

Minutes of the
APPRENTICESHIP ADVISORY COUNCIL
Advisory to DWD, Bureau of Apprenticeship Standards
and
Wisconsin Technical College System Board
Wisconsin Technical College System Board
4622 University Avenue, Boardroom
Madison, WI

January 23, 2008

MEMBERS PRESENT

Wayne Belanger	David Newby
Gert Grohmann	Robert Riberich
Terry Hayden	Susan Scaffidi
Henry Hurt	Tom Schoenberger
Brent Kindred	Ron Splan
Mike Lewin	Clay Tschillard
Marcie Marquardt	Marge Wood
John Metcalf	

MEMBERS EXCUSED

Mike Bolton
James Nowak

MEMBERS ABSENT

Earl Buford
James Moore
Benito Rodriguez

CONSULTANTS AND GUESTS

Jose Bucio	Wisconsin AFL-CIO	Milwaukee
Paul Gabriel	WTCS District Board Assoc.	
Mary Harrington	USDOL-OA	Madison
Ken Moore	DWD-DET-Bur App Standards	Madison
Karen Morgan	DWD-DET-Bur App Standards	Madison
Conor Smith	WTCS Board	Madison
Kathy Wellington	DWD-DET-Bur App Standards	Madison

Welcome, Introductions and Check-In

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

Sign-in sheets were circulated to record those in attendance. All present introduced themselves.

Approval of Minutes

Robert referred members to the minutes of the September 19, 2007 Council meeting, which were included in the meeting packet. Two corrections were noted: Mike Lewin was added to the list of Members Present and Ron Splan was added to the list of Members Excused. By unanimous voice vote, the Council approved the minutes of the September 19, 2007 Council meeting, as amended.

Sub-Committee Reports:

Educational Linkages: Bob Riberich stated that the sub-committee has met twice since the last Council meeting. The Sub-Committee report was in the meeting packet at Attachment 2. Brent Kindred was very helpful at those meetings.

At this time, Brent gave the report listed on the agenda at item 8; **DPI Update.**

Carl Perkins grants are a “hot” item at this time. Schools are having a hard time meeting the new rules. The grants have to be tied to labor market data, not just to what the district is comfortable with. Continuous education beyond the 12th grade is required today. The big areas are STEM (science, technology, engineering and math). After some discussion Brent told the Council that the Wisconsin Technical Education Association (WTEA) Conference will be held in Wisconsin Dells on either March 5-6 or March 6-7. About 600 technical education teachers attend. Booths for this year are already gone. Proposals go out a year in advance and fill up quickly.

At this time, the Council returned to the agenda item of the Educational Linkages Sub-Committee: Linkages to the K-12 System. Brent has supplied a list of schools that are involved in Skills USA. Some of these schools will be targeted for apprenticeship information.

Linkages with the Technical College System. Presentations have not been given to six (6) districts. Three (3) are in process (Waukesha County Technical College, Chippewa Valley Technical College and Milwaukee Area Technical College) but there still has been no response from the other three (3) (Moraine Park Technical College, Northcentral Technical College and Nicolet Area Technical College). Karen asked if the Council still wanted to continue follow up with the individual districts. Marge Wood stated that she had contacted the apprenticeship coordinators to work internally on presentations. Moraine Park has board members at the Rice Lake presentation and Jon Waldhuetter also gave a presentation on apprenticeship a month later. They may feel that they do not need another presentation, but she does not know why they have not responded to the letters. After some discussion it was recommended that they could be contacted by telephone.

Equal Access Sub-Committee. Wayne Belanger made the presentation. Status Report 9 was included in the Council Meeting Notice as Attachment 3.

The Sub-Committee has met two times since the last Council meeting.

Formal Registered Pre-Apprenticeship Program: The Sub-Committee recommended that such a program not be approved by the Council because there are a number of such programs already in place. The Council voted unanimously to not pursue a registered pre-apprenticeship program.

