

State Steamfitting Apprenticeship Advisory Committee Meeting

May 8, 2014

Local 400 Main Office
2700 Northridge Drive
Kaukauna, WI 54130

APPROVED MINUTES

Members Present	Employer/Organization
Clark, Roger	UA Local 118
Hayden, Terry	Local 434
LaMere, Kevin (Co-Chair)	Local 601
Stramowski, Gary	J.M. Brennan
Sturdivant, Mike (Co-Chair)	Tweet-Garot Mechanical
Weinfurter, Greg	Tweet-Garot Mechanical, Inc

Members Absent	Employer/Organization
Christensen, Mike	H & H Industries
Knaus, Jeff	Local 400
Lauer, Joe	EGI Mechanical Inc
Zielke, Joel	Steamfitter Local 601

Consultants & Guests	Employer/Organization
Cappetta, Darrel	Bureau of Apprenticeship Standards
Howard, Lauri	Gateway Technical College
Johnson, Allan	UA Local 118 - KRW
Korn, Gary	UA Local 434
Morgan, Karen	BAS
Nielson, Julie	UA Local 118
Smith, Owen	BAS
Toutant, Brian	Local 601
Wegner, Scott	UA Local 400

1. The meeting was called to order at 10:10 a.m. by Kevin LaMere, Committee Co-Chair, in conformance with the Wisconsin Open Meeting Law.
2. Roll call was conducted and a sign-in sheet was circulated to record those in attendance.
3. The minutes from the October 30, 2013, meeting were approved with no changes.

4. Old Business

a. Follow-Up Items from Previous Meeting

Owen Smith reported that the single follow-up item from the previous meeting was completed: the only developments to the Helmets to Hardhats campaign since the spring 2014 meeting were the proposed revisions to the State Standards regarding direct entry for veterans. That item was included on the agenda for discussion.

b. Roster Review

Owen Smith distributed copies of the current roster and asked members to review their contact information. Roger Clark and Greg Weinfurter provided corrections.

c. Veterans in Piping Program Update

Karen Morgan reported the United Association of Plumbers and Fitters closed the Wisconsin location of the Veterans in Piping program, and relocated it to an active military base in California.

However, the Wisconsin Pipe Trades Association elected to continue the program in Wisconsin with several key modifications. Most of the welding curriculum was replaced by curriculum from all piping trades in order to expose participants to work processes for plumbers, steamfitters and sprinkler fitters. The program was moved from Camp Douglas to six UA training centers, and trainees will spend 40 hours at each center.

Gov. Walker included funding for a VIP coordinator as well as supportive services for participants, which would help alleviate the concern that participants would not be earning a wage while in the program.

Terry Hayden added that the six locals that will conduct the training are Plumbers Local 75 and Local 118; Sprinklerfitters Local 183; and Steamfitters 400, 434 and 601. The first day of class is scheduled for June 16, and June 23 is the back-up date.

Darrel Cappetta added that BAS is designing promotional fliers for candidates and employers. His goal is to have 20 candidates to interview on May 28-29. Candidates will have to complete the Accuplacer prior to the interview, and must complete an eye exam before completing the program.

A general discussion followed. Members strongly supported the program, because it exposes participants to the basic skills of the industry, and expressed concern that participants would graduate but not receive employment. Karen Morgan acknowledged that unlike the original program, the new program does not require employers to hire the participants after the 12-week training period. This policy was implemented in direct response to the concerns of several employers in the original program that many participants received second-year apprenticeship standing without possessing job-site skills and experience.

d. 2014 Biennial Wisconsin Apprenticeship Conference Summary

Owen Smith reported the outcomes of the 2014 Biennial Wisconsin Apprenticeship Conference Summary, asked Members for their feedback, and explained the Bureau's plans for future Conferences.

i. Summary

Overall, the Conference was a great success, attracting the second highest Conference attendance—450 participants—despite below-freezing temperatures, and earning praise for its speakers and workshops. Unfortunately, winter temperatures forced most high schools throughout the state to close. As a result, the Expo was attended by only 50 of the more than 600 high school students who had registered.

ii. Speakers

All speakers earned high ratings from attendees, especially Governor Walker, national economist Anirban Basu and national author Mark Breslin. Governor Walker's speech earned the Conference brief media coverage in several state metropolitan news and television outlets.

