

State Construction Craft Laborers Apprenticeship Advisory Committee Meeting

October 25, 2015

Minutes

Members Present	Employer/Organization
Burke, Daniel	Laborers' Local 464
Dehnhoff, Jeff	Laborers' Local 268
Hoernke, Damien	McCabe Construction
Jensen, Clark	Laborers' Local 140
Marcelle, Tony	Laborers' Local 330
Miller, Kent	WI Laborers
Neira, Anthony	Laborers' Local 113
Pratt, Dawn (Co-Chair)	Payne and Dolan
Schmitt, John (Co-Chair)	WI Laborers' District Council
Topp, John	ACEA
Ziegler, Craig	WI Laborers Apprenticeship & Training
Zignego, Dan	Zignego Company--ABC

Members Absent	Employer/Organization
Bohne, Hunter	Stevens Construction--ABC
Grohmann, Gert	AGC of Greater Milwaukee
Grundman, Eric	Michels Corporation

Consultants & Guests	Employer/Organization
Eckert, Rob	Bureau of Apprenticeship Standards
Johnson, Joshua	Bureau of Apprenticeship Standards
Perkofski, Lisa	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards
Tourdot, Kelly	ABC of Wisconsin
Wiatt, Ray	Laborers Apprenticeship

1. The meeting was called to order at 9:30 a.m. by Dawn Pratt, Committee Co-Chair, in conformance with the Wisconsin open meeting laws.
2. Roll call was taken.
3. The committee reviewed the roster for vacancies and upcoming term expirations, overall geographic and contractor representation, and accuracy of contact information. No changes were needed.

4. Old Business

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

The minutes from the spring meeting and spring webinar were approved as written. The revised ratio and the revised state Exhibit A were implemented.

b. Apprenticeship Completion Award Program

The program was extended until June 30, 2017, by the state legislature and Governor's Office. No other changes were made; the eligibility requirements and reimbursement awards did not change.

c. New Publications from the WI Apprenticeship Advisory Council

Karen explained that it came to the Bureau's attention that graduates of some so-called pre-apprenticeship readiness programs were having difficulty obtaining registered apprenticeships because their training inadequately prepare them; the training curriculum was not linked to the actual training needs of RA sponsors.

Moreover, pre-apprenticeship programs are anticipated to increase due to an increase of funding that will be available as a result of registered apprenticeship being incorporated into local workforce development boards through the Workforce Investment and Opportunity Act. Therefore, the Bureau and the Advisory Council adopted Pre-Apprenticeship Readiness Guidelines, modeled after similar documents by the State of Oregon and US DOL.

The guidelines ensure that the pre-apprenticeship readiness programs are clearly linked to the training needs of registered apprenticeship sponsors, in part by requiring the program to document both a partnership with a registered apprenticeship sponsor and that the sponsor has reviewed and confirmed that the curriculum satisfies current training needs of industry.

The guide for Successful Interviewing was developed in response to lots of comments about applicants not knowing how to interview; many simply receive a letter of introduction and are told, "go apply."

d. WI Apprenticeship Summit

Karen explained that many activities to be funded by WAGE\$ are action items proposed at the Wisconsin Apprenticeship Summit. She briefly reviewed the purpose and structure of the Summit, and then explained the resulting action plan. The full report is available on the Apprenticeship Advisory Council website.

She noted that the first action item completed was the convening of an employer consortium that will advise the Bureau on necessary business to business outreach material. The consortium's

first project is to administer a statewide survey of the attitudes and perceptions of registered apprenticeship among sponsors, former sponsors, and non-sponsors.

Concurrently, the Bureau is accomplishing the action item, "Improve visibility with the K-12 system." The BAS and YA staff recently wrote a policy manual for bridging youth apprenticeships to related registered apprenticeship through the awarding of credit and employment consideration or opportunity.

e. WAGE\$

Karen Morgan explained that the Bureau applied for and received an American Apprenticeship Grant for the maximum award of \$5 million. The Wisconsin grant is titled, "Wisconsin Apprenticeship Growth and Enhancement Strategies (WAGE\$)." The performance period is five years, over which the Bureau committed to registering 1,000 new apprentices.

The two goals of the grant are to expand registered apprenticeship into new sectors of the economy, such as information technology and health care, and increase the pool of qualified candidates through supporting youth apprenticeship and pre-apprenticeship readiness programs.

f. Other

The committee did not have additional items.

5. New Business

a. For action: statewide standards for applicant testing

Karen explained that the Bureau was hoping to get away from the Accuplacer complete, mainly because it is fairly expensive at the technical college level and many colleges will be phasing it out and giving the COMPASS test instead, which is similar but designed by the ACT. But then the ACT pulled COMPASS based on validity issues. The technical colleges have been looking for a replacement but nothing has been decided.

The Bureau is asking all state construction committees that do not use a proprietary assessment to

- 1) adopt the ACT as the assessment of choice
- 2) continue using the Accuplacer as the back-up test and
- 3) adopt for both the ACT and the Accuplacer statewide minimum scores and the maximum timeframes in which they will be allowed.

State committee members are to discuss these proposals with their local committees and come to the 2016 spring meeting with recommendations.

The committee agreed with the proposals. Co-Chair Pratt noted the proposals are a wonderful idea.

Action: *the committee approved a motion to accept the proposals. Statewide minimum scores for the ACT would be a 13 in math and 15 in reading, which are equivalent to a 34 in math and a 55 in reading on the Accuplacer, which are equivalent to an 8.8 in math and an 8.3 in reading on the TABE. Maximum timeframes for the ACT and Accuplacer scores are five years. The approval is effective as of January 1, 2016.*

b. Review and discuss the duties of the state committee

Karen explained that over the past few years there has been a turn-over in membership across all state committees. Therefore, the Bureau wants to ensure that all new members and seasoned members alike are aware of the duties of the committee. The Bureau very much values the input of the state committees in approving state standards and advising the Bureau on the content of on-the-job learning and paid related instruction.

c. Technical Assistance Guide Sessions

Karen explained that technical assistance guide sessions are mandatory for all new members to local advisory committees. The Bureau will identify members who must attend through its database and mail them an official invitation, which will include the dates and times. The sessions will be held throughout the state from October – December.

d. BAS personnel update

Timothy Ziffer is the new Apprenticeship Training Representative for the Racine-Kenosha area. He replaces Sandy Martin, who had accepted a new position with DWD Job Service. Tim worked previously as a social worker in the WI Dept. of Corrections.

e. Other

No other items were brought forward.

6.

7. The next meeting is tentatively scheduled for Friday, April 22, 2016, at 09:30, at the Laborer's Training Center in Deforest.

8. The meeting adjourned at

Respectfully submitted by Owen Smith, BAS.