

STATE MASONRY APPRENTICESHIP ADVISORY COMMITTEE

April 21, 2015

Bricklayers & Allied Craftsman Council
17125 W Cleveland Avenue
New Berlin 53151

Approved Minutes

Members Present	Employer / Organization
Burns, Gary	BAC District Council of WI
Burt, Mark	Miron Construction
Gantz, Matt	OPCMIA Local 599 Area 558
Hetzel, Jim	Hetzel Tile & Marble
Hink, Scott	OPCMIA Local 599 Area 558
Szymanski, Rick	BAC District Council of WI
Weytens, Randy	BAC District Council of WI
Zignego, Daniel (Co-Chair)	Zignego Construction

Members Absent	Employer / Organization
Just, Tim	Berghammer Construction Corp
Kinateder, Fred	KMI Construction
Miller, Jim	OPCMIA Local 599 Area 204
Vick, Jim	BAC District Council of WI
Walsh, Terry	Walsh Masonry, Inc.

Consultants & Guests	Employer / Organization
Smith, Owen	Bureau of Apprenticeship Standards - Madison
Emrick, Leigh	Associated Builders and Contractors
Zenisek, Hal	Worldwide Instructional Design System

1. The meeting was called to order at 10:07 a.m. by Dan Zignego, Committee Co-Chair, in conformance with the Wisconsin Open Meeting Law.
2. A roll call was conducted. A sign-in sheet was circulated. A quorum was present.
3. The committee reviewed the current roster for overall representation, vacancies, and accurate contact information. The roster should include Jim Hetzel. Matt Gantz replaced Scott Hink. Rick Szymanski updated his contact information.

4. Old Business

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

The minutes of the previous meeting were approved as written.

The committee had expressed concern that contractors on Dept. of Transportation projects were not employing the required amount of apprentices. Owen advised the committee that the Bureau has no authority or course of action over the use of apprentices on prevailing wage jobs owned by the Dept. of Transportation. Any concerned party should contact the D.O.T's Equal Rights Office in Green Bay.

The committee had asked whether training providers outside of the Wisconsin Technical College System could deliver the Transition to Trainer course. Owen replied that they can, if they meet the instructor requirements listed in the Wisconsin Apprenticeship Manual.

Owen reported that the Bureau implemented the revisions to the Special Provisions section that the committee recommended at the 2014 fall meeting.

Owen reviewed that the committee had requested to review its minimum safety standard at this meeting. The action item is listed in "New Business."

b. **Guest presentation: "Architecture and Construction Youth Apprenticeship"**

Amy Phillips and Jamie Bernthal of the DWD Youth Apprenticeship staff explained the purpose and structure of the youth apprenticeship program. The youth apprenticeship program has grown in its sponsors and popularity within the last several years, including a new youth apprenticeship program in Construction. The Dept. of Workforce Development is researching means of linking the program with registered apprenticeship program by aligning curriculum and recommended credit between the two programs.

Efforts to link youth apprenticeship and registered apprenticeship are focused currently on manufacturing occupations, because many employers in the northeast state sponsor both programs. To prepare for the future focus on linking construction programs, the youth apprenticeship staff is visiting with state construction committees.

The Architecture and Construction program contains five focus areas: carpentry, electrical, HVAC/mechanical, masonry and plumbing. The presenters emphasized that the first 12 of 16 competencies in each focus area are identical at the direction of industry. The similarity between units ensures that youth apprentice graduates receive skills, such as blueprint reading and safety, that are foundational to all construction occupations.

The committee asked several questions. First, how does the program cover safety? The presenters replied that the youth apprentice program requires students to take OSHA 10 and first aid certification. The material is broad and cursory, and the employer complements it with safety training required of all employees. In addition, the Youth Apprenticeship staff is open to discussing whether to modify the YA safety curriculum in the future, too.