iii. Workshops

Most workshops received very favorable feedback from attendees, particularly for their professional relevance. The Conference offered a series of introductory workshops on apprenticeship and key partners, such as "The Department of Public Instruction 101"; and several well-received workshops on youth apprenticeship and apprenticeship prep programs. The three most attended workshops were, "Preparing Students for Apprenticeship Programs," "Diversity in the Workplace," and "Understanding Generational Differences in the Workplace."

iv. Criticisms and Suggestions

The Conference received two common criticisms: it was held during the timeframe of year that poses the highest risk for severe cold and inclement weather; and the removed location of the Expo, a mile from the conference activities, limited the amount of time attendees could visit without missing workshops and discouraged some attendees from visiting at all.

Therefore, the most common suggestions for improvement were twofold: hold the Conference in spring or fall; and hold the Expo and Conference as unique, separate events.

Owen Smith asked the members for their responses to the Conference. A general discussion on the pros and cons followed. Members had positive feedback on the overall experience, workshops and speakers, and agreed with criticisms that the time of year and location of the Expo were frustrating.

Brian Toutant suggested that the Bureau make additional efforts to bring parents of high school students to the Conference, because they have tremendous influence on their children's career decisions after high school. Karen Morgan agreed.

v. Future Conferences

Owen Smith acknowledged the downside of scheduling the Conference in the first calendar quarter of the year and holding the Expo in a removed location from the main Conference area. However, he explained the factors that make the timeframe and hosting the two events together the most ideal plan.

Foremost, the first calendar quarter of the year is when the most apprenticeship stakeholders are available. Spring is when the construction sector, the largest sector of apprenticeship stakeholders, typically prepares to return to work, sometimes as early as mid-March and public schools generally have spring break. Fall is the beginning of the academic calendar for high schools and technical colleges, and the construction trades typically remain active through October. Late fall and early winter contain deer hunting season, Thanksgiving and Christmas.

Second, the few hotels that can provide all Conference accommodations are most likely to offer the state lodging rate during the off-season months. The Conference requires a large meeting space, five-to-seven breakout rooms for workshops, and at least 20,000 square feet for the Expo. Many hotels can meet the first two requirements, but very few can satisfy all three requirements.

Third, hosting the Expo and Conference as separate events on alternating years would place the Bureau in perpetual planning and fundraising cycles for the last half of each year. Conference preparations typically take at least six months, and the Bureau would be continuously asking its stakeholder base for donations.

Therefore, the Advisory Council voted in favor of two recommendations for the next Conference at its spring meeting: hold the Conference in early March; and hold the Expo in the same location, the day before.

e. Apprenticeship Awareness Toolkit

Owen Smith was unable to walk members through the Apprenticeship Awareness Toolkit website due to a faulty internet connection. Therefore, he and Karen Morgan summarized the background and key content of the project.

The Apprenticeship Advisory Council and Department of Public Instruction created the website as a one-stop resource on Apprenticeship for high school guidance counselors, teachers and staff to assist their raising awareness of registered apprenticeship among high school students and parents.

Key content includes:

- An explanation of registered apprenticeship as well as a separate explanation of youth apprenticeship, which explicitly states it is "not the same as [registered] apprenticeship."
- Apprenticeship Salary Chart, a downloadable document that compares the potential earning of an apprentice to an individual on a four-year degree program
- Educator How to Sheet, which advises educators on classroom strategies for engaging students about apprenticeship, such as inviting industry representatives as guest speakers
- Apprenticeship Promotional Flyers, five versions, one per audience, communicate three central points to parents, educators, students, and more: apprentices earn a good wage without incurring student debt; they earn college credit, and they earn nationally recognized credentials.
- Sample Apprenticeship Pathway Program of Study, which outlines how high school general education courses and specific electives prepare students for potential apprenticeships in different economic sectors, such as manufacturing

A general discussion followed on high school students' perceptions of the skilled trades. Members agreed that the transferability of apprenticeship education and work experience into associate's degree credits is an important, attractive benefit for high school students.

