

**STATE PAINTING & DECORATING APPRENTICESHIP ADVISORY COMMITTEE**

Milwaukee Painting & Allied Trades Training Center  
S68 W22665 National Avenue  
Big Bend, Wisconsin 53103

October 6, 2015

**Draft Minutes**

<b>Members Present</b>	<b>Organization/Employer</b>
Arnold, Jeff	IUPAT DC7
Braun, Pete	Wall-Tech
Jazdzewski, Joseph J.	IUPAT DC7
Macejkovic, Jim	Building Service, Inc.
Niemiec, Tony	State Painting Co
Rintamaki, Gerald	Painters/Decorator Local 934
Schwiesow, Charles	Porta Painting, Inc.
Wolf, Greg	Schmelzer Paint Co Inc

<b>Members Absent</b>	<b>Organization/Employer</b>
Merhoff, Jeff	IUPAT DC7
Owsianowski, Robert A.	IUPAT DC7

<b>Consultants &amp; Guests</b>	<b>Organization/Employer</b>
Bernthal, Jamie	DWD Youth Apprenticeship
Burton, Darla	DWD Youth Apprenticeship
Smith, Owen	Bureau of Apprenticeship Standards
Triscari, Nick	Milwaukee Area Technical College

1. The meeting was called to order at 10:05 a.m. by Charles Schwiesow, Committee Co-Chair, in conformance with the Wisconsin open meeting laws.
2. A roll call was conducted. A quorum was present. A sign-in sheet was circulated.
3. The committee reviewed the current roster for vacancies; terms that will soon expire; industry and geographical representation; and the accuracy of members' contact information. Several members' terms will expire at the end of 2015. Joe Jazdzewski and Jeff Arnold stated they would serve another three-year term. Owen will ask the remaining members via email.

#### 4. **Old Business**

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

The minutes of the previous meeting were reviewed and approved as written.

##### Guest Presentation: Overview of Youth Apprenticeship

Owen Smith prefaced the presentation by explaining that a central focus of the Bureau's American Apprenticeship Grant will be to increase the pool of qualified applicants through promoting youth apprenticeship and pre-apprenticeship readiness programs. Therefore, the Bureau invited Jamie Bernthal and Darla Burton from DWD Youth Apprenticeship to present an overview of youth apprenticeship in general and the Architecture & Construction program specifically.

Jamie and Darla emphasized that youth apprenticeship programs are designed to broadly expose students to basic foundational skills of an occupational area. As such, the programs are either one year of 450 hours or two years of 900 hours. In addition, they made it clear that all candidates are screened by the local program coordinator and interview by participating employers. Employers are not obligated to hire the candidate.

The competency checklist and curriculum for the Architecture & Construction youth apprenticeship were developed by industry and facilitated by Associated General Contractors. The program includes five broad areas of fundamental skills: carpentry; electrical; masonry/concrete; mechanical/HVAC; and plumbing/sprinkler fitting.

Although painting is not included, the first 12 of the 16 competencies in each area are identical, such as safety and blue print reading. Therefore, state committee members may be interested in hiring youth apprentice graduates because they will have foundational experience applicable to any construction occupation.

A general discussion followed. The consensus is that the program satisfies a strong need for a talent pipeline. However, members expressed concern that many contractors would be unable to hire a youth apprentice graduate until their current collective bargaining agreements came up for renegotiation in 2017-18. Otherwise, hiring a youth apprentice prior to that time may require modifying the agreement to include a "helper" classification, which would subject the agreement to recent "right-to-work" legislation.

The committee had several questions:

- *Can the paid related instruction be provided outside of the technical college system?*  
The presenters replied, yes, but proprietary curriculum would have to pass review by the local and regional youth apprenticeship coordinators.

- *When do youth apprentices work on-the-job?*  
Generally, students work on-the-job during the school week, after school, or during the summer. The schedule depends on the student's classes and the school's preferences.
- *Could a youth apprenticeship in Painting be developed?*  
Yes, if a core group of employers was dedicated to developing and sponsoring the program, and if external funding was available. DWD Youth Apprenticeship does not receive annual funding for curriculum development, and the current construction youth apprenticeship was updated as a result of one-time, external funding. The Bureau may use some of its American Apprenticeship Grant funding to expand the construction youth apprenticeship, but the strategy is not final at this time. If the state committee is interested in pursuing a youth apprenticeship, it should contact BAS Director Karen Morgan.
- *How could the state committee make youth apprentice graduates aware of opportunities for Painting registered apprenticeships?*  
The Youth Apprenticeship staff is willing to pass along information from the state committee to regional and local coordinators. Some local coordinators speak to entire classes and are sought after for guidance by students. Cross promotion of youth and registered apprenticeship is an objective of DWD.

