

**State Industrial Mechanical & Fluid Maintenance
Apprenticeship Advisory Committee**

Thursday, April 11, 2013

WI Technical College Foundation
Waunakee, WI

DRAFT MINUTES

<u>Members Present</u>		<u>Employer</u>
Adamus, Larry		Domtar-Rothschild
Herman, Ron	(Co-Chair)	New Page
Lischka, Ken		John Deere Horicon
Mullarkey, Pat		3M
Smith, Mark		Alliant Energy - Sheboygan
Spaeth, Erin		Charter Steel - Saukville
Steckl, James		Quad Graphics – West Allis
Verkuilen, Ron		Thilmany

<u>Members Absent</u>		<u>Employer</u>
Harry, Bob		GKN Sinter Metals
Kozlik, Kimberly		ATI Ladish Forging
McGlynn, Kevin M.		Caterpillar

<u>Consultants and Guests</u>		<u>Employer</u>
Cook, Jim		Madison Area Technical College
Kiel, Todd		Northeast Wisconsin Technical College
Mayhak, Bert		Mid-State Technical College
Morgan, Karen		Bureau of Apprenticeship Standards
Smith, Owen		Bureau of Apprenticeship Standards
Wood, Marge		Wisconsin Technical College System
Zenisek, Hal		Wisconsin Technical College System

1. Call to Order

The meeting was called to order at 10:00 am by Ron Herman, Committee Co-Chair, in conformity with the Wisconsin Opening Meeting Law.

2. A sign-in sheet was circulated to record those in attendance. Introductions of all attendees were made.

3. The minutes of the October 4, 2012, State Maintenance Mechanic/Millwright Apprenticeship Advisory Committee were approved with one correction: the Paid Related Instruction for the Millwright apprenticeship program, not all IM & FM trades, is 576 hours.

4. Old Business

a. Industrial Manufacturing Technician

- BAS reported that five apprentices are enrolled in the program. To date, all participating employers do not have collective bargaining agreements. Additional apprentices are anticipated once more employers add the position classification into their collective bargaining agreements. Many interested employers had begun or concluded bargaining this year before the program was implemented. and all employers currently participating are not part of a bargaining agreement.
- Lakeshore and Waukesha County Technical Colleges are interested in offering the program. The program is currently offered by Milwaukee Area Technical College only.

b. SAGE Grant Update (Owen Smith)

- SAGE concludes on June 30, 2013. Financial support for training related expenses concludes May 30, 2013.
- SAGE Personnel Change: Palle Pederson is the new SAGE grant manager. He replaces Bill Goff, who accepted a permanent position with the Department of Administration. Palle is responsible for the grant budget, supportive service and the grant close-out. Contact Palle at 608-266-5135 or palle.pederson@wi.gov.
- SAGE Purchases: Western, Indianhead, Northcentral, Lakeshore, Gateway, Mid-state, Waukesha County, and Milwaukee Area Technical Colleges are purchasing laser alignment units to supplement the 40 hours of green skills curriculum developed for the IM&FM trades. All schools must receive the items and provide all purchasing documentation to Becky Haug by June 1.

c. Paid Related Instruction Update

Marge Wood reported that WTCS had made accommodations so that 576 hours of Paid Related Instruction were being delivered to Millwright apprentices. As part of the technical skills assessment (TSA) process, Hal Zenisek of Worldwide Instructional Design System will do curriculum mapping and map out how the colleges are delivering the 576 hours.

- Todd Kiel shared that Northeast Wisconsin Technical College is considering beginning to transition to a portable, credit-based contract. So, for example, the 576 hours of PRI for Millwrights could be divided into 21 credits, making the curriculum more portable for credentialing. Karen Morgan stated that would violate the Apprenticeship Law.
 - As a result of this discussion, the issue and its legality will be tabled for further discussion.

5. New Business

a. New Employee Members

Owen Smith reported that the committee needs four employee members, and asked the committee and consultants for recommendations. Employee members are usually more difficult to recruit because they are skilled workers, and needed on the job. Also, employee members can be recruited from the same company as an employer member. Appleton Coating was suggested.

