

STATE CARPENTRY APPRENTICESHIP ADVISORY COMMITTEE

September 28, 2015

North Central States Regional Council of Carpenters Training Center
N2218 Bodde Rd
Kaukauna, WI

Approved Minutes

| Members Present | Employer/Organization |
|-------------------------------|---|
| Balza, Darleen | North Central States Regional Council of Carpenters |
| Bohne, Hunter | Stevens Construction Corp. |
| Markovich, Zoran | North Central States Regional Council of Carpenters |
| Perez, Al | Milwaukee Southern Wisconsin District Council of Carpenters |
| Rodríguez, Patrick (Co-Chair) | North Central States Regional Council of Carpenters |
| Schmidt, Mark | C.G. Schmidt, Inc. |
| Scholz, Barry (Co-Chair) | Oscar J. Boldt Construction |
| Schwengels, Joe | J. P. Cullen & Sons |
| Zacharias, Roger | CRCC |

| Members Absent | Employer/Organization |
|-----------------------|------------------------------|
| | |

| Consultants & Guests | Employer/Organization |
|---------------------------------|---|
| Mathson, Anne | North Central States Regional Council of Carpenters Training Fund |
| Morgan, Karen | Bureau of Apprenticeship Standards |
| Roehrig, Gary | ABC Apprenticeship Instructor |
| Scheldroup, Bob | Bureau of Apprenticeship Standards |
| Smith, Owen | Bureau of Apprenticeship Standards |
| Tourdot, Kelly | Associated Builders and Contractors |
| Weisling, Joe | Southeast Wisconsin Carpenter Training Center |

1. The meeting was called to order at 10:05 a.m. by Pat Rodriguez, Employee Co-Chair.
2. A sign-in sheet was circulated to record those in attendance.
3. The committee reviewed the current roster. Owen reviewed that this committee had recommended expanding its overall membership from ten members to twelve members. Other state committees had voted to increase their size, too. Therefore, Director Morgan had reviewed the Bureau's procedure for adding members to ensure that it is fair to all parties involved and across all state committees.

By design, a state committee is a joint labor-management committee. Labor is represented by the Employee Members, which are union representatives. Management is represented by Employer Members, which include union contractors and merit shop contractors. Employer members are nominated by contractor organizations.

Therefore, Bureau arrived at the following method:

- 1) The percentages of Employer members from union contractors and those from merit shop contractors must equal the percentages of union apprentices and merit shop apprentices in the participant report. For example, if 75% of all apprentices are union, then 75% of the Employer members must be from union contractors.
- 2) There must be at least one Employer member per active contractor organization, i.e. all contractor organizations must be represented.
- 3) Overall, the committee must represent all types of contractors active in the trade.
- 4) Overall, the committee must represent all areas of the state in which the trade is active.

The committee currently has a standing size of ten members, five on each side. However, due to term expirations and renewals, the current roster shows eight members, four on each side. The current participant report states 605 plumbing apprentices are active currently, including 566 union apprentices (93%) and 39 non-union apprentices (7%). Accordingly, 93% of the Employer Members, or essentially three of the four, should be from union contractors. The current members meet this requirement.

In conclusion, after considering all the variables, the Bureau determined that the following must occur for the committee to expand to 12 members overall:

- Two members would be added to each side.
- On the Employer side, the two new members would have to be from union contractors to maintain the appropriate percentage, as determined by the participant report. One new member would have to be from the ACEA because the organization is not otherwise represented. The other new member would have to be from a contractor organization and employer active in the Race-Kenosha area, because that area of the state is not yet represented on the committee.
- On the Employee side, one new member will be Mark Kramer, who is expected to renew his term. The other new member will have to be nominated from the CRCC contractor organization, because it is the least represented contractor association on the Employee side of the committee.

4. Old Business

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

The committee approved the draft minutes from the previous meeting as written.

Member requirements and the expansion of the committee were addressed during the review of the roster.

A proposal from the Bureau regarding the inclusion of ACT scores in applicant testing, and related recommendations, is included in the meeting packet and will be discussed during New Business.

b. Apprenticeship Completion Award Program

The state legislature renewed the program through June 30, 2017. No additional changes were made. The eligibility requirements and maximum reimbursements are still the same. Karen noted that ACAP was neither intended to reimburse all costs of paid related instruction nor serve all apprentices. The committee did not have questions.

c. Wisconsin Apprenticeship Summit

Owen distributed the list of action items from the Summit. The first item in progress is a survey of the attitudes and perceptions towards registered apprenticeship of sponsors, previous sponsors, and non-sponsors. The survey will be conducted by the Employer Consortium and the Bureau. The last similar survey was conducted in 2006.

The committee asked how members could participate in the survey. Karen replied that the Bureau will ask various employer associations to e-blast the survey to their members. Karen added that any contractor that wants to ensure they participate should provide a contact person and email to her.

The committee asked whether the survey would be released via social media, too. Karen confirmed that it would.

d. American Apprenticeship Grants (WAGE\$)

Karen reported that the Department of Workforce Development applied for and received an American Apprenticeship Grant for the maximum award of \$5 million. The grant period is five years. The performance target is 1,000 new apprentices.

The two goals of the grant are 1) expand registered apprenticeship into new sectors of the economy, such as health care and information technology and 2) increase the pool of qualified applicants to registered apprenticeships. Karen noted that the second goal, increase the qualified applicants, was the identified by all seven focus groups that the Bureau held prior to writing its application.

Potential applicants can be broadly categorized as either within the K-12 system or outside of the K-12 system. Therefore, to increase the pool of qualified applicants, the Bureau will support the expansion of youth apprenticeship programs, which by design are within the K-12 system, and the expansion of pre apprenticeship readiness programs, which by design serve unskilled or under-skilled adults outside of the K-12 system.

