

STATE MASONRY APPRENTICESHIP ADVISORY COMMITTEE

April 19, 2013

Bricklayers & Allied Craftsman Council
17125 W Cleveland Avenue
New Berlin 53151

DRAFT MINUTES

Members Present	Employer / Organization
Burt, Mark	Miron Construction
Hetzel, Jim	Hetzel Tile & Marble
Hink, Scott	OPCMIA Local 599 Area 558
Kinateder, Fred	KMI Construction
Leckwee, Jeff (Co-Chair)	BAC District Council of WI
Miller, Jim	OPCMIA Local 599 Area 204
Zignego, Daniel (Co-Chair)	Zignego Construction
Members Absent	Employer / Organization
Just, Tim	Berghammer Construction Corp
Szymanski, Rick	BAC District Council of WI
Weytens, Randy	BAC District Council of WI
Consultants & Guests	Employer / Organization
Belanger, Wayne	Associated Builders & Contractors of WI
Ganhs	OPCMIA
Haishuk, Kay	Bureau of Apprenticeship Standards - Milwaukee
Mehling, Deb	BAC District Council of WI
Morgan, Karen	Director, Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards - Madison
Wersel, Ray	BAC District Council of WI

1. The meeting was called to order at 10:03 am by Jeff Leckwee, Committee Co-Chair, in conformance with the Wisconsin open meeting laws.
2. A roll call was conducted and a member contact information confirmation sign-in sheet was circulated.
3. The minutes of the October 24, 2012 meeting were reviewed and approved.

4. Old Business

a. SAGE Update (Owen Smith)

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: OPCMIA – Madison and OPCMIA – Milwaukee have concluded purchasing their training items. The BAC have purchases all of their items except two, which they decline: the underfloor underwire and the second session of ABBA training.

Journey Worker Upgrade Sessions: Ray Wersel reported that BAC have been conducting legally required fit tests for respirators, purchased through SAGE. BAC plans additional tests before the grant ends on June 30. Owen Smith stated that journey workers who participate in the fit test count as grant participants, and therefore might be eligible for supportive services. He asked the BAC to provide complete the SAGE Individual Information sheet for each journey worker, and return them to Palle Pederson.

Supportive Services: Owen Smith asked members how supportive services were working for apprentices and journey workers, and whether any difficulties occurred. Members reported positive feedback: many apprentices and journey workers received supportive services without difficulty.

b. Related Instruction for Terrazo Worker (*Discussion*)

At the last meeting, members approved a motion to apply for a WAT grant with Western Technical College to develop paid related instruction for the Terrazo Worker. Owen Smith asked members for an update. Jeff Leckwee reported that a few initial meetings had been held to understand the scope of the task. The trowel trades were represented by Rick Syzanski and Tony Fox. This item will be included on the agenda for the fall meeting.

c. Restorative Masonry Curriculum

Todd Kiel of Northeast Wisconsin Technical College could not attend the meeting, so no update was given. The item will be included on the agenda for the fall meeting.

d. Related Instruction for Bricklayer (*Discussion*)

The Wisconsin Technical College System secured a low-enrollment grant that supported classes in the Bricklayer paid related instruction. The classes were held at Madison Area Technical College. Six students participated, representing the entire western side of the

state. The instructor was by Mark Graff, an IMI instructor and bricklayer and cement finisher by trade, who worked previously for Fennimore College.

Members expressed concern as to whether jobs will be available in the future. Jim Vick shared that a few contractors are looking to hire, and that Southwest Technical College might begin a class, but it is uncertain at the time of the meeting.

Jeff Leckwee shared that he is trying to identify a high school bricklaying program in the Octonto Falls area for possible outreach into apprenticeship. Karen Morgan added that bricklaying programs, including apprenticeship and others, are prominent in the correctional facilities, but she did not know what happens after the participants complete the training. Jeff Leckwee asked the Bureau to ask the correctional facilities to have the participants contact the local committees.

e. Whether to Combine Local Committees (*Discussion*)

Karen Morgan suggested combining the La Crosse, Eau Claire and Wausau local committees due to low enrollment in each committee. The proposed restructuring would create a new JAC to serve from Superior to Wausau. Currently, each committee meets due to legal requirements but without enough apprentices to support a meeting.

Members expressed concern that the restructuring would not create a convenient hub in the Superior area for applying and reviewing applications, because the Superior local committee had been moved to Eau Claire. In addition, members stated that paid related instruction had not been available in that area of the state for a long time; PRI is currently offered at Madison Area Technical College and Northeast Wisconsin Technical College.

Karen Morgan replied that the restructuring would not mean paid related instruction would have to change locations. BAS will further research the concerns of the committee, and research the most logical reorganization that will keep the interest of applicants at heart. This item will be on the agenda for the fall meeting.

5. New Business

a. New Employer Member Needed

Owen Smith reported that the committee needs one additional employer member, and asked for recommendations. Members suggested Terry Walsh from Walsh Masonry. BAS will contact Mr. Walsh and recruit a new member before the fall meeting.

b. Concern Over Instructor Qualifications

Karen Morgan shared anonymous concerns that MATC was permitting non-certified instructors to teach paid related instruction. BAS research the matter and concluded the instructor is certified.

c. 2014 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.

d. Outreach Update

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

No update. See items 4b-d.

7. Masonry Apprenticeship Program Participants (Owen Smith)

Ninety-eight (98) apprentices and 57 employers are currently participating in the programs. The apprentice total is the lowest point in a steady overall decline since fall 2007, but is a slight increase from 94 apprentices in fall of 2012.

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.

Based on members' suggestions, BAS will bring the following to the fall meeting: a graph of employer totals over the years; a presentation on employment projections in the construction industry by the DWD Office of Economic Advisory; and the results of a follow-up employment survey by WTCS on apprentices who completed paid related instruction through a technical college.

8. Confirm next Masonry Apprenticeship Advisory Committee meeting

The next meeting will be Thursday, October 10, 2013 at 10:00 a.m. at the New Berlin Training Center.

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

Submitted by Owen Smith, BAS