

**State Machine Tool Apprenticeship Advisory Committee Meeting Minutes  
Tuesday, March 16, 2010**

Fox Valley Technical College  
Appleton Wisconsin

**Members Present**

David Campbell	Labor, Harley-Davidson, Milwaukee, member since Oct 2008
Mark Dennis	Mgmt, Fox Valley Tool & Die, Kaukauna, member since June 2004
Ray Hall	Labor, Mercury Marine, Campbellsport, member since June 1995
Steve Kuhl	Labor, John Deere-Horicon Beaver Dam, member since Sept 2003
Jim Nichols	Labor, KLH Industries Inc., Germantown, member since Aug 1995
Anthony Rainey	Labor, Masterlock Company, UAW, member since Oct 2008
Bob Running	Mgmt, In-Sinker-Erator, Racine, member since June 1994
John L. Sloma	Labor, Reedsville, IAM – AW LL516, member since Oct 2008

**Members Absent**

Joe Bakke	Mgmt, SCA Packaging North America member since
Doug Brockelman	Mgmt, Stanek Tool Corp, New Berlin, member since Oct 1998
Ken Heins	Mgmt, KLH Industries Inc, Germantown, member since Aug 1997
Theodore Hicks	Mgmt, Bohr Precision Machining, Milwaukee, member since 2006
Randy Tetzlaff	Labor, Machining Concepts, Cedarburg, member since
Henry Verfuert	Mgmt, Bemis Mfg. Co, Sheboygan Falls, member since June 1994

**Consultants and Guests**

Sandy Destree	DWD/BAS
Ken Moore	DWD/BAS
Jane Kramer	DWD/BAS
Bill Berge	Fox Valley Technical College
Dave Holub	Fox Valley Technical College
Todd Kiel	Northeast Wisconsin Technical College

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The meeting was called to order by Committee Co-Chair Bob Running at 10:15 AM in conformance with the Wisconsin Open Meeting Law. Introductions were made and roll call was taken.

Minutes of the October 7, 2009 Machine Tool Advisory Committee meeting were approved as written.

**Five Year Review of State Standards**

**Curriculum**

Members discussed the use of NIMS competencies in Machine Tool Apprenticeship programs. Todd Kiel from NWTC shared documents that showed how they have broken down competencies of their program of related instruction to incorporate NIMS. Members commented that NIMS incorporates more hands on learning into its program than does apprenticeship.

however, some members felt that related instruction should teach more theory while hands on training should be taught by the employer on the job. It was also noted that there appears to be a trend towards machine specialization versus general machining.

Ken Moore informed the committee that it will be their decision as to how the machine tool program will be delivered – time, competency or hybrid. He reminded the committee that job books are currently available to evaluate the competencies of an apprentice. No decisions regarding the NIMS program were made.

In reviewing the curriculum, the following corrections were noted:

Print Reading, page 5 – change for to form on line 3

Print Reading, page 11- Under number 14 change 1% to established tolerances

Basic Stamping, Learning Plan 4 – Under number 7 change packets to pockets

### **Wisconsin Manufacturing Skill Standards Certification**

Ken Moore shared a list of the MSSC Certified Production Technician Key Work Activities for Standards, Training and Assessments. Todd Kiel explained that all four areas – safety, quality, manufacturing processes and maintenance awareness – can be taught in 140 hours. Most of the training listed in the first three areas are already covered in the current technical school curriculum with Maintenance Awareness is lacking. The question that needs to be answered is whether or not apprenticeship wants to build this into the current curriculum. The committee would like to know if apprenticeship related instruction qualifies as MSSC training to take the test. Ken Moore will follow up and report back to the committee. It was also suggested that the instructors should go through training first to see if there is value in incorporating the MSSC certification process into apprenticeship.

### **Standards**

The committee reviewed the standards and recommended the following changes:

Page 5 – change I to V

Page 8 – change Trade Information to Exhibit A

Page 9 – change Trade Information to Exhibit A

Pages 14, 18, 22, 26, 31, 33, 35, 38 – Under Special Provisions change six months to twelve months.

Page 25 – Add 144 hours to local options so total equals 8320 hours.

It was questioned whether it was necessary to keep all three Exhibit A's for the Patternmakers due to the lack of numbers in the trade. Following discussion the committee decided to keep all of them.

### **Implementation of Federal Law Changes in Wisconsin**

Ken Moore gave a presentation on the Apprenticeship Regulatory Revisions and their impact on Wisconsin's apprenticeship programs. Wisconsin Chapter 106 changes include adding two general public seats to the Wisconsin Apprenticeship Advisory Council, updating definitions and modernizing apprenticeship procedures.

DWD 295 Policy changes and proposed revisions include:

- Adding provisional registration
- Allowing three options for terms of apprenticeship including competency, time and hybrid
- Interim credentials for competency based and hybrid programs
- Transfer of apprentices without creating new contract
- Must conform with DWD 296
- Requires standards for every program
- Educational Requirements include use of electronic media
- Requires instructors to have training in teaching techniques and adult learning styles
- Allows for cancellation of an apprentice during probation without having an adverse affect on sponsor's completion rate
- Expands DWD's handling of complaints
- Adding a procedure in dealing with deregistration of a program

Ken explained that the next steps in the process include approving the Chapter 106 law change in April 2010; completing a draft of DWD 295 revisions by August 2010; and revising the apprenticeship manual when the DWD 295 revisions have been approved.

### **WTCS Update**

Bill Berge from Fox Valley Technical College presented the report for Marge Wood. He shared WTCS enrollment and graduate statistics for the past 10 years by the number of FTE's in Machine Tool Programs. He explained that 7.5 apprentices equal 1 FTE and that equals 30 credits. WCTS receives approximately \$1800 in funding per FTE. Enrollments are down from ten years ago in all programs with the exception of CNC related programs.

Todd Kiel, Apprenticeship Coordinator with NWTC, informed the committee that they would like to start a CNC Machinist Apprenticeship. He shared a flow chart and job descriptions as to how the program would work with the current machine tool programs at NWTC. He stated that the program would be shared with other technical colleges. The committee was unclear as to how different this program was from the current Machinist (CNC) apprenticeship and wanted more time to review the materials that Todd gave them. The discussion was tabled until the next meeting.

### **Review of Program participants**

Ken Moore distributed and reviewed the current program apprenticeship enrollments. There are currently 240 active apprentices in the Machine Tool trades. Members would like to see a historical report as to how many employers participated and apprentices trained in machine tool programs since 2000. BAS will provide this report at the next meeting.

Next meeting date is May 20, 2010 tentatively at the WCTS Foundation, Waunakee.

Meeting was adjourned at 1:45 PM.

Submitted by Sandy Destree, Recorder