The committee inquired into the presenters' objectives. The presenters replied that they aim to expose the state committee to the program, inform the committee of the program's purpose and structure, and persuade them of the youth apprenticeship's benefits. In the future, the Bureau and DWD Youth Apprenticeship might ask the committee to support recommendations for minimum credit for youth apprenticeship graduates applying to registered apprenticeship programs. The committee elaborated that its primary concern is that youth apprentices and registered apprentices are not used by employers as cheap labor. The presenters replied by reviewing the program safeguards: each youth

apprenticeship program has a program coordinator and a consortium coordinator who work closely with the employers; the employer program is reviewed annually; and the youth apprentice works closely with an on-site mentor.

The committee asked whether youth apprentices are screened for drug use as a condition of hire. The presenters replied that youth apprentices are screened, if it is required by the employer. In many cases, the employer pays for the drug screening.

The committee asked how many youth apprentice graduates pursue a job in the skilled trades. The presenters reported that approximately 80% of graduates are offered a job with their employer, but DWD does not have data on how many graduates choose skilled occupations with other employers or continue with skilled occupations into the future.

The committee asked how youth apprentices are recruited. The regional coordinator visits with students who have demonstrated interest and aptitude, and recruits employers, too. The applicants are then interviewed by the employer to ensure the best fit.

Last, the Bureau asked the committee whether the local committees or employers represented would be interested or whether they see potential barriers. The presenters added that youth apprentices qualify as "student learners" under workers compensation laws, and are therefore permitted to work on a wide range of equipment and machinery. The committee expressed concern that youth apprentices less than 18 years of age would be prohibited from working on prevailing wage jobs.

***Action:** DWD Youth Apprenticeship will research whether youth apprentices can work on prevailing wage jobs.*

c. Review the related instruction for Terrazzo Worker.

The committee received working drafts of the related instruction for Terrazzo Worker. Owen reminded the committee that no curriculum can be added or modified without the approval of the committee. He asked whether the committee was prepared to review and approve the draft curriculum outline at the meeting. The committee replied that it would need more time to review the document.

***Action:** the committee approved a motion to review the curriculum via webinar in June.*

d. Apprenticeship Completion Award Program

Owen introduced ACAP, the WI Apprenticeship Summit and the American Apprenticeship Grants as examples of unprecedented support for registered apprenticeship. ACAP is an excellent example of state support because the program was created by the state legislature and signed 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; 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. ACAP reimburses either \$250 or 25% of total costs up to \$1,000.

The report shows that the cost of related instruction is more expensive than previously thought. The award is a maximum percentage of total costs. Therefore, many apprentices submitted all of their paid related instruction costs for reimbursement. The submissions demonstrated the actual costs of paid

related instruction. However, the Bureau had to deny reimbursement for all costs in excess of the maximum reward, so the amount of funds declined exceeds the amount of funds awarded.

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. Members commented that several JAC apprentices have benefitted from the program, but the trusts decided not to pursue reimbursement for their expenses in order to maximize the funding available to apprentice.

e. Wisconsin Apprenticeship Summit

A second example of state and national support for registered apprenticeship was the Wisconsin Apprenticeship Summit, a three-day discussion between "thought leaders" on the future of Wisconsin apprenticeship. Therefore, the primary goal of the Summit was to position the Bureau and Wisconsin apprenticeship ahead of the curve to harness and drive all potential changes. The program included presentations on the latest national and international research and practices on registered apprenticeship and workforce development.

Owen drew the committee's attention to two key points demonstrated by the hand-out. First, the Summit participants were a thorough, comprehensive cross-section of stakeholders. Second, the action plan that resulted is a thorough, comprehensive approach that includes both innovative new ideas, such as an employer consortium for outreach, as well as innovative new uses for existing tools, such as promoting Transition to Trainer for journey workers.

A general discussion followed. The committee supported the Summit's proposed efforts to increase the presence of registered apprenticeship in the K-12 systems, especially because of the lack of career and technical education curriculum in high schools. The committee expressed strong support for changing the attitudes and perceptions of the K-12 system towards careers in the skilled trades.

f. American Apprenticeship Grant

To implement many of the proposed Summit activities, the Bureau applied for an American Apprenticeship Grant, Owen noted, the primary example of unprecedented national support for registered apprenticeship. The competitive grants will be issued by the Dept. of Labor as a result of \$150 million released by President Obama's administration. With a maximum award of \$5 million, the grants are to be used for 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 expand readiness training for the underemployed and unemployed. The second focus is to expand apprenticeship into information technology and health care.

