staff, Owen asked the state committee whether it would extend its invitation to the 2015 fall meeting. The state committee agreed.

##### **b. How is the Veterans in Piping program proceeding?**

Owen Smith reviewed that this item is an on-going agenda item to allow the state committee the opportunity to bring challenges and success stories to the Bureau. A general discussion followed on the administrative challenges. Some of the challenges result from the differences between the Sprinkler Fitter trade and other piping trades: for example, Auto Fire Sprinkler Fitters require different testing. However, other challenges are unrelated to the work and could be resolved better in the future: namely, many participants had not completed the application or testing prior to training beginning. The state committee noted that their feedback also has gone directly to the VIP Program Manager, and each class has continued to get better.

##### **c. Apprenticeship Completion Award Program**

Owen introduced ACAP, the WI Apprenticeship Summit and the American Apprenticeship Grants as three example of current unprecedented regional and national support for registered apprenticeship. He noted that ACAP is an excellent example of state support for apprenticeship, because the program was conceived by the state legislature and passed into law by Governor Walker.

Owen briefly reviewed the program. He noted that ACAP reimburses apprentices, sponsors, and employers for tuition, books, and required materials for paid related instruction; an apprentice is eligible when he or she completes either the one-year calendar year of the contract start date or the entire apprenticeship program; the reimbursement(s) are awarded to the party or parties that incurred the costs; and the sponsor can nominate their payment be designated to the training trust.

The report shows that the cost of related instruction is more expensive than previously thought. ACAP reimburses either \$250 or 25% of total costs up to \$1,000, so many apprentices submitted all of their paid related instruction costs for reimbursement. Consequently, the Bureau denied all requests for funds beyond the maximum reimbursement. As a result, the total for funds denied is much higher than the total for funds approved.

Owen noted that the program is included in the Governor's proposed budget, but it is not known whether it will pass, be modified, or be denied.

A general discussion followed on how ACAP benefitted the program. JAC members reported that they have heard that several apprentices have benefitted from the program and the training trust chose not to pursue reimbursement in order to maximize the funding available to apprentices. ABC members and consultants reported that the program benefitted many of their apprentices.

#### **d. WI Apprenticeship Summit**

Continuing on the theme of unprecedented support for registered apprenticeship at the state level, Owen discussed the 2015 WI Apprenticeship Summit. He distributed a one-page summary of the participants and the resulting action plan.

Owen explained the background of the Summit. Amidst the unprecedented shortage of skilled workers and growing interest in registered apprenticeship among new economic sectors, new occupations, and from German companies within America, the Bureau wanted to ensure that potential changes to registered apprenticeship were steered by the Bureau, the Advisory Council, and sponsors rather than parties largely unfamiliar with apprenticeship.

Therefore, the Summit overarching design of the Summit was to have "thought leaders," sponsors and supporters of registered apprenticeship in Wisconsin listen to the latest research on apprenticeship and workforce development issues, and then discuss what improvements could be made to registered apprenticeship in Wisconsin.

The handout, Owen noted, conveys two significant outcomes of the Summit. First, the front page includes the impressive, comprehensive list of participants of participants at the meeting: all economic sectors, all labor affiliations, all educational partners, as well as the U.S. Dept. of Labor were represented. In addition, DWD Secretary Newson, DPI Superintendent Tony Evers attended most of the three days, which was a substantial commitment.

Second, the back page lists the comprehensive, proposed action plan of five categories with five items each. Owen noted the scope of action items, which ranges from new, innovative improvements, such as developing employer consortiums to conduct outreach, to enhanced delivery of existing products, such as more promoting Transition to Trainer to journey workers for heavily.

A general discussion followed on the action plan. The committee was impressed by the list of participants and support for the Summit, as well as the list of action items. The committee asked which items were being worked on currently. Owen replied that all items are pending, as the Bureau and DWD research which items to pursue first.

The emphasis on expanding career pathways into apprenticeship led to a discussion on the typical applicant encountered by local committees. Several members commented that many applicants have low exposure to the work of the trade and basic mechanical skills such as using hand-tools.

**e. American Apprenticeship Grants and WAGE\$**

A significant tool that the Bureau could use to implement the Summit Action Plan is the American Apprenticeship Grant, Owen continued. The grants are the prime example of national support for registered apprenticeship.

Owen noted that President Obama's administration released \$150 million to the U.S. Department of Labor to release in the form of competitive grants with a maximum award of \$5 million. The focus areas of the grant are launching apprenticeship models in new high-growth fields; aligning apprenticeship to pathways for further learning and career advancement; and scaling apprenticeship models that work.

