

Minutes of the
APPRENTICESHIP ADVISORY COUNCIL

Advisory to DWD, Bureau of Apprenticeship Standards
and
Wisconsin Technical College System Board

United Auto Workers, Local 95 Union Hall
1795 Lafayette Street
Janesville, WI

February 21, 2006

MEMBERS PRESENT

Wayne Belanger	Robert Riberich
Kenneth Curry	Ron Splan
Gert Grohmann	Ronald Steiner
Bernard Kurzawa	Tom Schoenberger
Mike Lewin	Terry Hayden
Marcie Marquardt	Marge Wood
David Newby	

MEMBERS EXCUSED

Julie Brolin
Earl Buford
John Metcalf

MEMBERS ABSENT

Margaret Ellibee Letha Sloan
James Moore

CONSULTANTS AND GUESTS

Jose Bucio	WI AFL-CIO	Milwaukee
Nancy Emons	WI AFL-CIO	Milwaukee
Mary Harrington	US DOL-BAT	Madison
Ken Moore	DWD-DWS-Bur App Standards	Madison
Karen Morgan	DWD-DWS-Bur App Standards	Madison

Ron Steiner, Council Co-Chair, in conformance with the Wisconsin Open Meeting Law, called the meeting to order at 10:05 a.m.

Sign-in sheets were circulated to record those in attendance.

Minutes of the November 8, 2005 Council meeting were corrected to add John Mielke, ABC-Wisconsin, in attendance as a Guest. The minutes were then approved as corrected.

Sub-Committee Reports. **Educational Linkages:** Bob Riberich distributed this sub-committee's status report. It met two times since the last Council meeting: December 2, 2005 and February 15, 2006. They also met with Secretary Gassman on January 27 to

discuss her support for an apprenticeship person on the Wisconsin Technical College System Board. She agreed to assist with the initiative. The Council must now discuss a strategy for finding possible candidates. The six-year commitment will be time consuming. It would be nice if it could be someone who is also on the Advisory Council or at least "elected" by the Council. Marge Wood distributed a handout on WTCS governance and funding. She also reminded the Council that the 16 local boards have control over the majority of their budgets. The sub-committee will also develop a presentation to Local TC Boards. This will be developed in depth at the next sub-committee meeting.

Also, Karen and Sec. Gassman have met with the President of Madison Area Technical College top discuss apprenticeship issues.

Equal Access: Wayne Belanger gave the report. The notes were mailed with the meeting notice. The sub-committee met on December 7, 2005 and February 2, 2006. They are working on organizing focus groups to address female and minority needs and issues. The plan is to complete all of the focus groups by mid-March. Copies of draft questions were distributed and discussed. The employer workgroup is gathering information and has started developing an employer toolkit to post on the Bureau's web page. A budget for products is the next item on the sub-committee's agenda.

Informational: Marcie Marquardt gave the report. The notes were mailed with the meeting notice. The sub-committee met on November 28, 2005 and January 30, 2006. The sub-committee presented the draft proposal for revised Apprenticeship Complaint and Appeal Process. After discussion, a motion was made and seconded to approve the draft. The motion was unanimously approved. Karen stated the proposal would now go through the rule writing and approval process.

Marketing: Wayne Belanger gave the report. The brochure, Why Apprenticeship Makes Good Sense, was mailed with the meeting notice. The brochure was reviewed and discussed. Karen stated she could put the brochure on the BAS web page right now or wait until there were more testimonials. David Newby thought this would be a good item to be published and mailed to high school guidance counselors. Karen stated she will eventually print and target special industries such as printing, plastics, utilities, etc. It could also be distributed at the high school guidance counselors' state conference.

After more discussion a motion was made and seconded to put the brochure on the web page now and revise as needed. The Bureau should also get as many linkages as possible and include them. The motion passed unanimously.

Update. Karen provided the update on two items.

Executive Order 108: The State Executive Order 108 booklet was sent with the meeting notice. It is very early in the process but BAS has received about 50 pre-certification requests so far. BAS has also received the first list of bids from WisDOT and 2 or 3 updates from DOA. The process is going smoothly so far.

NAACP Report on Minority & Female Participation in Construction Trades in Milwaukee and the Construction Labor Management Council response: The NAACP summary was mailed with the meeting notice. BAS did not do a lot on AA/EEO during the period when it was heavily involved with the EEOC complaint. The last couple of years there has been a lot more done in this area. The actual NAACP report is about 100 pages long, but the summary gives the meat of their position. The response from the CLMC was also included in the meeting packet. Discussion was held. It was recommended that Earl Buford, Big Step, give a report on NAACP recommendation 4. Karen also stated that #11 could be done by setting up a mentor program for women and minorities but it would require funding. It was decided that the Council should pursue #11 through the Equal Access Sub-Committee.

23rd Biennial Apprenticeship Conference-Discussion. Karen reminded the Council that the Conference would be held February 11-13, 2007 at the Marriott in Middleton. She asked for volunteers from the Council to assist in the planning. Jose, Nancy, Mary Harrington, Marge, George, Tom and Ron Splan volunteered. Both ABC and NECA/IBEW will also assist in the planning.

BAT Update. Mary Harrington distributed the December 2005 OATELS Update. In response to a question on BAT staffing, she stated that BAT is not filling any openings in SAC states. They are hiring in BAT states. There are approximately 170 BAT staff nationwide.

WTCS Update. Marge distributed two handouts. The first showed apprentice program Enrollment statewide, ages and other statistical information. The average age of apprentices in the WTCS is 30.58 years. The second handout was the 2003-04 Apprenticeship Completer Report. It shows that 63% of apprentices who completed an apprenticeship were working in the trade area prior to becoming an apprentice. It also provides excellent information on wages, etc.

Marge also told the Council the Board would be moving on April 1 to the old Department of Revenue building on University Avenue. The Board will also be hiring a couple of new program coordinators so Marge will be able to spend more time on apprenticeship. She then introduced George Skerritt. George is retired Army and started with the WTCS WIDS in November 2005. He will work on apprenticeships DACUMs and other items.

DPI Update. None was provided.

Statistics. Ken More distributed the statistics page. Overall, numbers continue to decline by about 5%. One exception is minorities, especially in the Construction trades. There has been an increase of 27 apprentices since this time last year. 8.3%. Overall, there was an increase of 39 minority apprentices for an increase of 4.2% since last February.

Old Business. None.

New Business. Meeting dates were set for the next Council meeting and for three of the sub-committees. The Council will meet on May 16, 2006 at the WTCS Boardroom in Madison. The Educational Linkages Sub-Committee will meet on April 27 at the NECA

Offices in Madison. The Equal Access Sub-Committee will meet on April 11 at the ABC
Offices in Madison. The Informational Sub-Committee will meet on March 10 at the ABC
Offices in Madison. Karen will announce the date and location of the Marketing Sub-
Committee at a later date.

Ron Steiner adjourned the meeting at 1:00 p.m.

Respectfully submitted by

Ken Moore, Recorder