

STATE ROOFER AND WATERPROOFER APPRENTICESHIP ADVISORY COMMITTEE

October 20, 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) |
| Terhaar, Mitch | Roofers Local 11 |
| Utecht, Allan | Walsdorf Roofing Co. (ABC) |

| Consultants & Guests | Employer / Organization |
|---------------------------------|------------------------------------|
| Breitlow, Lois | SE WI Area Roofing JAC |
| Emrick, Leigh | Associated Builders & Contractors |
| Johnson, Josh | 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 and the process for nominating Employer members. By definition, the Employer side of the committee includes representatives of union and merit shop contractors; and the Employee side, by definition, consists entirely of labor representatives. Therefore, when adding a new Employer member, the Bureau must decide whether the member will represent a union contractor or a merit-shop contractor. To do this, the Bureau aligns the percentage of union contractors and merit-shops contractors on the Employer side with the percentage of union apprentices

and merit-shop apprentices in the participant report. For example, if 75% of all apprentices in the trade are union, 75% of the Employer members be union contractors.

The committee reviewed the participant report. Seventy apprentices are active: 56 are union apprentices, or 80%; and 14 are non-union apprentices, or 20%. Accordingly, 80% of the Employer members must be union contractors. Therefore, the new Employer member will be a union contractor.

4. **Old Business**

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

The minutes of the previous meeting were approved with one revision: Mitch Terrar was in attendance.

The Bureau invited the Youth Apprenticeship staff to this meeting, but the staff declined after learning that child labor laws prohibited youth apprentices from performing roofing work. Ben Noffke expressed concern that the staff did not attend the meeting. He commented that youth apprentices could have several opportunities to learn the roofing trade off the job-site. For example, the students could work on mock-ups. The committee agreed.

Owen explained that the Youth Apprenticeship staff does not receive funding for curriculum development. In fact, the creation of the Architecture & Construction youth apprenticeship curriculum was funded by one-time, external funding, or "accidental" funding. Therefore, adding roofing to the curriculum is unlikely unless external funding becomes available.

The committee asked several questions about the structure of youth apprenticeship:

- How long are youth apprenticeship programs?
- Is Sheet Metal included?
- Which high schools are participating?
- Do the students work during the school year or only in the summer?
- Can private schools sponsor youth apprentices?

***Action:** The Bureau will invite the YA staff to the 2016 spring meeting and forward several information links on youth apprenticeship to the committee.*

Last, the Bureau noted that its proposed revisions to applicant testing requirements do not apply to the Roofing trade, because the trade utilizes its own assessment tests, not the Accuplacer.

b. Apprenticeship Completion Award Program

The state legislature renewed the program through 2017. No other changes were made. The maximum reimbursements are still the same. Attendees did not have questions.

c. American Apprenticeship Grant / WAGE\$

Owen reported that the Bureau received an American Apprenticeship Grant for the maximum award of \$5 million. The grant name is the Wisconsin Apprenticeship Growth and Enhancement Strategies, or WAGE\$. Based on input from seven focus groups of apprenticeship stakeholders, the grant objectives are as follows: expand registered apprenticeship into new sectors; and increase the pool of qualified applicants by expanding youth apprenticeship programs for high school students and pre-apprenticeship readiness programs for individuals outside of the K-12 system. The performance target is to register 1,000 additional apprentices in the next five years.

d. WI Apprenticeship Summit

Owen distributed the list of action items from the Summit. The first item in progress is a survey of the attitudes and perceptions towards registered apprenticeship of sponsors, previous sponsors, and non-sponsors. The survey will be conducted by the newly formed Employer Consortium and the Bureau. The results will be used to develop targeted employer-to-employer outreach material.

Owen asked the committee for its perceptions on why contractors participate in registered apprenticeship or not. The committee stated that contractors use the program for the quality of the training; and contractors that do not use it likely take issue with the amount of paperwork required, the cost of adding administrative personnel to process the paperwork, or reluctance to have the state meddle in its business.

e. Other

No other items were discussed.

5. New Business

a. Duties of the state committee

Owen reported that the Bureau is reviewing the roles with all state committees this fall. A central message is that the Bureau takes the committees' input seriously on all aspects of the apprenticeship program, including paid related instruction. Owen noted that this committee has done an excellent job performing all of its roles.

b. Technical Assistance Guide sessions

Owen reported that TAG sessions will be offered in the fall through the end of the year. They are mandatory for new members to local committees. New members will receive an official letter from the Bureau that states the requirement and lists the times of the upcoming sessions. Members who have successfully complete a TAG session are welcome to take another as a refresher, but must contact Karen in order to register.

c. New Publications from the WI Advisory Council

The Wisconsin Apprenticeship Advisory Council released two new publications: *A Guide to Successful Interviewing for the Skilled Trades* and *Wisconsin Pre-Apprenticeship Readiness Program Guidelines*. Owen distributed copies of both to all attendees.

The first was developed in response to feedback from sponsors that many applicants for apprenticeships would benefit noticeably from improving their interview and resume writing skills. The Bureau encourages stakeholders to distribute the document far and wide.

The second was developed in response to the increase of programs that claim to prepare unskilled individuals for registered apprenticeship programs. Many of these programs lack a clear partnership with a registered apprenticeship partner, and therefore may train participants to skills not identified by industry stakeholders as readily needed. Pre-apprenticeship programs can apply for certification by the Wisconsin Apprenticeship Advisory Council.

Both publications and the application for certification are available on the Advisory Council website.

The committee agreed with the need for both publications and shared anecdotes of similar experiences with applicants.

d. BAS personnel update

Tim Ziffer is the new Apprenticeship Training Representative for the Racine-Kenosha area. He replaced Sandy Martin, who accepted a new position with DWD Job Service.

6. WTCS Update

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.

7. Review the program participants.

Program participants included 70 apprentices and 19 employers with a contract in active or unassigned status on October 10, 2015. Members and consultants agreed that the data look accurate.

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 invite the DWD YA staff to the next meeting.*
- ii. *BAS will email several links to YA information to the state committee.*

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