- As a result of this discussion, BAS will contact Appleton Coating for an employee member. BAS Apprenticeship Training Representatives will contact companies in their regions for additional members.

b. Other

- 2014 DWD Apprenticeship Conference

Karen Morgan distributed the “Call for Conference Workshop Proposals for Wisconsin’s 26th Biennial Apprenticeship Conference.” The theme of the Conference is “The Apprenticeship Solution: Meeting the Challenge.”

The four broad workshop tracks are:

1. Challenge of a Changing Workforce – Potential topics:
 - Population shortages
 - Worker & Skill shortages
 - Generational Differences
 - Technology
2. Challenge of Partnership in Workforce Development – Potential topics:
 - Introductory "101" workshops to help audience understand more about a program, such as Apprenticeship, WIA, Youth Apprenticeship, DPI, WTCS
 - Continuation of Collaborate for Success Initiative
3. Challenge of Regulation and Policy – Potential topics:
 - Apprenticeship Regulations
 - Child Labor Laws
 - UI Benefits (apprentice and sponsor perspective)
 - Licensing (Barbering & Cosmetology, Electrical, Plumbing, etc.)
4. Challenge of Awareness & Outreach – Potential topics:
 - Working with the K-12 System

- Recruitment of Apprenticeship Sponsors

Attendance at the 26th Biennial Apprenticeship Conference will include the 1) Workforce Development community which includes Workforce Development Boards, Community Based Organizations, WIA Service Providers, Job Service employees, and Economic Support; the 2) Education Community including K-12 teachers, principals, counselors, board members and Wisconsin Technical College System employees, and 3) the Apprenticeship Community including employers, members of employer associations, labor and employees.

DWD Secretary Newson asked BAS to broaden the scope of the 2014 Conference to include a greater variety of topics, audiences and speakers. Karen asked committee members to contact her with suggestions for topics and workshops. The deadline for submissions is June 3. The conference will be an agenda item for the fall meeting.

- Outreach Campaign to Manufacturing was launched by BAS in April. The campaign targets the industrial sector which has frequently cited a skills gap and lack of qualified workers and, like the construction sector, will soon face the retirement of much of the 65-year-old workforce without a sufficient population turning 18, the earliest age of an entry-level worker. The campaign call-to-action encourages more manufactures to invest in the future of their unskilled workers by training them through the apprenticeship program rather than through skill-specific boot camps.
- Outreach Campaign to K-12: Through the Advisory Council, BAS developed a series of brochures on the educational value of an apprenticeship and careers in the skilled trades; target audiences include students, parents, teachers and technical colleges. The material was included in a mass mailing by the Department of Public Instruction to superintendents and heads of the school boards. The Bureau is awaiting feedback from the mailing.

The campaign includes the following: “Get your degree in doing” billboards in Green Bay, Madison, Milwaukee and Wausau; and a public service announcement emphasizing the value of an education in the skilled trades not just a four-year degree; three videos on the value of apprenticeship training; news events with Secretary Newson; news releases posters; post cards; flash drives; and adhesive cloths to wipe smart phones.

6. WTCS Update (Marge Wood)

Todd Kiel distributed and explained two documents: the Paid Related Instruction diagram for the IM & FM trades; and the second draft of the IM&FM Apprenticeship Technical Skill Attainment program summative assessment scoring guide. Hal Zenisek asked members for feedback on both documents within the next two weeks. Changes in the program will be implemented during the 2014 school year.

7. Review of Program Participants

- Currently, 402 apprentices and 149 employers are participating in the IM&FM apprenticeship programs. The apprentice total is the second highest total since 2009; the highest was 416 apprentices in October 2012. However, most growth in the manufacturing numbers are due to replacement workers, not new workers. In 2012, more people turned 65 than 18, which points to an impending retirement of baby boomers without a sufficient population to enter the workforce.
- A historical table of annual apprentice and employer totals from 2000 through April 10, 2013, was provided by Owen Smith.
- New reporting software for BAS will be operational this summer, increasing the Bureau's capacity for reporting and presenting data. Owen Smith asked members to keep in mind which data and presentations would be useful for comprehending the status of the program and making informed decisions.

8. **The next meeting** is tentatively scheduled for October 17, Thursday, 2013 at the WTCS Foundation in Waunakee.

9. **The meeting adjourned** at 12:30 p.m.