The Bureau's application is title WAGE\$, which stands for the Wisconsin Apprenticeship Growth and Enhancement Strategies. WAGE\$ focuses on bridging youth apprenticeship and registered apprenticeship, as well as expand readiness training for the underemployed and unemployed. The second focus is to expand apprenticeship into information technology and health care.

A general discussion followed on the grant deadline and objectives. Consultants inquired into the timeline for the grant awards. Owen replied that the Department of Labor said three months, but the Bureau is projecting longer. Owen asked the committee how it thought the objectives might relate to its trade, given that a large focus is to expand pipelines into apprenticeship. Members agreed with promoting registered apprenticeship in the K-12 system in order to make students more aware of careers in the skilled trades. In addition, it would help increase the general work-readiness of 18-22 year olds.

**f. Other**

No additional topics were brought forward.

**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: include ACT scores, mandatory as of 2016, in applicant testing requirements.**

Owen reported that the Department of Public Instruction mandated that all high school students must take the ACT in order to graduate, beginning in 2016. The ACT assesses students in many of the subject areas that local committees assess them in using Accuplacer or other tests, such as basic math and reading comprehension. Thus, in the future, local committees may receive many applicants that have been recently assessed in those areas, and could accept the ACT scores rather than re-test the applicant, thus saving a duplicative administrative procedure.

Therefore, the Bureau is asking each state construction committee whether it would like to amend its standards to include ACT scores and determine a maximum timeframe in which the

scores would be accepted, such as three years. Owen emphasized that including ACT scores would not replace current testing procedures; in fact, the current testing procedures would stay in place. Applicants with valid ACT scores would not have to be assessed again in those subjects; applicants without valid ACT scores would continue through the standards assessment procedures already in place.

A general discussion followed. The committee clarified that ACT scores are being mandated by the Dept. of Public Instruction, and the Bureau's recommendation is not to do away with the current assessment procedures, but to add an option that may eliminate an unnecessary administrative step in the future. The committee in general favored adding ACT scores to the testing procedures, but did not support mandating local committees to do so.

***Action:** the state committee approved a motion to amend its state standards to leave the discretion of accepting ACT scores to local committees.*

**c. For action: revise work process, "Miscellaneous."**

Owen distributed the current state Exhibit A for the trade and drew the committee's attention to the work process, "Miscellaneous." He explained that the Bureau was reviewing the work processes of all state Exhibit A's, when possible, for clarity. He stated that he re-wrote the work processes as action statements that begin with a verb, such "Install overhead pipe systems." He also asked the committee to clarify its intent with "Miscellaneous," because some trades use it as a catch-all while others have replaced it with a more specific work process.

***Action:** the state committee approved a motion to accept the revisions and to keep the work process, "Miscellaneous," but add suggested task, "D. General construction and safety trade-related tasks."*

**d. Other**

No additional topics were brought forth.

**6. WTCS Update**

No representative from the Wisconsin Technical College System was present.

Nick Triscari reported several items of interest to Milwaukee Area Technical College. First, several trades involved with MATC, such as sheet metal and construction electrician, are writing dual enrollment into their local standards, so that apprentices can be enrolled in the apprenticeship program and concurrently earn credit towards a diploma program, such as the Technical Studies Journey Worker Associate Degree. Second, on a state level, the WTCS Apprenticeship Coordinator Council is discussing potential opportunities for the American Apprenticeship Grant. So far, the discussion has focused on a state-wide emphasis on manufacturing.

**7. Review the program participants.**

Currently, program participants included 50 apprentices and 17 employers with a contract active or unassigned on May 4, 2015. Within the past five years, the apprentice total has ranged from 47 to 59 and the employer total has ranged from 16-19.

Dan Driebel reported that Local 669 has 72 apprentices, one of whom is a minority, and four of whom are veterans. Dan also noted that Bob Cannon has been very ill and may not attend many meetings this year. Dane said that he will research how to provide 10 years of data from Local 669 so that the Bureau can form a joint BAS-669 data report.

8. The next meeting is tentatively scheduled for Thursday, October 8, 10:00 a.m. at Local 183 in Menomonee Falls.
9. The committee adjourned at 11:35 a.m.

**Follow-up Items**

- i. The Bureau will invite DWD YA to the fall meeting.*
- ii. The Bureau will revise the state Exhibit A.*
- iii. The Bureau will revise the state standards.*

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*Submitted by Joshua Johnson and Owen Smith,  
Bureau of Apprenticeship Standards*