Karen noted that the U.S. Dept. of Labor awarded two other American Apprenticeship Grants in Wisconsin: one went to the Milwaukee Area Workforce Development Board, in partnership with Detroit and St. Louis; and the other went to the Milwaukee Institute of Art and Design.

e. New Publications are Available from the WI Advisory Council

Karen shared that the U.S. Department of Labor (US DOL) had conducted study on pre-apprenticeship programs across the county, which found that the workforce system programs such as WIAO were

funding pre-apprenticeship programs, but the graduates were not finding jobs in the areas that the programs trained them for. So, the US DOL produced a fact sheet or informational guidelines for pre apprenticeship programs to ensure that they were as positioned as possible to produce graduates with skills needed by industry.

The Bureau borrowed these guidelines and produced a "Wisconsin-ized" version. The guidelines help ensure that the increased workforce development funding for pre-apprenticeship programs that is projected will be awarded to programs that have a demonstrated connection to registered apprenticeship training needs and sponsors. Karen noted that employers on the state committee may be approached by pre-apprenticeship readiness programs in the near or distant future, so she emphasized that registered apprenticeship sponsors are under no obligation to certify the program or employ the graduates; rather, you will be asked to certify whether the program has the training content that your candidates need to obtain.

f. Other

No additional topics were raised.

5. New Business

a. For action: whether to establish statewide minimum scores for applicant testing

Karen explained that all public high schools juniors will be required by the Department of Public Instruction to take the ACT test in order to graduate, beginning in 2016. The ACT assesses the same areas as the Accuplacer: reading, writing, mathematics, etc. That led the Bureau to think, if many skilled trades are recruiting 18-25 year olds, why require students who have taken the ACT to be assessed again? Therefore, the Bureau is proposing to all state construction committees that they continue using the Accuplacer and also include the ACT as the test of choice for applicants. In addition, the Bureau is proposing that the committee define a timeframe for allowable scores there will likely be a gap of time between when the applicant took the ACT and applied to the program. Two and four year colleges utilize a 3-5 year gap, and the Bureau would recommend the same.

Karen summarized that the committee should determine whether to include the ACT, which test will be the back-up assessment (ex. Accuplacer), the statewide minimum scores, and the timeframe for allowable scores. She noted that this would be a change for the state and local committees because they currently do not have statewide minimum scores.

To help show how the ACT and Accuplacer scores related, Karen included an abbreviated crosswalk within the proposal.

Action: *Karen requested that all local committees discuss the following, and come to the 2016 spring meeting prepared for a vote: whether to include the ACT; which test will be the back-up assessment; the statewide minimum scores for the ACT and Accuplacer; and the timeframe for allowable scores. If the local committees have any questions before the spring meeting, please contact the Bureau.*

The committee asked the following questions:

- *Could get the minimum ACT scores used by different technical colleges for comparison?*
Karen replied, yes.
- *How much does it cost to take the Accuplacer?*

Karen replied that the average cost is approximately \$20.

- *Would the technical colleges give students who score low on the ACT the same learning assistance as students who score low on the Accuplacer?*

Karen stated that the inclusion of the ACT in the committee's applicant testing procedures is not intended to create a barrier. Therefore, if the student doesn't score high on the ACT, the applicant could take the Accuplacer.

- *The committee expressed concern that the ACT assess college readiness not trade skills.*
Karen agreed that it does not measure trade skills or mechanical aptitude; however, it measures an individual's ability to do math and read, which are critical to success in an apprenticeship and along the career pathway in the skilled trades.

The committee commented that including the ACT as one assessment option for applicants aligns the skilled trades with two or four year institutions, which increases the promotional value of a career in the skilled trades.

Last, the committee asked whether it should consider the scores that technical college use for the associate's degree programs. Karen replied, no, that the committee should discuss the minimum scores necessary to succeed in the trade's apprenticeship curriculum.

b. Review and discuss the duties of the state committee.

Karen reported that across all state committees, membership has had such a change. So, it would be helpful to review the duties of the State Carpentry Committee and the value that DWD sees in state committee in general. The Bureau has tried throughout the years to have uniformity for trades across all local committees that train across the trade. To that end, as policy changes arise, we want to present them to the state committee and have you advise us. We want to maintain standards and training content that are current and up-to-date. And we want you to work with us and help expand the training in your trades.

c. Technical Assistance Guide sessions

Technical Assistance Guide sessions are mandatory for new members to local committees. The sessions have not been offered in the last few years, but will offered this fall through December, in different locations throughout the state. Members who are required to attend will receive an official letter from the Bureau. Members who have already taken a TAG session, but would like to attend another as refresher, are welcome to register, but must contact Karen to ensure space is available.

d. BAS personnel update

Tim Ziffer is the new apprenticeship training representative for the Racine-Kenosha area. He was formerly a social worker with the Dept. of Corrections. He replaces Sandy Martin, who accepted a job with DWD Job Service.

e. Other

No additional issues were brought up.

6. WTCS Update

The written update is available on the state committee website.

7. **Review the program participants.**

Program participants included 634 apprentices and 171 employers with active or unassigned contracts on September 14, 2015.

8. The next meeting is tentatively scheduled for April 13, 2016, 10:00 a.m. at Moraine Park Technical College in West Bend.

9. The committee adjourned at 11:45 p.m.

Follow-up Items

BAS will bring examples of minimum ACT scores used by local technical colleges.

*Submitted by Owen Smith
Bureau of Apprenticeship Standards*