

STATE INSULATION WORKER APPRENTICESHIP ADVISORY COMMITTEE

May 9, 2016

Madison Area Technical College
Madison, WI

Members Present	Employer / Organization
Bero, John	L&C Insulation
Wicke, Jeremy	Local 127 Heat & Frost
Kufahl, Dan (Co-Chair)	Central State Mech. Insulation, LLC
Stevens, Craig	Heat & Frost Insulators Local 19
Large, Brett (Co-Chair)	Heat & Frost Insulators Local 19
Peot, Roger	Insulation Industries

Members Absent	Employer / Organization

Consultants & Guests	Employer / Organization
Emrick, Leigh	Associated Builders & Contractors
Pusch, Liz	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards

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1. The meeting was called to order at 10:00 a.m. by Co-Chair Brett Large in conformity with the Wisconsin Open Meeting Law.
 2. Ms. Liz Pusch recorded those in attendance. A quorum was present.
 3. The committee reviewed its current roster. No changes were necessary.

4. Old Business

a. Review follow-up items from previous meeting.

i. For action: approve the minutes

The committee approved the draft minutes of the previous meeting with one correction: Dan Kufahl co-chaired the meeting.

ii. For action: approve minimum scores and maximum timeframes for ACT and current assessments

The committee reviewed that it had tabled the following discussions and decisions until this meeting in order to gather input from local committees on whether they should be required to accept ACT scores from applicants, assess applicants in the same subjects, and require the same cut scores. The state committee was to present input from the local committees at this meeting for discuss and a decision.

The committee reported that it had discussed briefly whether to accept the ACT, but did not discuss the other topics. The committee reported that its local committees favored accepting the ACT.

A general discussion followed on the benefits of accepting the ACT and the most appropriate timeframe for accepting scores. A member asked whether current contracts would be effected. Owen confirmed that the current contracts would not be effected. Instead, the state committee would set an effective date for the changes to go into effect for all applicants.

Action: the committee approved a motion to require all local committees to accept ACT scores from applicants.

Action: the committee approved a motion to require all local committees to accept scores from all assessments for up to five years.

Action: the committee approved a motion for a focus group of local committee members to make a recommendation on subjects and cut scores for the state committee to discuss in the fall.

Last, Owen noted that the Bureau will not revise the state standards and implement these decisions until the state committee makes a final decision on the required subjects and cut scores.

iii. Guest presentation: "Architecture and Construction Youth Apprenticeship Program"

Jamie Bernthal from the Youth Apprenticeship program presented a review of the structure and competencies of the Architecture & Construction Youth Apprenticeship program. He noted the program includes focus areas for five construction trades, not including Heat & Frost. However, he emphasized that the first 12 of the 16 competencies in each focus area are general construction skills, such as blueprint reading and safety. Therefore, a youth apprentice graduate would be a well-qualified applicant to nearly any construction trade.

Owen asked the committee whether it would want to add a focus area for its trade to the program. The committee discussed the pros and cons of doing so. The committee then declined the offer, claiming that the travel time to most work site would not be conducive to youth apprentices.

b. Apprenticeship Completion Award Program

Owen distributed the latest reimbursement report. He noted that the Bureau continues to deny noticeably more reimbursements than it approves, for two reasons: many requestors fail to submit a paid receipt as proof of incurring the qualifying costs; and many apprentices who qualify for 25% of their total costs up to \$1,000, submit all of their costs as supporting evidence, and the difference is subsequently denied.

The committee did not have comments or questions.

c. American Apprenticeship Grant

Owen reviewed the key objectives of Wisconsin's American Apprenticeship Grant, known as WAGE\$. The grant will support expanding registered apprenticeship into the health care, information technology, and advanced manufacturing sectors. The other major focus will be increasing the pool of qualified applicants, which was suggested by all seven focus groups the Bureau convened before applying for the grant.

Owen explained that the term "pool of qualified applicants" can be divided into high school juniors and seniors, which WAGE\$ will prepare for registered apprenticeship by promoting youth apprenticeship programs, and out-of-school youth and adults, also referred to as the "unemployed and under-employed," which the grant will serve by promoting pre-apprenticeship readiness programs.

