

**STATE PAINTING & DECORATING APPRENTICESHIP ADVISORY COMMITTEE**

Milwaukee Painting & Allied Trades Training Center  
S68 W22665 National Avenue  
Big Bend, Wisconsin 53103

April 7, 2015

**Approved Minutes**

<b>Members Present</b>	<b>Organization/Employer</b>
Arnold, Jeff	IUPAT DC7
Braun, Pete	Wall-Tech
Jazdzewski, Joseph J.	IUPAT DC7
Macejkovic, Jim	Building Service, Inc.
Schwiesow, Charles	Porta Painting, Inc.

<b>Members Absent</b>	<b>Organization/Employer</b>
Merhoff, Jeff	IUPAT DC7
Niemiec, Tony	State Painting Co
Owsianowski, Robert A.	IUPAT DC7
Rintamaki, Gerald	Painters/Decorator Local 934
Wolf, Greg	Schmelzer Paint Co Inc

<b>Consultants &amp; Guests</b>	<b>Organization/Employer</b>
Holmes, Adam	IUPATDC7
Jallah, Tracy	Bureau of Apprenticeship Standards
Martin, Sandy	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards
Triscari, Nick	Milwaukee Area Technical College

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1. The meeting was called to order at 10:07 a.m. by Charles Schwiesow, Committee Co-Chair, in conformance with the Wisconsin open meeting laws.
2. A roll call was conducted. A quorum was present. A sign-in sheet was circulated.
3. The minutes of the 2014 fall meeting were reviewed and approved as written.

#### **4. Old Business**

##### **a. Review the roster.**

The committee welcomed new employer member Pete Braun, a representative of the dry-wall trade.

The committee reviewed the current roster for vacancies; terms that will soon expire; industry and geographical representation; and the accuracy of the members' contact information. No updates were needed.

##### **b. Review the follow-up items from the previous meeting.**

Owen reported that all follow-up items were completed. A member of the drywall trade was added to the committee. The job books for all trades sponsored by the committee were finalized, printed and delivered. The state standards were updated. Owen emailed a link to the youth apprenticeship website, which members can use to research schools in their area that participate in the Architecture & Construction youth apprenticeship program. The curriculum for the program does not receive regular funding and was developed through rare carry-over funding; therefore, the likelihood of updating the program to include painting is low. The matter of satisfying AA/EEO requirements for projects owned by the City of Madison is between the contractor and the City; the Bureau is not involved in comparing the AA/EEO requirements between the organizations.

Last, the DWD Youth Apprenticeship staff, which includes two people, could not attend this meeting due to scheduling conflicts. Therefore, the Bureau will invite them to the fall meeting.

##### **c. How is the new hybrid format progressing?**

The committee reported that implementing the hybrid programs is proceeding well, but the process will take two or three years to complete. The new curriculum is very thorough and addresses all topics current to the trade, but it is new to all the coordinators and instructors, so it has to be implemented in stages. For example, the current third-year apprentices are beginning training on the virtual equipment provided by the SAGE grant. Contractors and apprentices have expressed some concern of the lengthy implementation, but strongly support the hybrid model.

##### **d. Apprenticeship Completion Award Program**

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

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. He emphasized that the state committee should encourage local committees to communicate with apprentices to determine whether they are eligible and apply.

A general discussion followed. Members replied that their local committees and employers are aware of the program but not many apprentices are eligible at the current time. Owen confirmed that the program does not apply to apprentices between their first and final year.

#### **e. WI 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. Some concern was expressed that the participant group did not include adequate labor representation. Owen explained that the participant group included representatives from the construction, manufacturing and service sectors, including labor representatives.

#### **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.

A general discussion followed on the action plan. Some members questioned how many action items would be completed.

**g. Other**

Members raised several additional issues.

The committee noted that some painting contractors that are not registered apprenticeship sponsors are advertising for "apprentice" on Craigslist. The committee asked that Director Karen Morgan research the matter.

A member expressed concern that a representative from Madison Area Technical College should attend the state committee meetings more often.

Several members expressed concern that the program needs to re-implement a traveling instructor that would split his or her time between all the technical colleges involved in the painting program. Such a position would eliminate the need for multiple instructors at multiple locations. Nick Triscari responded that such a position would not be feasible now; the previous position was a function of a unique arrangement between various technical colleges as well as instructor availability. Milwaukee Area Technical College funds the current instructor position based on need, and the need continues to be for part-time instructors. The committee clarified that IUPAT DC7 personnel currently serve as instructors, which creates administrative complications because half of their time is funded by the IUPAT while the other half is funded by the technical college. IUPAT would like to keep the instruction at the current locations, but have the instruction delivered by industry-recognized journey workers, not IUPAT full-time personnel.

Nick Triscari concluded the discussion by stating that he will research a part-time instructor position for glazing and a part-time instructor position for painting and decorating, with an emphasis on industry-recognized journey workers.

**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. Proposed changes to applicant testing.**

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.

A general discussion followed. The committee expressed support for including the ACT scores, particularly because the current testing procedures would remain in place. Some members asserted that including the ACT scores would put the application requirements for registered apprenticeship on par with those of a four-year institution. The committee discussed an appropriate timeframe for accepting ACT scores; the general consensus was that five years is sufficient.

**Action:** *a motion was approved to allow local committees to determine whether to include ACT scores in their state standards.*

**c. Other**

No additional items were discussed.

**6. Review program participants.**

Program participants include 58 apprentices and 23 employers with a contract in active or unassigned status on March 30, 2015. The committee stated that the numbers agree with their independent totals.

7. The next meeting is tentatively scheduled for Tuesday, October 6, 10:00 a.m. at the IUPAT DC7 Training Center in Big Bend.
8. The meeting adjourned at 12:15 p.m.

**Follow-up Items**

- i. *The Bureau will bring a crosswalk of ACT-Accuplacer scores to the fall meeting.*
- ii. *The Bureau will invite the DWD Youth Apprenticeship staff to the fall meeting.*
- iii. *Nick Triscari will research developing two part-time instructor positions*

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*Submitted by Owen Smith, Program & Policy Analyst*