

## STATE IRONWORKING APPRENTICESHIP ADVISORY COMMITTEE

Thursday, October 15, 2015

Madison Labor Temple  
1602 South Park St  
Madison, Wisconsin 53715

### DRAFT Minutes

<b>Members Present</b>	<b>Organization / Employer</b>
DeMinter, Tim	Ironworkers Local 383
Riley, John	K.F. Sullivan Co.
Mayrhofer, Tony	Ironworkers Local 8
Shultis, Andrew	Ironworkers Local 383
Rich Hanson	Ironworkers Local 8
Brad Cyganek, (Co-Chair)	Ironworkers Local 8
Chad Hooyman	SPE Little Chute
Ben Hager (Co-Chair)	J.H. Findorff

<b>Members Absent</b>	<b>Organization / Employer</b>
Flaherty, Glenn	Ironworkers Local 8
Trottier, John	AZCO

<b>Consultants and Guests</b>	<b>Organization / Employer</b>
Schanke, Debbie	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards
Stern, Pete	Ironworkers Local 383
Jim Cook	Madison Area College
Vincent Rice	BAS
Jaime Bernthal	YA

---

1. The meeting was called to order at 10:05 a.m. by Co-Chair Ben Hager in accordance with the Wisconsin Open Meeting Law.
2. Attendees signed the attendance record and introduced themselves.
3. Owen requested all updates and corrections be noted and submitted for inclusion in a new roster. It was noted that two members' terms expire at the end of 2016: Andy Shultis and Ben Hager. Both Andy and Ben stated they would like to remain on the Advisory Committee for another term.

Discussion was held on status of LU 512 participating on the Advisory Committee. The Committee agreed to add an Employee member from LU 512. Owen said the Committee would need another Employer member to equalize both sides of the committee. He suggested soliciting an Employer from the western part of the state, which is not represented currently.

4. **Old Business**

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

i. The minutes of the April 16, 2015 meeting were reviewed and approved as written. .

ii. Paid related instruction at Western Technical College

Pete Stern expressed interest in getting back into Western Technical College for related instruction classes because there are 13 apprentices in that area that would benefit from classes held at the location. He noted the college hired a new dean at WTC, so the timing may be good. Peter noted that he has met with BAS Director Karen Morgan on this issue but no resolution has been achieved to date. He requested that the Bureau help persuade the college to offer paid related instruction because a sufficient number of apprentices are available to justify a class.

iii. Paid related instruction at Madison College

Discussion was held on paid related instruction classes at MATC-Madison. Jim Cook sent Karen Morgan a letter requesting approval of the new curriculum for the spring semester. There continue to be ongoing discussions with BAS regarding the curriculum. Jim also said that MATC is at full lab space utilization as manufacturing employers continue to request welding labs.

iv. Guest presentation by DWD Youth Apprenticeship

Jaime Bernthal, DWD Youth Apprenticeship (YA) reported on YA happenings. He distributed two handouts to the committee members. One handout listed key points of the YA Apprenticeship Program and the other handout was a YA status report. Jaime presented an overview of the YA to RA programs. Rich questioned if BAS would allow direct entry from YA into RA. Owen said BAS is not in favor of direct entry due to established minimum application requirements. Owen said BAS would acknowledge credit awarded by a sponsor. It would be the sponsor's choice to register a YA graduate into the RA program.

Tim DeMinter and Pete Stern asked whether the unions would be involved in the process, and if so, which ones. Owen stated that the local programs could award standard credit or possibly points on a RA's application, and there is value to trades hiring YA with some prior skills and knowledge. The committee members discussed the logistics of students working as youth apprentices on job sites while attending school.

Rich questioned having minors on job sites and how the child labor laws affected this. Jaime is requesting feedback from trade committees to share with local schools citing concerns with the YA program.

**b. Apprenticeship Completion Award Program (ACAP)**

Owen reported that renewed until June 30, 2017. There were no other changes made to the grant program. Owen reported BAS was unable to get the reimbursement amount increased.