Karen Morgan stated that most apprenticeship graduates have earned so much credit, that they need only a few general education classes to earn an associate's degree. Therefore, she encouraged the committee to consider including general education courses as part of unpaid related instruction, so when an apprentice completes the program, he or she earns a completion certificate and an associate's degree diploma. Members asked the Bureau for guidance in identifying the appropriate general education courses. Karen Morgan stated that the Bureau will discuss the matter with WTCS apprenticeship coordinators at an upcoming joint meeting.

Follow-up: *BAS will obtain guidance from the WTCS on the appropriate general education courses to include in related instruction, and bring the current course requirements for the associate's degree for journey workers.*

f. Other

No other items were raised.

5. New Business

a. **BAS Personnel Updates**

Owen Smith reported several recent personnel changes within the Bureau:

Liz Pusch is the new Apprenticeship Training Representative (ATR) for Area 10, which includes Dodge, Ozaukee and Washington counties. Liz worked formerly as a legislative aide in Madison. She is from the Dodge, Ozaukee and Washington county area. The area was served previously by ATR Barb Robakowski.

Andrea Loeffelholz is the new ATR for Area 6, which includes Dane and Rock counties. Andrea worked formerly as a grant specialist for the WI Department of Transportation in Madison. The area was served previously by ATR Mary Pierce, who accepted a Policy Analyst position within the Bureau's Administrative Office in Madison.

Darrel Cappetta is the new coordinator of the Veterans in Piping program. Darrel was previously in the Office of Veterans services where he worked as a DVOP

Kay Haishuk, ATR for Milwaukee County, announced that she will retire on July 1. Kay has worked with the Bureau for many years.

b. **For Action: Helmets to Hardhats**

Karen Morgan presented an overview of the national Helmets to Hardhats (H2H) program and asked the Committee to endorse the implementation of the program in Wisconsin by adopting several modifications to the state standards.

i. Overview

The Department of Workforce Development supports implementing H2H in Wisconsin to streamline access to apprenticeship and career opportunities in the construction industry for veterans during a period of increase in both the number of returning veterans and the need for quality applicants to the skilled trades. Nationally, H2H is administered by the Center for Military Recruitment, Assessment and Veterans Employment (CMRAVE), a non-profit Section 501(c) (3) joint labor-management committee.

ii. Outcomes

The outcomes of endorsing the Helmets to Hardhats program would be:

- Veterans who have completed military technical training and/or participated in a recognized apprenticeship program or related craft while in the military may be given direct entry into a civilian apprenticeship program.

The local apprenticeship committee would evaluate the military training received to ensure they receive all necessary training for completion of the apprenticeship program. Apprentice applicants seeking credit for previous experience gained outside the supervision of the program sponsor would have to submit such request at the time of application and furnish all records, affidavits and other documents to substantiate the experience. The veteran applicant will be required to meet the programs entrance requirements, including entrance examinations.

- Veterans who have completed military service but have not completed military technical training or participated in a recognized apprenticeship program or related craft while in the military may be provided special consideration for entry into the apprenticeship program by the sponsor. The veterans would have to complete the sponsor's application process and may be required to take an entrance examination.

iii. Proposed Changes to State Standards

Karen Morgan reviewed three additions to that State Standards that she proposes the Committee adopt.

Section	Additions
I. Definitions	<p>"Direct Entry:" Qualifying applicants are directly admitted into the apprenticeship program, and all pre-selection requirements remain in force.</p> <p>"Direct Interview:" Qualifying applicants go directly to oral interviews and are placed on the list, if appropriate.</p>
VII. Minimum Qualifications of Apprentices	<p>F. Direct Entry for Veterans</p> <ol style="list-style-type: none"> 1) Meet qualifying requirements as stated VII of these standards. 2) Individuals must submit a DD-214 to verify military training and/or experience 3) Local committees may elect direct entry or provide for a direct interview after entry qualifications are met. 4) Entry of Veterans will be done without regard to race, color, religion, national origin, sex, age, creed, handicap, marital status, ancestry, or sexual orientation.
V. Local Apprenticeship Committee Functions and Duties	<p>D. Recommend to the BAS credit for previous experience/education in conformity with State Carpentry Apprenticeship Policy and Procedures</p> <p>Individuals selected into the apprenticeship program via direct entry and who have received training or employment in an occupation directly or directly related to the occupation in the local standards, will be award Credit for Previous Experience and will pay the apprentice at the wage rate commensurate the awarded credit.</p>

If the State Committee would approve the additions, local committees would have the discretion to adopt the changes.