The committee did not have comments or questions.

d. WI Apprenticeship Summit

Owen reported that the Bureau formed an employer consortium to review current outreach material and advise the Bureau on new material. The consortium was one of many recommendations from the Wisconsin Apprenticeship Summit, and the first one to be completed.

Prior to discussing outreach material, the consortium wanted to gather current data on how well apprenticeship was working for companies that use it and how it was perceived by companies that had either stopped using it or never used it. So, the consortium implemented a state-wide survey of three groups of employers: current sponsors; sponsors within the past three years; and employers that have never sponsored an apprentice. The survey was created by the Bureau, approved by the consortium, and disseminated by several contractor and industry organizations to their membership.

Owen asked the committee to reflect on their professional experience with apprentices and guess the most popular response to several key survey questions. The survey asked current sponsors to share the greatest benefit of participating in registered apprenticeship. The committee guessed training, which was correct; the overwhelming majority of sponsors replied that quality training was the most significant benefit.

The survey asked former sponsors why they no longer use apprenticeship. The committees guessed lack of money and too much paperwork; the large majority of former sponsors replied that they no longer use registered apprenticeship due to a downturn in the economy and a subsequent downsizing of personnel.

Last, among employers that had never sponsored an apprentice, no single alternative training method was reported. Instead, this target audience reported a variety of internal training programs, ranging from informal to formal. However, many employers in this group reported a doubt that their current training was sufficient to offset future retirements and a corresponding desire to learn more about registered apprenticeship.

The committee did not have questions or comments.

e. Other

Another other items were brought forward.

5. New Business

a. Revisions to www.wisconsinapprenticeship.org

Owen reported that the Bureau revised its homepage to streamline access for all user types and to feature new content. He emphasized that the scope of revisions include the homepage, navigation bars, and one new page. The original content remains the same.

He showed that all pages throughout the site now have new navigation features on the top and bottom. The new features allow the user to access primary content from anywhere within the site, rather than return to the homepage. The top navigation bar replaced the previous table of "quick links." It includes the same content as before as well as a link to the youth apprenticeship homepage. The bottom navigation tabs are for applicants, apprentices, and sponsors, respectively. Each tab leads to the same content that had been previously identified for each audience.

Next, Owen pointed out the new "slider" on the homepage, a slide show of brief updates on feature content. The slider is intended to communicate new initiatives and success stories for the Bureau. When content is replaced, it is automatically relocated to a blog page for reference.

Last, Owen noted that the new link, "Facts & Data," leads to a new page that includes links to apprenticeship regulations, publications, events, and data. This new page is a consolidation of four previous pages.

b. Proposed revisions to CFR 29.30 (AA/EEO requirements)

Owen reported that the U.S. Department of Labor issued proposed revisions to Code of Federal Regulations 29.30, which govern affirmative action and equal employment opportunities for registered apprenticeship. The proposed revisions borrow heavily from similar requirements for complying with federal contracts.

Public comment period closed in January. The Bureau submitted comments provided by the WI Apprenticeship Advisory Council.

The Council and Bureau's feedback expressed strong concern that the revisions do not fit registered apprenticeship well because its structure and terminology are very different from federal contracts. Bureau Director Karen Morgan had summarized that the proposed revisions would "broaden requirements for apprenticeship that are currently very specific and tighten many others than are currently broad."

The U.S. DOL is prohibited from discussing the revisions while reviewing the public comments. The Bureau has not received word on when the revisions will be released. The committee did not have questions.

c. BAS personnel update

Owen reported that the Bureau hired two new personnel for the WAGES grant. Meredith Alt will serve as grant manager. She worked previously at the University of Wisconsin-Madison as the manager of a national educational assessment grant. Cindy Anderson will serve as the outreach coordinator. She work previously on adult learning initiatives with Waukesha County Technical College and the WI Department of Children and Families.

The committee did not have questions or comments.

d. Other

The committee did not have additional topics.

6. Program participants include 73 apprentices and 22 employers with an contract in active or unassigned status on May 5, 2016.
7. The next meeting is tentatively scheduled for Monday, October 3, 2016, at 10:00 a.m. at Madison Area Technical College, Commercial Avenue Campus.
8. The meeting adjourned at 11:35 a.m.

Follow-up Items

BAS will convene a focus group to discuss required subjects and scores.

Submitted by Owen Smith, Program Analyst.