

State Plumbing Apprenticeship Advisory Committee Minutes

October 21, 2015

Plumbers Local 75
Madison, WI

Draft Minutes

Members Present	Employer/Organization
Balke, Brian	EGI Mechanical
Breitlow, Steve	UA Plumbers Local 75
Brenner, Joseph	J.F. Ahern Company
Busch, Michael	UA Plumbers Local 75
Clark, Roger	Plumbers Local 118
De Young, Carol	Countryside Plumbing & Heating, Inc.
Gain, Greg	United Mechanical
House, Mike	UA Plumbers Local 75
Jones, David (Co-Chair)	Dave Jones Inc.
Rozga, Bill	Rozga Plumbing & Heating Corporation
Schedler, Keith	Don's Plumbing Service, Inc.

Members Absent	Employer/Organization
Callies, Dan	Oak Creek Plumbing
Cartagena, Alaina	UA Plumbers Local 75
Flory, Tyler	Plumbers & Fitters Local 434
Huiting, Mark	Bassett Mechanical, Inc.
Ignatowski, Chris	Plumbers & Fitters Local 434
Pertzborn, Jesse	H.J. Pertzborn Plumbing & Fire Protection
Scherer, Michael	Ideal Plumbing & Heating

Consultants & Guests	Employer/Organization
Ahmad, Hafeezah	Bureau of Apprenticeship Standards
Cappetta, Darrel	Bureau of Apprenticeship Standards
Cook, Jim	Milwaukee Area Technical College
Emrick, Leigh	Associated Builders and Contractors
Hamilton, Scott	ASSE International

Hanus, Paul	Plumbers Local 75
Johnson, Allan	Plumbers Local 118
Korn, Gary	Local 434
Montgomery, Mark	WCTC
Nielson, Julie	Plumbers Local 118
Pagan, Nicci	Gateway Technical College
Pierce, Mary	Bureau of Apprenticeship Standards
Rodencal, Judy	
Smith, Owen	Bureau of Apprenticeship Standards
Vanderlin, Molly	MAPC
Wenger, Scott	UA Local 400
Zastrow, Wes	Plumbers Local 75
Ziffer, Tim	Bureau of Apprenticeship Standards

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1. The meeting was called to order at 10:05 a.m. by Co-Chair Mike House, in conformity with the Wisconsin Open Meeting Law.
 2. Roll call was conducted, and sign-in sheets were circulated.
 3. The committee reviewed the current roster and the procedure for nominating a new Employer member. The Bureau explained that the percentages of Employer members that represent merit shops and union contractors must be equal to the percentages of merit shop and union apprentices in the participant report. Therefore, the current vacancy on the Employer side will be extended to Associated Builders and Contractors.

The committee asked whether members whose terms will expire soon will be replaced in order to greater balance the Employer side of the committee. Some members expressed strong concern that doing so would be unfair and claimed the committee is "working fine as it is." Owen reiterated that the Bureau must have a procedure in place for replacing Employer members that is fair to all parties involved and results in a representative membership. He does not know how Director Morgan prefers to handle members whose terms will soon expire.

Co-Chair Jones requested that the topic be tabled until the 2016 spring meeting and requested that Director Morgan attend.

4. Old Business

a. Review the follow-up items from the previous meeting:

The minutes were approved as written.

Action: the committee approved a motion to modify the state standards to require joint and non-joint local apprenticeship committees to meet with the apprentice face-to-face to review progress and the validity of the apprentice's license at least once a year. Revisions will go into effect as of January 1, 2016.

Owen reported on the 54hours review course. It was suggested that the apprentices be given credit for the course. The committee decline.

The committee was asked if they would review the policy that would give up to 500 Five hundred hours credit for work experience. The committee stated that its current provisions for granting credit for prior experience and education are sufficient.

Owen also pointed out that there exists a loop hole in the online class. It was noticed by an instructor that three students allowed the online class to time out without answering questions. .The instructor suggested that the state committee support his requirement of students to answer at least 70% of the questions.

