STATE ROOFER AND WATERPROOFER APPRENTICESHIP ADVISORY COMMITTEE

May 19, 2015

Roofers Local #65
16601 W Dakota St.
New Berlin, WI

Draft Minutes

Members Present	Employer / Organization
Bartowitz, Alfred (Skip)	Roofers Local #65
Busalacchi, Chris	Schranz Roofing
Ferreira, Gerry (Co-Chair)	Roofers Local #65
Langer, Mark (Co-Chair)	Langer Roofing & Sheet Metal
McNulty, Dennis	Roofers Local #65
Noffke, Ben	Noffke Roofing (ABC)
Utecht, Allan	Walsdorf Roofing Co. (ABC)

Consultants & Guests	Employer / Organization
Breitlow, Lois	SE WI Area Roofing JAC
Emrick, Leigh	Associated Builders & Contractors
Scheldroup, Bob	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards

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1. The meeting was called to order at 10:05 a.m. by Gerry Ferreira, in conformance with the Wisconsin Open Meeting Law.

2. Roll-call was taken. A sign-in sheet was distributed. A quorum was present.

3. The committee reviewed the current roster for vacancies, statewide representation, and terms expiring before the next meeting. No vacancies were present. The committee supported asking Local 96 to nominate an Employee member so the committee will include all unions active in apprenticeship training throughout the state. Owen noted that adding an additional Employee member will require the committee to recruit an additional Employer member.

   Action: *the Bureau will ask Local 96 whether it will join the state committee. Depending on the local's response, the Bureau will research an additional Employer member.*

4. **Old Business**

a. Review the follow-up items from the previous meeting:
The minutes of the previous meeting were approved as written.

At the committee's request, the Bureau invited the DWD Youth Apprenticeship staff to present at the spring meeting, but due to scheduling conflicts, the staff, which includes three people, was able to attend only the state construction committees for the five major trade areas included in the Architecture & Construction youth apprenticeship program. The Bureau will invite the DWD YA staff to the fall meeting.

The committee had requested the number of schools that participate in the Architecture & Construction youth apprenticeship program. Owen posted a link to the YA website on the state committee website that leads to an interactive map that tells the user which programs are active in which areas of the state.

The Bureau has not yet begun production of a brochure on the Roofing apprenticeship program. The JACs have created their own version, and ABC is planning to do similarly. Therefore, the state committee no longer needs the Bureau to create the brochure.

b. Apprenticeship Completion Award Program
Owen distributed a copy of the latest statistics Owen introduced ACAP, the WI Apprenticeship Summit and the American Apprenticeship Grants as an example of unprecedented state support for registered apprenticeship because the program was conceived 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 anniversary 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, more reimbursements were denied than 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.

A general discussion followed on the user-friendliness of the reimbursement request process and the overall efficacy of ACAP. Representatives of the JACs claimed that the request process was a "paper nightmare" because the JACs pay an aggregate fee to the technical colleges, and the technical college's support documentation did not itemize the charges and was cumbersome overall. Representatives of ABC stated that the request process worked well for their organization and ACAP benefitted many of their apprentices.

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c. 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. The committee commented that promoting Transition to Trainer to journey workers is a good idea and suggested adding a sensitivity training component either to the course or in addition to it.

d. American Apprenticeship Grant (WAGE$)

Linking youth apprenticeship and registered apprenticeship will be a key target in the Bureau's application for a $5 million American Apprenticeship Grant, Owen noted. The grants are the prime example of national support for registered apprenticeship.

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 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.

A general discussion followed on the grant deadline and objectives. A member asked whether the grant would really affect registered apprenticeship or whether it was another recruitment tool. Owen acknowledged that the grant would not upgrade existing apprenticeship programs with new equipment or curriculum; however, the grant would benefit registered apprenticeship directly over the long term, because it will establish more pipelines for qualified applicants.

e. Other

Owen explained that the format and purpose of the state committee website. He reiterated that he now asks all participants to print their own copies of material prior to the meeting. Committee members expressed support for the request and the website, and added that it would be easier for them to locate the draft minutes for review if they were located with the current material. Owen replied that several committees commented similarly, so he will adjust the website accordingly in the future.

5. <u>New Business</u>

a. For Action: proposed revisions to the 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 that local committees assess them in using Accuplacer or other tests, such as reading, arithmetic, and basic algebra. Thus, in the future, local committees may encounter many applicants that have been recently assessed via the ACT, and the local committees could eliminate a duplicative procedure by accepting the ACT scores rather than re-testing the applicant.

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 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 take the current assessment.

A general discussion followed. The committee stated that it preferred to review a comparison of ACT and Accuplacer before discussing the recommendations further. Owen acknowledged that the Bureau intentionally did not provide a crosswalk at this meeting because it wanted to gauge overall interest before discussing more specific details. The committee added that it also uses an assessment unique to its occupation.

Action: *The Bureau will bring a comparison of ACT and Accuplacer scores to the fall meeting.*

b. BAS personnel update

Owen reported that the Bureau hired three new Apprenticeship Training Representatives: Joshua Johnson introduced himself as the new rep for the Waukesha area; Tracy Jallah is the new representative for the Madison area; and Rob Eckert is the new representative for the Eau Claire area.

c. Other

No additional topics were brought forth.

6. <u>WTCS Update</u>

An update on all WTCS apprenticeship activities is available on the state committee website. No representative from the WTCS or a participating technical college was present.

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7. **Review the program participants.**
   Program participants included 81 apprentices and 22 employers with a contract in active or unassigned status on October 17, 2014. Members and consultants agreed that the data look accurate.

   A general discussion followed. The committee commented that many new applicants have been considerably experience, so they were hired as journey workers. One female apprentice was registered but quit eventually.

8. The next meeting is tentatively scheduled for Wednesday, October 21, 2015, at 10:00 a.m. in New Berlin.

9. The meeting was adjourned at 11:30 a.m.

Follow-up Items

i. BAS will ask the Northern JAC to nominate an Employee member. If the JAC agrees, the Bureau will research an additional Employer member.
ii. BAS will invite the DWD YA staff to the next meeting.
iii. BAS will bring a comparison of ACT and Accuplacer scores to the fall meeting.

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Submitted by Joshua Johnson and Owen Smith,
Bureau of Apprenticeship Standards

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