

STATE CARPENTRY APPRENTICESHIP ADVISORY COMMITTEE

April 13, 2015

Associated General Contractors
Madison, WI

Approved Minutes

Members Present	Employer/Organization
Balza, Darleen	North Central States Regional Council of Carpenters
Bohne, Hunter	Stevens Construction Corp.
Markovich, Zoran	North Central States Regional Council of Carpenters
Rodríguez, Patrick	North Central States Regional Council of Carpenters
Schmidt, Mark	C.G. Schmidt, Inc.
Schwengels, Joe	J. P. Cullen & Sons

Members Absent	Employer/Organization
Kramer, Mark	North Central States Regional Council of Carpenters
Perez, Al	Milwaukee Southern Wisconsin District Council of Carpenters
Scholz, Barry (Co-Chair)	Oscar J. Boldt Construction

Consultants & Guests	Employer/Organization
Berenthal, Jamie	Dept. of Workforce Development Youth Apprenticeship
Braunsky, Karla	North Central States Regional Council of Carpenters Training Center
Nakkoul, Nancy	Wisconsin Technical College System
Perkofski, Lisa	Bureau of Apprenticeship Standards
Phillips, Amy	Dept. of Workforce Development Youth Apprenticeship
Sandberg, Cyndy	Jefferson City School to Career Program
Scheldroup, Bob	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards
Tourdot, Kelly	Associated Builders and Contractors
Weisling, Joe	Southeast Wisconsin Carpenter Training Center
Zenisek, Hal	Worldwide Instructional Design System

1. The meeting was called to order at 10:00 a.m. by Owen Smith in conformity with the Wisconsin Open Meeting Law.
2. A sign-in sheet was circulated to record those in attendance. New member Zoran Markovich introduced himself. He replaces Mark Scott on the state committee.
3. The minutes of the previous meeting were approved as written.

4. Old Business

a. For action: nominate Employee Co-Chair.

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

The committee reviewed the current roster. The standing membership includes ten members. Eight members are confirmed, including Zoran Markovich, who replaced Mark Scott. Two seats are vacant, one on each side: the vacancy on the Employer side was created when Laura Cataldo accepted a new position; and the vacancy on the Employee side was created when Mark Kramer's term expired. The Bureau is asked Mark whether he will renew, and is awaiting a response.

A general discussion followed on whether training coordinators could serve as members and whether the standing size of the committee should be increased. Representatives from Associated Builders and Contractors expressed interest in serving as members. Some consultants and Owen noted that the Bureau's policy has been to give voting memberships to employers only, and the Bureau had denied membership to training coordinators several times. However, the Bureau had made an exception for Laura Cataldo, because she served on a local committee and was female. Members then discussed that the committee size should be increased in order to better represent all stakeholders.

***Action:** the Bureau will research whether training coordinators can serve as voting members. A motion was approved to increase the size of the committee from 10 to 12 members.*

Next, the representatives from local committees shared their committee's perspective on whether to establish a minimum number of credit hours that graduates of the Architecture and Construction youth apprenticeship program could receive towards a registered apprenticeship in carpentry. Former member Laura Cataldo had recommended that the state committee establish a minimum award, but the state committee had deferred to the local committees. Members from Associated Builders and Contractors and JACs expressed interest in working with youth apprentices and supporting the program, but agreed that it was too soon to discuss minimum credit. In general, the youth apprenticeship program has to be supported by many more registered apprenticeship sponsors and the curriculum has to be reviewed more closely.

Last, at the request of the committee at its 2014 fall meeting, the Bureau invited the DWD Youth Apprenticeship staff to present the Architecture and Construction Youth Apprenticeship program.

c. Guest presentation by DWD Youth Apprenticeship

Amy Phillips, Jamie Bernthal and Cyndy Sandborn presented an overview of youth apprenticeship in Wisconsin and the Architecture & Construction youth apprenticeship program. Topics included the history and structure of youth apprenticeship, the construction curriculum, and how an employer would register to sponsor a youth apprentice.

Amy and Jamie noted that the youth apprenticeship programs provide broad, general exposure to an occupation or group of related occupations. Graduates will not be experts, but will have learned several foundational competencies that prepare them for full-time employment in the occupation.

Amy noted that the Architecture & Construction program includes five trade areas, including carpentry, the first 12 of 16 competencies in each area are identical. She emphasized that this provides the foundational construction competencies, such as working safely and interpreting blueprints, that make youth apprentices in any of the trade areas valuable to any construction sponsor.