Action: the committee approved a motion to support the instructor's requirement.

The committee asked whether the pass/fail rate for licensing exam had improved since the implementation of the 54-hour review course. . Owen stated that at this time there was no way to track the data.

Action: the committee approved pending revisions to the Special Provisions in the state Exhibit A. The revisions clarified the requirements for unpaid related instruction, but were postponed pending the potential release of the Online Apprentice Orientation, which would have to be included in the list. The Orientation is still on hold by the Bureau, so the committee approved the pending revisions.

Owen stated that the Bureau is proposing that the state committees adopt the ACT as its assessment of choice; continue using the Accuplacer or current assessment; and adopt statewide minimum scores for both assessments, and the maximum timeframes in which they would be allowed (ex. up to five years since the test date). Members are to discuss the proposals with their local committees and come to the 2016 spring meeting prepared to discuss a statewide standard.

b. Veterans in Piping

Darrell Cappetta reported on the current status of the VIP program.

c. Apprenticeship Completion Award Program

Owen reported that the program was renewed through June 30, 2017, by the state legislature. No other changes were made.

d. American Apprenticeship Grant (WAGE\$)

Owen reported that the Bureau was awarded an American Apprenticeship Grant, known as "Wisconsin Apprenticeship Growth and Enhancement Strategies (WAGE\$), for the maximum amount of \$5 million. The grant period is five years over which the Bureau will register 1,000 new apprentices. The grant has two goals: expand registered apprenticeship into new areas of the economy, including information technology, health care, and advanced manufacturing; and second, increase the pool of qualified applicants for registered apprenticeship by supporting youth apprenticeship programs through the K-12 system and supporting pre-apprenticeship readiness programs through local workforce development boards.

e. WI Apprenticeship Summit

Owen reported that the first action item from the Wisconsin Apprenticeship Summit is underway. DWD convened a consortium of employers that will advise the Bureau on employer-to-employer outreach materials targeted at employers that sponsored apprentices within the past three years and employers that have never sponsored apprentices. The consortium's first step is to administer a statewide survey on the attitude and perceptions of registered apprenticeship among sponsors, former sponsors, and non-sponsors. The Bureau will inform the committee of the results at the spring meeting.

f. Other

No other items were brought forth.

5. New Business

a. Review and discuss the duties of the state committee

Owen explained that the Bureau is reviewing the duties with all state committees this fall. The effort was driven by a large turn-over in members across all committees over the past three years. In addition, the Bureau is emphasizing how crucial the committees' feedback is to the Bureau in matters of policy, on-the-job learning content and, Owen emphasized, paid related instruction.

He noted this committee performs at an excellent level. For example, the committee has been active in keeping its paid and unpaid related instruction current, as evident by the previous discussions on the appropriate courses to include in Special Provisions.

The committee did not have questions or comments.

b. Technical Assistance Guide Sessions

Technical Assistance Guide sessions are mandatory for new members to local joint and non-joint apprenticeship advisory committees. The Bureau has not offered the sessions in the past few years, and will offer them this fall through December due to a sufficient amount of new members to local committees across all construction trades. Individuals who must take the sessions will receive an official information letter from the Bureau.

c. New publications from the 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.

d. BAS Personnel Update

Tim Ziffer is the new Apprenticeship Training Representative for the Racine/Kenosha area.

e. Other

No other topics were brought forward.

6. WTCS Update

The WTCS Update is available in full on the state committee website.

7. Review the program participants.

As of October 10, 2015, active participants included 693 apprentices and 372 employers with a contract in active or unassigned.

8. The next meeting will be Wednesday, April 27, at Madison Area Technical College in Madison.

9. The meeting adjourned at 12:30 p.m.

*Submitted by Hafeezah Ahmad and Owen Smith,
Bureau of Apprenticeship Standards*