

**STATE BARBER & COSMETOLOGY APPRENTICESHIP ADVISORY COMMITTEE MEETING**

**May 2, 2016**

Milwaukee Area Technical College ECAM Center, Room E114A  
Oak Creek, WI

<b>Members Present</b>	<b>Employer / Organization</b>
Fanson, Tania	Genesis Hair & Day Spa
Murphy, Alan R. (Co-Chair)	King Research / BlueCo Brands
Sutter, Carolyn	Cost Cutters of Wisconsin, Inc.

<b>Members Absent</b>	<b>Employer / Organization</b>
Belton, Lazonnice	Visions in Hair Design # 2
Brolin, Julie (Co-Chair)	Regis Hairstylists
Henderson, Chereritta	The Original Hair King
Kadima, Biaya	Supreme Fades
Komorowski, Ashley	Cost Cutter
Primm, Michelle	Ebony III
Rodriguez, Raul	Salon Fiesta
Rosado, Madelin	Lids & Clips
Smith, Tonya	ANIU Salon
Snyder, Berrin	Great Clips
Vogt, Carol	Hair Formations, Inc.

<b>Consultants and Guests</b>	<b>Employer / Organization</b>
Ahmad, Hafeezah	Bureau of Apprenticeship Standards
Anderson, Cindy	Bureau of Apprenticeship Standards
Christian, Roxanne	Milwaukee Area Technical College
Dumann, Jamie	Cost Cutters
Nakkoul, Nancy	WTCS
Perkofski, Lisa	Bureau of Apprenticeship Standards
Roberts, Katie	WTCS
Smith, Owen	Bureau of Apprenticeship Standards
Triscari, Nick	Madison Area Technical College
Ziffer, Tim	Bureau of Apprenticeship Standards

1. The meeting was called to order at 10:07 a.m. by Co-Chair Alan Murphy in conformance with Wisconsin's open meeting law.

2. Attendees signed the sign-in sheet and introduced themselves.
3. Owen Smith distributed a copy of the current roster. Attendance was low again. The committee acknowledged the concern. Owen will contact members to remind them of the attendance policy. If attendance at the fall meeting is low, the committee will reduce its membership.

*Action: the committee supported reducing its size to eight members, if needed.*

**4. DSPS Update**

Owen reported that Judy Mender, the DSPS representative that attended state committee meetings, has retired. He reported that he learned that her replacements were informed of and training in all aspects of her position except advising the state committee. A representative will join the committee at a future date.

**5. WTCS Update**

Katie Roberts reported that the first apprentices in the new reduced-hour Barber apprenticeship will graduate soon. Colleen Schnell is the new apprentice coordinator at Fox Valley Technical College.

Alan Murphy spoke about work he is doing regarding the deregulation and reciprocity between states. He indicated that WI is one of the toughest states to obtain the license. He spoke about possibilities and future possible outcomes regarding the deregulation, noting that 18 states are currently discussing deregulating their industry, California being the largest.

Nancy Nakkoul noted highlights from the 2013-14 WTCS Apprenticeship Completer Report. Forty-two Barber-Cosmetologist apprentices completed during the timeframe. Seven responded to the survey, reporting a media income of \$25,000.

**6. Old Business**

**a. Review follow-up items from previous meeting.**

**i. Approved the minutes**

The committee acknowledged that a quorum was not present. The members present had no corrections to the minutes.

**ii. Outreach**

Owen acknowledged that the Committee does not have a direct effect on the trade due to the trade being governed by DSPS. Alan brought up the idea that maybe the Committee can participate more along the avenue of promoting the trade and bringing in participants into the Apprenticeship. Tania indicated that it was her understanding that when she joined the Committee that it was to help implement this Apprenticeship in other salons and help promote the Apprenticeship. Alan indicated he felt we needed to change the focus of the Committee where it is directly affecting the success of the Apprenticeship. Hafeezah brought up looking into YA and seeing how that could help. Katie Roberts indicated that they are looking to get a Legislator Lobbyist to represent at the Capitol this trade as Barb/Cos is the only Profession not represented. Katie's mention was directed to Alan, who responded that his facility is already in talks regarding such action.

*Action: the committee approved a motion to research starting a youth apprenticeship program specific to the Barber and Cosmetologist occupations. A focus group will meet to pursue this, consisting of Alan, Tania, Carolyn, and Hafeezah. Owen will bring this to the Bureau for further consideration.*

**iii. Job Book and Outreach Brochure**

Owen reported that work on these projects had been tabled pending the resolution of legislation that effected the lengths of the programs. Now the legislation and accompanying administrative rules have been implemented, work on the projects can begin. A focus group will meet this summer.

**c. Apprenticeship Completion Award Program**

Owen reviewed the purpose of the program and the eligibility requirements. He noted that the Bureau has approved more than \$500,000 in reimbursements. He explained that the Bureau has denied three times that in requests because apprentices have either failed to provide proper receipts or requested more than the maximum award. The program is scheduled to end on June 30, 2017.

**d. WAGES**

Owen reviewed that the two objectives of the grant are to expand the registered apprenticeship model of training into health care and information technology, and increase the pool of qualified applicants to construction trades.

**e. WI Apprenticeship Summit**

Owen reviewed that the first action item of the Summit, the creation of an employer consortium to advise on outreach, has been completed. Prior to reviewing existing outreach material, the consortium implemented a survey of the attitudes and perceptions of registered apprenticeship among sponsors, former sponsors, and non-sponsors. The key results are as follows: the large majority of sponsors reported being highly satisfied with the model due to its quality training; former sponsors indicated they no longer use the model primarily due to the downturn in the economy; and companies that have never used apprenticeship reported that they have no clear substitute or alternative to it, and would like to learn more.

Owen noted that the Bureau is promoting the Apprenticeship Leader program, an outreach initiative that asks sponsors to help the Bureau promote the value of registered apprenticeship to new industries and employer groups. The application is online.

**f. Other**

No additional items were brought forth for discussion.

**7. New Business**

**a. Revisions to [www.wisconsinapprenticeship.org](http://www.wisconsinapprenticeship.org)**

Owen highlighted several revisions to the homepage of the Bureau website. He emphasized that several features were added to improve navigation for all users, but no content was changed. The new features include a revised top navigation bar; bottom navigation buttons for specific audiences, such as applicants; and a slide show of feature articles.

**b. Proposed revisions to CFR 29.30**

Owen announced that the U.S. Department of Labor released revisions to the federal regulations that govern affirmative action and equal employment opportunity for registered apprenticeship. The revisions borrow heavily from similar requirements for federal contracts. The Bureau and Council submitted comments, and expressed concern that the language and definitions would be problematic. Public comment period closed in January. The US DOL is prohibited from commenting while reviewing the public comments.

**d. Other**

No other items were brought forth.

8. As of April 27, 2016, program participants include 343 apprentices and 218 sponsors with a contract active or unassigned.
9. The next meeting is tentatively scheduled for Monday, October 10, at 10:00 a.m. at Milwaukee Area Technical College in Oak Creek.
10. The meeting adjourned at 11:57 a.m.

**Follow-up Items**

- i. BAS will research a youth apprenticeship program*
- ii. BAS will convene an outreach focus group*
- iii. BAS will contact members about low attendance*

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*Submitted by Lisa Perkofski, Apprenticeship Training Representative  
and Owen Smith, Program and Policy Analyst*

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