

State Glazing Apprenticeship Advisory Committee

April 7, 2015

DRAFT Minutes

WTCS Foundation
Waunakee, WI

Members Present	Employer / Organization
Allen, Joel (Co-Chair)	IUPAT DC7
Holmes, Lindsey	B&D Contractors
Jazdzewski, Joe	IUPAT DC7

Members Absent	Employer / Organization

Consultants & Guests	Employer / Organization
Jallah, Tracy	Bureau of Apprenticeship Standards
Martin, Sandy	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards

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1. The meeting was called to order at 1:03 a.m. by Joel Allen, Committee Co-chair, in conformity with the Wisconsin Open Meeting Law.
 2. A roll call was conducted and a sign-in sheet was circulated. A quorum was present.
 3. The minutes of the 2014 fall meeting were approved as written.

4. Old Business

a. Review the roster.

Members reviewed the current roster. The committee voted at the 2014 fall meeting to increase the size to six members, but since that time two members resigned due to work reasons: Lisa Tepolt and Mark Shesky. Joel will research replacement members. The committee prefers that Mark's replacement is from the Madison area.

No other changes to the roster were necessary.

b. Review follow-up items from previous meeting.

Owen reported that all follow-up items were completed: the work processes and state standards were revised and implemented; and the job books for all trades sponsored by the committee were finalized, printed and delivered. The local standards were processed and the DWD Youth Apprenticeship staff was invited to the 2015 fall meeting.

Owen clarified the Bureau's policy for awarding credit towards hybrid programs: if the apprentice demonstrates competency, the apprentice receives credit for the competencies and hours.

Last, Owen reported that youth apprentices, as employees, would have to be included in a sponsor's collective bargaining agreement, if such as an agreement was in place. The committee replied that unfortunately, the trade will likely not hire youth apprentices, because only one union, Local 1204 North, has a helper and student learner clause in their agreement. The other unions would have to add it, but if they open their existing labor contracts to negotiation, the contracts immediately become subject to recently passed right-to-work legislation.

c. How are the new hybrid programs progressing?

Owen asked the state committee for its feedback on the progress of implementing the new hybrid apprenticeship program format. Joel Allen replied that the program will be implemented in phases over the next two years. So far, the implementation has gone smoothly, but so much remains, that it is too early to identify any significant obstacles.

d. Apprenticeship Completion Award Program

Owen introduced ACAP, the WI Apprenticeship Summit and the American Apprenticeship Grants as three examples 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 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.

The committee replied that a few apprentices had received reimbursements, and more may become eligible if the program is renewed. One member asked whether ACAP would reimburse an apprentice for obtaining a welding certificate. Owen reminded that ACAP reimburses costs of paid related instruction, and asked whether the welding certificate was a required part of PRI. The member replied that the certificate was not required. Owen explained then that it is not an eligible expense.

e. Wisconsin 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 asked whether the grant would provide services to existing apprenticeship programs. Owen answered that it would not, but that it would serve existing programs indirectly by increasing the foundational skills of potential candidates through youth apprenticeship and pre-apprenticeship readiness programs.

f. 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 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.

The committee expressed support for using the grant to expand readiness programs, citing anecdotes of applicants that were unfamiliar with basic tools and practices.

g. Other

No additional items were discussed.

5. New Business

a. BAS personnel update.

Owen reported that the Bureau hired three new Apprenticeship Training Representatives: Rob Ecker will serve the Eau Claire area; Tracy Jallah will serve the Madison area; and Joshua Johnson will serve the Waukesha area.

b. For action: whether to include ACT scores 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.

Most members expressed support for including the ACT. One member disagreed, arguing that doing so would introduce an element of discrimination. The committee discussed the point, and concluded that requiring all high school students to take the test in order to graduate removes the discrimination.

Action: *a motion was approved to support including ACT scores in the applicant testing procedures. The Bureau will bring a crosswalk of ACT-Accuplacer scores to the fall meeting.*

c. Other

No additional issues were discussed.

6. Review program participants.

Program participants include 23 apprentices and nine employers with a contract in active or unassigned status on March 30, 2015.

7. The next meeting will be Tuesday, October 6, 2015, at 1:00 p.m. at the IUPAT DC7 Training Center in Big Bend.
8. The meeting adjourned at 2:38 p.m.

Follow-up Items

- i. *BAS will research a crosswalk between the ACT and Accuplacer tests.*
- ii. *Joel will research additional members.*

Respectfully submitted by Owen Smith, Program and Policy Analyst