Employer Survey: Karen directed the attention of the Council to the draft letter and survey attached to Attachment 3. The survey could be done either on-line or by mail. The survey would gather background information. The Bureau would work with various employer associations and have the survey go out under the various associations’ names. The diversity focus group recommendations were reviewed to pick items to pursue. John Metcalf asked if there should be an employer focus group first. There was a great deal of discussion on this item but no consensus. Many Council members would prefer focus groups over the survey in their trades. The Council voted to go with a survey first and, if survey results are poor, do focus groups. Karen told the Council if anyone found content problems with the draft survey to let her know. She will start to work with the associations.

Informational Sub-Committee: The committee update was provided by Marcie Marquardt. The Sub-Committee has met two times since the last Council meeting. The sub-committee is currently working on Chapter 3. A draft of this chapter was included with Attachment 4. The biggest changes are in In-House Committees, pages 1 & 2. A draft copy of the rest of the Manual was also included in Attachment 4. After making minor changes to Chapter 3, the Council unanimously approved the Chapter.

Local Technical College System Boards:

At this time, Paul Gabriel, Executive Director, WTC District Boards Association, gave a presentation on WTCS District Boards. He stated the local boards welcomed the presentations given by Karen, Bob Riberich and others. The local boards also appreciate the help of Marge Wood on issues. He distributed a handout: A Guide to the Appointment of District Board Members. He stated that there are currently 144 members statewide and that 46% this year are first-term members.

Boards were originally appointed from the "world of work." Now there are employee and employer members, community members and at least one (1) local elected official and one (1) local school district administrator on each board. There are nine (9) members on each board on three-year terms. Three (3) members are elected each year so there is continuity on each board. The membership must reflect the demographics of the district. Membership can be found at www.districtboards.org. He then passed around four (4) copies of the 2007-2008 Directory.

Boards are currently at the point where notices for new members are being run. There must be two (2) public meetings; first, a review of the board plan and second, a review of applicants in person before an appointment committee. Local boards send a list of the local nominees to the WTCS Board which approves the list. The new members are seated on the second Monday in July. This is mandated by State statute. Incumbents must also go through the entire process. A discussion was held on a number of topics concerning membership, how to apply, etc. The appointing committees are comprised of county board chairpersons or school board presidents. A discussion was also held on curriculum, programs and resources needed to meet local needs. Some local boards have standing committees but most do not. The boards usually meet once per month.

Karen asked if there was anything the Council could do to get a response from the three (3) boards that have not responded to requests to make a presentation on apprenticeship. Mr. Gabriel said there was not, but he could discuss the issue of apprenticeship presentations later with Karen and Bob Riberich. He also encouraged Council members to participate in local district events.

Marketing Sub-Committee: Wayne Belanger gave the report, which was Attachment 5 to the Council Notice. The Sub-Committee is updating the Financial Tools for the Trades received from Port Jobs in Seattle, WA. A draft was also included in Attachment 5. Karen told the Council that the course will be available to apprenticeship sponsors to use for their apprentices. A presentation was made by PortJobs at the last Apprenticeship Conference which generated a lot of interest. The course is based on a state of Washington program but has been modified for Wisconsin. Marge said WIDS would provide funding and also write instructor materials. The course needs Council approval. Discussion was held. Council members asked about programs currently available from the UW System. These programs offer general financial literacy while this course is geared directly to apprentices. David Newby asked if it could be used for self-study. He also asked if it could be issued to every new apprentice. Karen stated that could be worked out. There will be a PowerPoint and the course will also be on the web. The Council voted unanimously to approve the course.

Notice of Proposed Rule Making—29 CFR Part 29:

Karen referred to Attachment 6-Part V, Federal Register dated December 13, 2007 and the Briefing Materials. The U.S. Department of Labor is trying to modernize apprenticeship and make it friendlier with what is happening in industry with interim certifications and interim approvals of sponsors. Comments must be made in writing by February 11, 2008. Some trades are asking for an extension but it probably won't be granted. State apprenticeship laws and rules do not have to be the exact same language, but the substance must be the same.

