

STATE BARBER & COSMETOLOGY APPRENTICESHIP ADVISORY COMMITTEE MEETING

April 14, 2015

Milwaukee Area Technical College ECAM Center, Room E114A
Oak Creek, WI

Approved Minutes

Members Present	Employer / Organization
Brolin, Julie (Co-Chair)	Regis Hairstylists
Fanson, Tania	Genesis Hair & Day Spa
Mender, Judy	Department of Safety and Professional Services
Snyder, Berrin	Great Clips
Vogt, Carol	Hair Formations, Inc.

Members Absent	Employer / Organization
Belton, Lazonnice	Visions in Hair Design # 2
Farber, Jacqui	Waukesha County Technical College
Garnica, Augustin	Tasos Hair Studio
Henderson, Chereritta	The Original Hair King
Kadima, Biaya	Supreme Fades
Komorowski, Ashley	Cost Cutter
Murphy, Alan R. (Co-Chair)	King Research / BlueCo Brands
Primm, Michelle	Ebony III
Rodriguez, Raul	Salon Fiesta
Rosado, Madelin	Lids & Clips
Smith, Tonya	ANIU Salon
Sutter, Carolyn	Cost Cutters of Wisconsin, Inc.

Consultants and Guests	Employer / Organization
Christian, Roxanne	Madison Area Technical College
Howard, Lauri	Gateway Technical College
Johnson, Joshua	Bureau of Apprenticeship Standards
Kohlmann, Julie	Cost Cutters
Martin, Sandy	Bureau of Apprenticeship Standards
Pagan, Nicci	Gateway Technical College
Perkofski, Lisa	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards

1. The meeting was called to order at 9:34 a.m. by Julie Brolin in conformance with Wisconsin's open meeting law.
2. Attendees signed the sign-in sheet and introduced themselves.
3. The minutes of the previous meeting were approved as written. Owen asked the members for their feedback on how easy it was to locate the draft minutes online; he posted them by the original meeting date, not the day they are reviewed and approved. Several members said that they had difficulty finding the document. Owen commented that many state committees reported similar difficulty, so he will adjust the link location.
4. **Old Business**

a. Review the roster.

Owen Smith noted that committee attendance has been low for nearly two years. A general discussion followed on how to increase attendance. Suggestions included holding the meeting at Waukesha County Technical College; holding the meetings on Mondays, the day salons are commonly closed; and downsizing the committee to eight or ten members, namely the ones that attend regularly.

***Action:** Owen will contact members in advance of the fall meeting and ask whether they prefer to continue or not. Depending on the outcome, he may reduce the size of the committee.*

b. Review follow-up items from previous meeting.

The significant reduction of training hours in the Barber apprenticeship has yet to take effect because the Dept. of Safety and Professional Services has yet to promulgate the related administrative rules, Owen noted. Therefore, he proposed tabling several items that will include the reduced hours until the changes go into effect: the revised state standards; the job book; and the outreach brochure. The committee agreed.

c. Legislative update.

Judy Mender reported that no legislative changes have occurred that directly affect registered apprenticeship. DSPS is still drafting the administrative rules for the reduced Barber apprenticeship program. Judy has not seen a draft.

Graduates of out-of-state, accredited barber and cosmetology schools with at least 1,500 training hours no longer have to have their training evaluated by Wisconsin schools, if applying for barber and cosmetology positions in Wisconsin. Instead, they can proceed directly to taking the Wisconsin licensing exam.

Out-of-state graduates often apply for occupations in neighboring states. For example, many graduates of Minnesota programs apply for positions in Eau Claire. Previously, all out-of-state graduates had to have their training evaluated by an accredited Wisconsin school.

d. Apprenticeship Completion Award Program

Owen framed ACAP, the WI Apprenticeship Summit and the American Apprenticeship Grants as three examples of the unprecedented regional and national support registered apprenticeship is currently receiving. 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; and the reimbursement(s) are awarded to the party or parties that incurred the costs.

The latest statistical report on ACAP shows the percentages and total dollar amounts of approved and denied requests. The percent and total dollar amount of denied requests clearly show 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. Accordingly, many apprentices submitted all costs for paid related instruction for reimbursement. The Bureau approved eligible requests up to the maximum amount, and denied the amounts in excess. 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 has benefitted the program. Many members stated that they were familiar with the program but did not know apprentices who requested reimbursement.

e. Program Updates

Judy Mender reported that the Department of Safety and Professional Services received nearly 1,000 calls regarding licensing renewal each day for more than a week. The number of emails received was so large that it crashed the server. The glitches in the email serve should be resolved by the next period for license renewals.

***Action:** the committee requested that DSPS inform apprentices upfront of the \$391 fee for the licensing exam and that it covers proctoring of the exam, the license, and the administrative procedures.*

Owen Smith reported that the Bureau had no update to report. It is awaiting the promulgation of the administrative rules regarding the reduction of training hours in the Barber program.

No representative from the Wisconsin Technical College System was present.

A member shared that Madison Area Technical College now offers paid related instruction for Barber & Cosmetology in a blended delivery model: the model is entirely on-line with the exception of one classroom meeting per month. The member expressed concern that the online format may be difficult for an apprentice to keep up with. Other members expressed interest in the pass-fail rate for blended delivery.

***Action:** the committee approved a motion to invite Madison Area Technical College to the fall meeting to discuss the pass-fail rate and overall effectiveness of the blended delivery model.*

Nicci Pagan shared that Gateway Technical College is developing a 36-hour apprenticeship prep course. The course will allow high school students who have expressed interest in the occupations to explore them in more detail to determine if they are truly interested in continuing.

f. Other

No additional items were brought forth for discussion.

5. New Business

a. BAS personnel update

Owen reported that the Bureau hired two new Apprenticeship Training Representatives: Rob Ecker will service the Eau Claire area; and Joshua Johnson will service the Waukesha area. Joshua introduced himself to the attendees and shared that he looks forward to working with Barber and Cosmetology apprentices.

b. 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 overarching design of the Summit was to have leading researchers, 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, demonstrates two significant outcomes of the Summit. First, the front page includes the impressive, comprehensive list 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 for their positions.

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

A general discussion followed on the action plan. The committee was impressed by the support for the Summit, and supported employers conducting outreach. The discussion led to the suggestion that the state committee require sponsors to conduct a minimum amount of outreach.

***Action:** the state committee requested that the agenda for the fall meeting include a discussion of whether to require sponsors to perform outreach, by amending the minimum qualifications in the state standards or the special provisions in the apprentice contract.*

c. American Apprenticeship Grants

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

d. Other

Sandy Martin reminded the committee that high school students can become a registered apprentice as early as the summer of their junior year. During the senior year, the requirement to work at least 32 hours per week can be waived.

6. WTCS Update

No representative from the Wisconsin Technical College System was present.

7. Review the program participants.

As of April 6, 2015, program participants include 423 apprentices and 262 sponsors with a contract active or unassigned. The 2014 annual totals were 544 apprentices and 257 sponsors. The annual totals of apprentices and employers have declined steadily since 2008.

8. The next meeting is tentatively scheduled for Monday, October 12, at 09:30 a.m. at Waukesha County Technical College.

9. The meeting adjourned at 11:38 a.m.

Follow-up items:

- i. BAS will contact absent members.*
- ii. BAS will invite Madison Area Technical College to the fall meeting.*
- iii. BAS will include a discussion on mandating outreach by sponsors to the fall agenda.*

Submitted by Lisa Perkofski and Owen Smith