**b. How is the new hybrid format progressing?**

The state committee and its consultants advised that the program is running well, but it is too early to identify any concerns. Therefore, participants suggested that the item be removed as a re-occurring item on the agenda, and instead, be revisited in a few years.

**c. Apprenticeship Completion Award Program**

The state legislature renewed the program through 2017. No other changes were made. The maximum reimbursements are still the same. Attendees did not have questions.

**d. WAGE\$**

The Bureau received an American Apprenticeship Grant for the maximum award of \$5 million. The grant name is the Wisconsin Apprenticeship Growth and Enhancement Strategies, or WAGE\$. Based on input from seven focus groups of apprenticeship stakeholders, the primary goal of WAGE\$ will be to increase the pool of qualified applicants for registered apprenticeships through supporting youth apprenticeship programs for high school students and pre-apprenticeship readiness programs for individuals outside of the K-12 system.

**e. WI Apprenticeship Summit**

Owen distributed the list of action items from the Summit. The first item in progress is a survey of the attitudes and perceptions towards registered apprenticeship of sponsors, previous sponsors, and non-sponsors. The survey will be conducted by the Employer Consortium and the Bureau.

**f. Other**

The committee asked about the attendance policy for missing local committee meetings. An Apprenticeship Training Representative present directed the committee to page four of the Technical Assistance Guide book.

The committee requested that the Bureau remind the Technical College representatives and career counselors to attend relevant state committee meetings.

## 5. New Business

### a. **Technical Assistance Guide Sessions**

New members to local apprenticeship committees are required to attend a technical assistance guide session, sponsored by the Bureau. The next TAG sessions will occur from late October through December. New members who must attend will receive an official letter from the Bureau. Members who have already completed a TAG session are welcome to attend, but must reserve a seat through BAS Director Morgan.

### b. **Review the Duties of the State Committee**

The state committee was also reminded that the Bureau depends heavily upon the committee's advice on all areas of apprenticeship training, from on-the-job learning to paid related instruction.

### c. **Proposed Changes to Applicant Testing**

Owen reported that the ACT test will be required next year by all Wisconsin High Schools. Therefore, the Bureau is proposing that all state construction committees adopt the ACT as the assessment of choice *while maintain their current assessment as a back-up for applicants that did not take the ACT*. In addition, the Bureau suggested that the state committee establish statewide minimum scores for both the ACT and Accuplacer. Owen asked committee members to discuss both matters with its local committees, and bring recommendations to the 2016 spring meeting.

### d. **New Publications from the WI Advisory Council**

The Wisconsin Apprenticeship Advisory Council released two new publications: *A Guide to Successful Interviewing for the Skilled Trades* and *Wisconsin Pre-Apprenticeship Readiness Program Guidelines*. Owen distributed copies of both to all attendees.

The first was developed in response to feedback from sponsors that many applicants for apprenticeships would benefit noticeably from improving their interview and resume writing skills. The Bureau encourages stakeholders to distribute the document far and wide.

The second was developed in response to the increase of programs that claim to prepare unskilled individuals for registered apprenticeship programs. Many of these programs lack a clear partnership with a registered apprenticeship partner, and therefore may train participants to skills not identified by industry stakeholders as readily needed. Pre-apprenticeship programs can apply for certification by the Wisconsin Apprenticeship Advisory Council.

Both publications and the application for certification are available on the Advisory Council website.

### e. **BAS Personnel Update**

Tim Ziffer is the new Apprenticeship Training Representative for the Racine-Kenosha area. He replaces Sandy Brietzman, who accepted a new position with DWD Job Service.

### f. **Other**

A member noted that federally accredited school programs are active in Minnesota and Philadelphia, and asked how Wisconsin could begin a similar program. The Bureau will research the matter.

## 6. **Review program participants.**

Program participants include 56 apprentices and 23 employers with a contract in active or unassigned status on September 22, 2015. The committee asked why the report still includes three apprentices

assigned to a non-union organization, which closed its program at least two years ago. The Bureau stated it is likely an administrative error, and will research the matter.

7. The next meeting is tentatively scheduled for April 5, 2016, at 10:00 a.m. at the IUPAT DC7 Training Center in Sun Prairie.
8. The meeting adjourned at 12:15 p.m.

***Follow-up Items***

- i. Local committees will propose statewide minimum ACT and Accuplacer scores for the spring meeting.*
- ii. The Bureau will research the data discrepancy.*
- iii. The Bureau will research federal accreditation.*
- iv. The Bureau will email several members whether they want to renew their terms.*

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*Submitted by Owen Smith, Program & Policy Analyst*