The National Association of State and Territorial Apprenticeship Directors (NASTAD) has offered comments. The U.S. Department of Labor (USDOL) had planned to hold off on 29 CFR 29.12 & 13 but they have suddenly appeared along with the statement that NASTAD had approved them. This is not true. 29 CFR 29.12 & 13 "drop the hammer" on the states as if they were federally funded. It eliminates state regulatory councils. It also dictates who sits on the advisory councils, etc.

The Information Sub-Committee will meet on Monday, January 28th to develop comments to be submitted by the Council. NASTAD will also be making comments. After much discussion, Gert Grohmann recommended that the comments be sent to all Council members. Karen stated she would do that.

WTCS Update:

Marge Wood provided the update. She introduced Conor Smith, who works on State Board policies, and distributed a draft copy of WTCS Board Policy 300, Apprentice-Related Technical Instruction. The Board will review the current and the proposed policies. The proposed policy combines the current policies 300, 307 (Apprenticeship Applicant Requirements – Non-indentured, also known as the "Co-Requisite Policy"), and 500 (Apprentices Living Out-of-State Tuition). Comments will be approved by the WTCS Board in the next few months. Marge met with the Informational Sub-Committee and received input. She also looked at the revised Chapter 4 of the Apprenticeship Manual, the proposed 29 CFR 29, input from BAS (Ken Moore), and the local district apprenticeship coordinators. The Council reviewed and recommended that the first "bullet" should be expanded. Karen also asked about registered apprentices who do not receive paid related instruction through the WTCS? They will be reviewed on a case-by-case basis.

Marge then distributed a handout for the 2005-06 Statewide Apprenticeship Completer Survey. 51% of completed apprentices now respond to this survey.

Office of Apprenticeship Update:

Karen told the Council that the Office of Apprenticeship 2007 Annual Review was in the meeting packet.

BAS Update:

Karen presented the update.

- Budget/Staff-The Administrative Office position for State Committees is permanently lost. The Bureau was able to fill the two "retirement" vacancies. Burt Harding was hired for the Green Bay vacancy and Sandra Destree was hired for the Lakeshore position.

- The Governor's State of the State address may mention plans for adult apprenticeship.
- 2009 Biennial Apprenticeship Conference needs people to work on planning. Council members Clay Tschillard, Ron Splan, Sue Scaffidi, Tom Schoenberger, and Marcie Marquardt volunteered. Terry Hayden said he would provide someone from his office as did Wayne Belanger. Jose Bucio also volunteered. There are three (3) potential locations: Green Bay Executive Suites, the Kalahari in Wisconsin Dells, and the former Holiday Inn in Stevens Point. It will be the week between the NFC Championship and the Super Bowl in 2009.
- The focus groups wanted a standard apprenticeship orientation. The Equal Access Sub-Committee is working on this item.
- BAS Strategic Plan. This year part of the Plan has been directed by the Secretary's Office-EEO/Diversity. BAS has been directed to increase minority numbers.
- Also added to the Notice packet: America's Forgotten Middle-Skill Jobs.
- DWD is facing more staff cuts due to reduced federal funding.
- \$20,000 will be provided to BAS from WIA funds. BAS will use this money to develop a spatial visualization/mechanical course/test.

Statistics

Ken Moore distributed statistics for January 2008. There continues to be sustained increases in Construction apprenticeships, including increases in minority and female participation. Ken noted that total apprentice participation increased 5.4% over January last year, while the increase in statewide minority participation reached 10.2%.

Old Business

Ken More told the Council that the FFY 2008 VA Contract amount will be \$156,000. There was no reduction so there will not be any staff cuts.

New Business

None.

The next Council meeting will be on Friday, May 30, 2008 in Madison.

Adjourn

By unanimous voice vote, the Council agreed to adjourn. Terry Hayden adjourned the meeting at 2:52 p.m.

Respectfully submitted by
Ken Moore, Recorder