A general discussion followed on the construction curriculum and evaluation of youth apprentices. Some members asked how the construction curriculum was developed and whether registered apprenticeship stakeholders were consulted. Amy replied that the curriculum was developed by a large focus group of industry stakeholders, including registered apprenticeship sponsors, and was validated by a broader sample, too. Members inquired into how youth apprentices are evaluated and when. Amy replied that youth apprentices are evaluated by their employer and the youth apprenticeship coordinator three times a year. Employers provide direct input on the youth apprentice's performance. Members inquired into how youth apprentices are monitored, expressing concern that youth apprentices might perform work that is unsafe or for which they are not qualified. Amy emphasized that all youth apprentices are assigned an on-the-job mentor, whose primary responsibility is to ensure the youth apprentice performs legal work safely. Furthermore, the mentor is in direct phone contact with DWD Workers Compensation and Equal Rights in case questions over safe work practices should arise.

The discussion transitioned to insurance requirements. Members inquired into whether insurance and liability requirements either prohibited youth apprentices from job sites. The YA staff replied that DWD had learned that insurance companies cannot legally deny youth apprentices. Thus, despite the concerns and rumors, insurance liability should not be a prohibitive factor. DWD plans to issue guidance on the matter in the future.

Last, members asked how employers apply to sponsor youth apprentices. Jamie replied that employers apply by contacting their local youth apprenticeship coordinator. Contact information for the coordinators is included on the DWD youth apprenticeship website. Jamie added that youth apprenticeship coordinators interview and vet all youth apprentices and sponsors. In addition, sponsors interview all youth apprentices, and the best match is selected. Employers are not obligated to hire the youth apprentice beyond the program.

The committee thanked the presenters for their time and shared their interest in learning more in the future.

d. American Apprenticeship Grants

Linking youth apprenticeship and registered apprenticeship will be a key target in the Bureau's application for a \$5 million American Apprenticeship Grant, Owen noted. The grants are the prime example of national support for registered apprenticeship. 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. Members agreed with promoting registered apprenticeship in the K-12 system in order to make students more aware of careers in the skilled trades.

e. Apprenticeship Completion Award Program

Owen introduced ACAP, the WI Apprenticeship Summit and the American Apprenticeship Grants as an example of unprecedented state support for registered apprenticeship because the program was conceived by the state legislature and signed 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, more reimbursements were denied than 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.

A general discussion followed. Members inquired into how the Bureau notifies apprentices, employers and sponsors about the program. Owen replied that the Bureau's database will automatically mail an eligibility notice and reimbursement request form to the apprentice, employer and sponsor once the apprentice has become eligible. The paperwork is not available otherwise. Members inquired into the overall allotment for ACAP. Owen replied that the legislature allocated \$450,000 to ACAP.

f. 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. Mandatory ACT testing for high school students and proposed revisions to applicant testing.

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 may receive many applicants that have been recently assessed in those areas, and could accept the ACT scores rather than re-test the applicant, saving 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 including ACT scores would not replace current testing procedures; in fact, the current testing procedures would stay in place. Applicants with valid ACT scores would not have to be assessed again in those subjects; applicants without valid ACT scores would continue through the original assessment procedures.

A general discussion followed. The committee expressed strong support for including ACT scores. One member mentioned that including the ACT scores would put the application requirements for registered apprenticeship on par with those of college.

Action: *the state committee approved a motion to add ACT scores to the state standards. The Bureau will bring a crosswalk to the fall meeting so the committee can discuss minimum scores.*

c. Other

No additional topics were raised.

6. WTCS Update

Nancy Nakkoul discussed the Jim Elliot Scholarship awards recently given and the new technical skills attainment requirement for all full-time students at WTCS.

Hal Zenisek distributed final copies of the curriculum model summaries for the JAC and ABC carpentry apprenticeship programs. The summaries create a model for the content and delivery of paid related instruction for all technical colleges. The summaries were created by focus groups that included all JAC training centers and ABC, and were reviewed by the Bureau.

7. Review the program participants.

As of April 3, 2015, program participants included 590 apprentices and 166 employers with active or unassigned contracts. The totals were higher than the annual totals for 2009-2013.

8. The next meeting is tentatively scheduled for September 28, 2015, 10:00 a.m. at the Kaukauna Carpentry Training Center.

9. The committee adjourned at 12:40 p.m.

Follow-up Items

- i. *BAS will expand the committee to 12 members and research member requirements.*
- ii. *BAS will bring a crosswalk of the ACT and Accuplacer tests to the fall meeting.*

Submitted by Bob Scheldroup and Owen Smith, Bureau of Apprenticeship Standards