A general discussion on the proposed additions and their value followed. The proposed additions would have the most direct benefit in apprenticeship programs that interview candidates on a two-month cycle at least, because the veteran would be given access to a direct interview rather than wait for the next scheduled time. However, most steamfitter apprenticeship programs in Wisconsin typically use the letter of introduction, so the direct entry provisions would have no direct benefit.

In addition, members argued that their program has never given any candidate advanced standing or direct entry, including highly skilled individuals with jobsite experience. Karen Morgan reiterated that veteran candidates would have to meet the basic entry requirements; the proposed revisions do not waive that requirement. In addition, the revisions do not mandate direct entry or interview, but leave it to the discretion of the local committees.

Action: *A motion to support the changes was made, seconded and denied.*

c. 2014 WI Act 57 (Apprenticeship Completion Award Program) & DWD 295.25 (Emergency Rule)

The Department of Workforce Development is drafting an emergency administrative rule to implement 2013 Act 57, the Apprenticeship Completion Award Program (ACAP). ACAP was passed in November 2013, and will be active from June 2, 2014 through June 30, 2015. Developed by the State Legislature and signed by Gov. Walker, ACAP partially reimburses eligible apprentices, sponsors and employers for partial related instruction costs. Available funding totals \$450,000.

ACAP will be administered by the Bureau, as directed by law. BAS may reimburse the apprentices, the employer and the sponsor—whichever incurred the cost—a maximum of \$1,000 for up to 25% of the tuition, book, materials and other course fees directly associated with related instruction. An apprentice is eligible when he or she successfully completes either the one-year calendar anniversary of the contract start date or the entire apprenticeship program within the ACAP performance period.

Karen Morgan reported several key considerations and requirements for implementing the program. First, it will be a learning experience for the Bureau, and BAS will pay close attention to any lessons learned. Second, the Bureau will require the sponsor to confirm that the apprentice is in good standing to qualify for the one-year reimbursement. If an apprentice is eligible, the reimbursement will go to the party that incurred the cost. Split reimbursements can be made if more than one party incurred expense.

The Bureau plans to present performance data to the Legislature after the program concludes in the hopes that the program is continued in subsequent fiscal years. ACAP is projected to be used extensively by apprenticeship stakeholders, because similar funds available through the SAGE Grant (2011-2013) were disbursed entirely. Ideally, all funding will be disbursed before the performance period concludes, which would show a high need for additional funding.

A general discussion on reimbursement requirements and procedures followed. Each reimbursement request must be submitted separately; the Bureau will not accept lists of potentially eligible apprentices from a sponsor. The Bureau will provide an example reimbursement request and instructions in the official letter all eligible apprentices will receive.

d. Wisconsin Apprentice Website

WisconsinApprentice.com is a privately owned and operated website that culls and collects news articles relating to apprenticeship from multiple news sites into a single blog format. The owner created the website as a public service to apprenticeship, and approached DWD to sponsor the site, but DWD declined. The Bureau is sharing the website with state committees because it may be a useful information tool and because the website address is close enough to the Bureau's website address, wisconsinapprenticeship.org, that stakeholders may inadvertently confuse the two.

6. WTCS Update

No update was given.

7. Review of Program Participants

As of May 7, 2014, program participants included 402 apprentices and 93 employers. However, the reports included several inconsistencies. The data from the historical report and the state committee report did not match, and neither includes pipe-fabricator apprentices. The state committee report includes a non-existent ABC Steamfitter program. In addition, the committee asked that the Bureau roll the various steamfitter program titles into either Steamfitter (Construction) or Steamfitter (Service).

Follow-up: The Bureau will resolve the data and reporting issues for the fall meeting.

8. The next meeting is tentatively scheduled for Thursday, September 11, 2014, 10:00 a.m. at the Wisconsin Technical College System Foundation in Waunakee.

9. The meeting adjourned at 12:15 p.m.

10. Follow-up Items

- i. BAS will obtain guidance from the WTCS on the appropriate general education courses to include in unpaid related instruction.
- ii. BAS will bring the current course requirements for the associate's degree for journey workers.
- iii. BAS will resolve the data and reporting issues for the fall meeting.

Submitted by Owen Smith, BAS, Program and Policy Analyst