

**State Sheet Metal Apprenticeship Advisory Committee Meeting**

April 30, 2015

Sheet Metal Workers Local 18  
Waukesha, WI 53186

**Approved Minutes**

<b>Members Present</b>	<b>Employer / Organization</b>
Aldag, Dave	Aldag Honold
Bartz, Scott	Sheet Metal Local 18 Madison
Billman, Brian	Sheet Metal Local 18
Everhart, Rich	General Heating
Hill, Mark	Tweet-Garot Mechanical Inc.
Jackson, Roger	Sheet Metal Local 18 Eau Claire
Katt, Dave	Keystone Heating & Air Conditioning
Kemper, Keith	Sheet Metal Local 18 KRW
Landgraf, Patrick	Sheet Metal Local 18
Liesch, Nick	Sheet Metal Local 18 Fox Valley
Malesevich, Tom	Sure-Fire Inc.
Mamayek, Mike	Illingworth Kilgust Mechanical
Mooney, Mike	Sheet Metal Local 18
Phillips, Earl	Sheet Metal Local 18
Stockland, Pat	Capitol Mechanical, Inc.

<b>Members Absent</b>	<b>Employer / Organization</b>
Rollings, Lauri	Sheet Metal and Air Conditioning Contractors' National Assoc

<b>Consultants &amp; Guests</b>	<b>Employer / Organization</b>
Cook, Jim	Madison Area Technical College
Destree, Sandy	Bureau of Apprenticeship Standards
Ecker, Rob	Bureau of Apprenticeship Standards
Kopp, Jr., Dennis	Sheet Metal Local 18
Reed, Kevin	PMSMCA
Simons, Carl	Madison Sheet Metal JATC
Smith, Owen	Bureau of Apprenticeship Standards
Tourdot, Kelly	Associated Builders & Contractors

1. The meeting was called to order at 10:00 a.m. by Pat Landgraff, Committee Co-Chair, in conformance with the Wisconsin open meeting laws.
2. A roll call was conducted and a sign-in sheet was circulated.
3. 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.

4. **Old Business**

**a. For action: approve the minutes of the previous meeting.**

The committee approved the minutes as written.

**b. For action: discuss and vote on proposed revisions to state Exhibit A's.**

Owen reviewed that the state committee had requested at its 2014 fall meeting to form a focus group to review the state Exhibit A's for all trades sponsored by the committee. The focus group included representatives of ABC and JACs.

Mike Mamayek, Keith Kemper and Kelly Tourdot discussed their proposed revisions to each program. Most revisions were minor in scope and involved small reallocations of hours or writing the work processes as complete sentence.

However, a general discussion followed on whether the state committee has one state Exhibit A for both the ABC and JAC versions of each program or one state Exhibit A for each of the ABC and JAC versions of each program. The matter could not be resolved.

***Action:** a motion was approved to reconvene the focus group as well as Director Karen Morgan.*

**c. Follow-up items from the previous meeting.**

Owen review that the state committee had asked the Bureau to investigate whether industrial sheet metal contractors are performing installation, which is included within the scope of the sheet metal trade. Owen reported that the Bureau upholds its determination that the scope of work of industrial sheet metal is separate and distinct from the statewide sheet metal apprenticeship. The Bureau will not investigate sponsors unless the concerned party requests an official investigation in writing and provides supporting evidence that the investigation is warranted. The Bureau receives many complaints and allegations against sponsors from stakeholders with competing interests, so the policy protects all stakeholders from unfounded allegations.

***Action:** a motion was made to request an investigation and a copy of the work processes for the contractor in question; the motion did not pass. A motion was made to request the contractor's standards only. The motion passed. Several members of the committee said they would request the investigation on their own behalf.*

**d. How are the merger of local committees and the move to new training centers progressing?**

The item was included as an ongoing opportunity for local committee representatives to update the state committee on the mergers or moves to new training centers.

A representative from the Racine Kenosha JAC reported that the local committee has no interest in merging with other committees but will merge its training with Milwaukee Area Technical College.

A representative from the Southeastern Wisconsin Area Sheet Metal JAC reported that the local committee will remain intact but apprentices will attend related instruction at Milwaukee Area Technical College.

The completion of the Fox Valley Sheet Metal Training Center is slightly behind schedule; the classrooms should be done by early September, in time for apprentices to attend all related instruction at the center. Some classes have already been held. However, the instruction will continue to be provided by Fox Valley and Northeast Wisconsin Technical Colleges.

**e. Apprenticeship Completion Award Program**

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

The committee had no comments or discussion.

**f. 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 stated that the most important objective is to change the attitude and perceptions of career in the skilled trades among guidance counselors and parents. Both stakeholder groups have considerable influence over the students and have strongly supported pursuing four-year institutions.

#### **g. 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 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. The committee asked how the Bureau plans to reach individuals in their 20s, which is the age range that applies for apprenticeships the most. The Bureau plans to bring the question back to the employer outreach consortium, referenced in the Summit Action Plan, to obtain input from industry as to the most effective strategies for recruiting and retaining twenty-something. In addition, WAGE\$ would provide funding to workforce development boards to provide pre-apprenticeship readiness programs to unemployed and underemployed individuals.

The conversation transitioned to SkillsUSA, an annual skills competition for high school students put on by the Department of Public Instruction. The committee discussed the importance of the event as a learning activity for students as well as a significant promotional event for career and technical education. The committee noted that participation and attendance has increase annually and continues to attract more and more parents.

**h. Other**

No additional topics were raised.

**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. For action: whether to include 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 that local committees assess them in using Accuplacer or other tests, such as basic math and reading comprehension. Thus, in the future, local committees could accept applicants' ACT scores rather than re-test them, which would 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 the current testing procedures would stay in place: applicants without valid ACT scores would follow the current testing procedures; and applicants with valid ACT scores would not have to be assessed again in those subjects.

A general discussion followed. The committee supported including ACT scores and keeping the current procedures in place.

***Action:** a motion was approved to include ACT scores in the applicant testing procedures in the state standards. Minimum scores and the timeframe in which the scores are valid will be left to the local committees.*

**c. Other**

No additional topics were discussed.

**6. WTCS Update**

Jim Cook briefed the committee on behalf of Nancy Nakkoul. The WTCS apprenticeship curriculum committee received additional funding to proceed with curriculum reviews: the legislature increased the funding from \$35K to \$250K. The committee is now planning up to 21 projects. The committee includes Karen Morgan and Kathy Wellington from the Bureau. The process for identifying curriculum projects is informal; local and state committees should make Nancy aware of any projects they would like to see done.

**7. Review the program participants.**

Program participants include 456 apprentices and 128 employers with a contract in active or unassigned status on April 24, 2015.

8. The next meeting is tentatively scheduled for Thursday, October 1, 09:30 a.m., at Local 18 in Waukesha.
9. The meeting was adjourned at 11:35 a.m.

***Follow-up Items***

- i. The Bureau will reconvene the focus group and Karen Morgan to discuss the Exhibit As.*
- ii. The Bureau will invite the DWD Youth Apprenticeship staff to the fall meeting.*
- ii. The Bureau will include ACT scores in the state standards.*
- iv. The Bureau will research whether it can provide the industrial sheet metal contractors' standards.*

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*Submitted by Owen Smith, Program & Policy Analyst.*