**c. American Apprenticeship Grant (WAGE\$)**

Owen reported BAS received a \$5 million grant. The money will be directed at expanding apprenticeship into new sectors; healthcare and IT to name a couple. The intent is to increase the pool of qualified applicants. Money will be distributed to the Workforce Development Boards (WDB) to help develop readiness programs. BAS held 7 focus groups and the determination was the need for developing and expanding qualified applicant pools. Rich questioned how much money BIG STEP from Milwaukee was receiving. He said the ironworkers have continually received poor applicants who don't seem to want to work.

**d. Wisconsin Apprenticeship Summit**

A handout was distributed with the Summit's recommendations. The Summit consisted of industry leaders who wanted to move Wisconsin forward. The Summit has garnered both State and Federal attention in support of Apprenticeship. The focus will be on former apprentice sponsors, current apprentice sponsors and recruiting new training sponsors. BAS was questioned on the overall integrity of apprentice training and Owen stated BAS is firm in their commitment to uphold and maintain the fundamentals of the Apprenticeship program. It was noted by several committee members that the ironworking trade has no "in-between" for training apprentices.

**5. New Business**

**a. Duties of the State Committee**

Discussion was held on the duties of the state committee. Owen cited there has been a large turnover of members statewide. BAS commended the State Ironworking Advisory members on their continued support and their ongoing participation in their trade decision-making and other ironworking trade processes.

**b. Technical Assistance Guide (TAG) training sessions**

Owen stated this training is mandatory for all local committee members. BAS has scheduled sessions across the State and notices will be mailed within the next week.

**c. WI Advisory Council publications**

two new handouts were distributed to committee members: WI Pre-Apprenticeship Readiness Program and A Guide to Successful Interviewing for the Skilled Trades. Applicants will have the ability to brush up on their interviewing skills by reviewing the Guide. Owen explained the background development of the Pre-Apprenticeship Readiness Program guidelines and that this was one result of the American Apprenticeship Grant monies.

**d. BAS personnel update**

Tim Ziffer was recently hired by BAS as the servicing ATR for the Racine district which was recently vacated by Sandy Martin who accepted another position outside of Apprenticeship.

## **6. WTCS Update**

A letter addressed to State Apprenticeship Advisory Committees from Karen Morgan was distributed. Lengthy discussion was held on the ACT scores versus the current Accuplacer tests being used by trade committees. BAS recommends trade committees modify their test procedures to accommodate the new ACT scores. Local committees can adopt the ACT as an assessment of choice. There will be a crosswalk created for those trades who use the Accuplacer scores to compare with the ACT scores. There is no sunset date for the demise of the Accuplacer scores but BAS recommends each committee set a timeframe to begin only using the ACT scores. Further discussion on this item will be held at the Spring 2016 State Ironworking Advisory meeting.

Vince noted the use of ACT scores were better predictors of school placement and further explained the value of ACT as a standard test. It was acknowledged that the Accuplacer test will remain a backup testing method.

Tim DeMinter expressed frustration with the value of testing overall and felt it leads to barriers in hiring. He said an individual may be a great ironworker but not a good test taker. Owen said committee's must have a defensible assessment measure and must establish minimums to remain fair and equitable to all applicants. One committee member stated the ACT, if an individual did not take it in high school, would be cost prohibitive compared to the Accuplacer.

The local JACs will provide feedback to BAS at the Spring State Advisory meeting on:

1. ACT - and the use of it as the primary testing requirement
2. Accuplacer – use of it and timeframe as the long term back up testing mechanism
3. Establishment of statewide minimum scores for both assessments with crosswalks and timeframes to accept scores.
7. Owen distributed current program participant statistics. It was noted that overall the program numbers are increasing.
8. The next State Ironworking Advisory Meeting was scheduled for Thursday, April 21, 2016, 10:00 a.m., Madison Labor Temple, Madison, WI.\
9. The meeting was adjourned at 12:20 p.m.

---

*Respectfully submitted by:*  
*Debbie Schanke, BAS ATR*