Owen noted that several focus groups asked how the Bureau would use an American Apprenticeship Grant to improve existing apprenticeship programs, such as construction programs or manufacturing programs. The Bureau will use the grant to improve pipelines into registered apprenticeship as a whole, because existing programs have proven that they provide quality training but frequently cite a lack of qualified candidates. Therefore, WAGE\$ would target opportunities to improve the general skill level of apprentice applicants, such as funding curriculum for youth apprenticeship programs that

would expose high school students to the foundational skills of occupations that train through registered apprenticeship.

A general discussion followed. The committee expressed concern over the terms "unskilled" and "underskilled," which are two target populations of workers for pre-apprenticeship readiness programs. The committee stated that a strong myth about registered apprenticeship is that it is only for individuals who "aren't good enough" to go to college. Owen acknowledged the committee's concerns and clarified that the terms refer to individuals who have yet to acquire the foundational skills necessary for a successful career in the skilled trades, such as properly using hand tools.

g. Other

No other topics were raised.

5. New Business

a. BAS Personnel Updates

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

b. For action: proposal to require OSHA 30 in Special Provisions

Owen reviewed that the committee asked to discuss the required safety courses in the Special Provisions. Proponents of increasing the minimum safety requirement from OSHA 10 to OSHA 30 argue that OSHA 30 is more common in the industry and is required by several local committees. Opponents argued that increasing the minimum requirement should be left at the discretion of each local committee.

Some members had supported increasing the minimum requirement from OSHA 10 to OSHA 30 because some local committee had adopted OSHA 30.

***Action:** a motion was made to increase the minimum standard to OSHA 30, but the motion was not approved due to lack of consensus.*

c. For action: proposal to support including ACT scores in applicant testing procedures

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 required for entrance into apprenticeship, such as basic math and reading comprehension. Local committees currently assess applicants in these areas using the Accuplacer, TABE, and other assessment tools.

In the future, local committees may encounter applicants that have been assessed recently. Rather than re-test the applicants in the same subject matters, local committees could accept the ACT scores, and save 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.

Karen added that the Bureau will bring a crosswalk of scores to the fall meeting.

A general discussion followed. The committee asked how ACT scores related to Accuplacer scores; Owen replied that the Bureau would bring a crosswalk to the fall meeting. The committee discussed the benefits of including the ACT scores as a state requirement or as a local committee decision.

Action: *a motion was approved to support including ACT test scores in the applicant testing procedures; a subsequent motion was approved to allow local committees to set the minimum test scores and timeframes.*

d. Other

No additional topics were raised.

6. WTCS Update

No representative from WTCS was present. Hal Zenisek, a consultant with Worldwide Instructional Design, reported that the WTCS hired a new education director, Nancy Nakkoul. Nancy worked previously for Madison College and is familiar with apprenticeship and workforce development programs.

The WTCS has curriculum funding to review apprenticeship paid related instruction next year. Hal asked the committee if wants WIDS to review the PRI curriculum and documentation.

Action: *the committee declined and decided instead to wait until the future.*

7. Review the program participants.

Participants included 98 apprentices and 57 employers with a contract in active or unassigned status on April 10, 2015. The numbers are noticeably lower than the 2015 totals on the historical report due to a reporting error. Program participants at the end of 2014 included 228 apprentices and 66 employers.

9. The next meeting is tentatively scheduled for October 14, 2015, at 09:30 a.m. at the BAC District Council in New Berlin.

10. The meeting adjourned at 12:45 p.m.

Follow-up items

- i. *The Bureau will schedule a webinar to review the Terrazzo paid related instruction.*
- ii. *The Bureau will bring more information regarding ACT scores to the fall meeting.*

Submitted by Owen Smith, Program and Policy Analyst, BAS