



WISCONSIN LEGISLATIVE COUNCIL
REPORT TO THE LEGISLATURE

SPECIAL COMMITTEE ON
BUILDING WISCONSIN'S
WORKFORCE

[2009 ASSEMBLY BILL 293 AND 2009 SENATE BILL 245
2009 ASSEMBLY BILL 294 AND 2009 SENATE BILL 246]

July 23, 2009

RL 2009-09

Special Committee on Building Wisconsin's Workforce

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July 23, 2009

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PART I

KEY PROVISIONS OF COMMITTEE RECOMMENDATIONS

RECOMMENDED LEGISLATION

The Joint Legislative Council recommends the following for introduction in the 2009-10 Session of the Legislature.

[Note: These bills have been introduced in both houses as companion legislation. For clarity, this report refers to them in singular form as “the bill.”]

2009 Assembly Bill 293 and 2009 Senate Bill 245, Relating to Collection of Workforce Data on Registered Nurse and Licensed Practical Nurse License Renewal Forms

The bill requires that a registered nurse (R.N.) or licensed practical nurse (L.P.N.) submit workforce data to the Board of Nursing as part of the renewal process for a license as an R.N. or L.P.N. Under the bill draft, “workforce data” includes information relating to gender, race and ethnicity, employment, and education.

The bill also requires that the Department of Regulation and Licensing (DRL) and the Department of Workforce Development (DWD) enter into a memorandum of understanding regarding the specific workforce data to be collected.

2009 Assembly Bill 294 and 2009 Senate Bill 246, Relating to a Lifelong Learning Accounts Program and Creating Income Tax Modifications and an Income Tax Credit for Contributions and Withdrawals Related to Lifelong Learning Accounts, Providing an Exemption From Rule-Making Procedures, and Requiring the Exercise of Rule-Making Authority

The bill creates a lifelong learning accounts program. Under the program, an employer may elect to create a lifelong learning accounts plan. A lifelong learning accounts plan, and the accounts established and administered under the plan, must be approved by DWD.

Under the bill, a participating employee makes contributions to his or her lifelong learning account and a participating employer may make matching contributions to that account. A participating employer that makes matching contributions must base those contributions on a percentage of a participating employee’s annual contribution and must apply the same percentage to each participating employee. The combined contributions of the employer and employee may not exceed \$5,000 annually, as indexed for inflation, and an account balance may not exceed \$25,000, as indexed for inflation.

The bill provides that employee and employer contributions may be subtracted from the employee’s or employer’s taxable income, respectively. The bill further provides that an employer may claim a nonrefundable income tax credit for certain contributions to the lifelong learning accounts of its employees if the employer matches at least 25% of the amount contributed annually by the employer’s participating employees. The account must be used to pay for qualified education expenses. If a withdrawal from the account is made for any other purpose, the holder of the account incurs a penalty, unless the holder is 70 years of age or older, in which case the withdrawal is taxed as ordinary income.

OTHER RECOMMENDATIONS

The Special Committee on Building Wisconsin's Workforce submitted letters to the Joint Committee on Audit, DWD, Department of Public Instruction (DPI), University of Wisconsin (UW) System, and Wisconsin Technical College System (WTCS) with non-legislative recommendations. The letters are described below and are included in **Appendix 5**.

- Letter to Senator Vinehout and Representative Barca, Co-Chairs of the Joint Committee on Audit, from Chair Strachota and Vice Chair Wirch, on behalf of the Special Committee on Building Wisconsin's Workforce (January 13, 2009), requesting that the Joint Committee on Audit direct the Legislative Audit Bureau (LAB) to conduct an audit of the state's workforce development programs.

The Special Committee on Building Wisconsin's Workforce recommends that if the LAB is directed by the Joint Committee on Audit to conduct an audit of workforce development programs, the Joint Legislative Council reappoint a study committee after the audit is completed to address any issues raised in the audit. The vote on the motion was Ayes, 11 (Strachota, Wirch, Darling, Hintz, Honadel, Golembeski, Keckhaver, Mercaitis, Thillman, Wagenson, and Warmuth); Noes, 1 (Jauch); and Absent, 1 (Kessenich).

- Letter to Secretary Roberta Gassman, DWD, from Chair Strachota and Vice Chair Wirch, on behalf of the Special Committee on Building Wisconsin's Workforce (January 22, 2009), requesting that DWD address workforce shortages in the long-term care industry.
- Letter to Secretary Roberta Gassman, DWD, from Chair Strachota and Vice Chair Wirch, on behalf of the Special Committee on Building Wisconsin's Workforce (January 22, 2009), requesting that DWD use credentialing or certification programs as a means to address workforce needs.
- Letter to State Superintendent Elizabeth Burmaster, DPI, from Chair Strachota and Vice Chair Wirch, on behalf of the Special Committee on Building Wisconsin's Workforce (January 22, 2009), urging DPI to revise the state's model academic standards in mathematics to align the standards with the skills needed to fill occupations where workforce shortages exist; and to continue to approve equivalent course options to satisfy the mathematics credits required for a high school diploma.
- Letter to State Superintendent Elizabeth Burmaster, DPI, from Chair Strachota and Vice Chair Wirch, on behalf of the Special Committee on Building Wisconsin's Workforce (January 22, 2009), requesting that DPI continue to communicate with the UW System, WTCS, and independent colleges and universities in the state to develop ways to reduce the amount of remedial education needed for students who enter a college or university; and that DPI report remedial education statistics back to local school districts.
- Letters to President Kevin Reilly, UW System, and President Dan Clancy, WTCS, from Chair Strachota and Vice Chair Wirch, on behalf of the Special Committee on Building Wisconsin's Workforce (January 22, 2009), requesting that the UW System and WTCS continue efforts to increase the transferability of credits and the number of program-to-program transfer articulation agreements between institutions within their systems and with institutions outside their systems.

PART II

COMMITTEE ACTIVITY

Assignment

The Joint Legislative Council established the Special Committee on Building Wisconsin's Workforce and appointed the chairperson by an April 9, 2008 mail ballot. The committee was directed to study and make recommendations regarding the coordination of existing resources of K-12 educational institutions, technical colleges, universities, government agencies, and private organizations to: (1) meet the future workforce needs of the health care, skilled trades, construction, advanced manufacturing, and technology fields; (2) retain workers in the health care, skilled trades, construction, advanced manufacturing, and technology fields; and (3) retrain and update the skills and education of workers in the health care, skilled trades, construction, advanced manufacturing, and technology fields.

Membership of the Special Committee, appointed by a June 9, 2008 mail ballot, consisted of three Senators, three Representatives, and nine public members. The final list of committee members is included as **Appendix 3** to this report.

Summary of Meetings

The Special Committee held seven meetings in Madison on the following dates:

July 21, 2008
August 18, 2008
September 23, 2008
October 22, 2008
November 19, 2008
January 22, 2009
March 30, 2009

At the July 21, 2008 meeting, the Special Committee heard testimony from several speakers about the expected workforce shortage in the health care, skilled trades, construction, advanced manufacturing, and technology fields in Wisconsin. Testimony also included a discussion of the causes of the expected workforce shortage. The speakers were Secretary Roberta Gassman and Dennis Winters, DWD; James Haney, Wisconsin Manufacturers and Commerce; Bill Smith, National Federation of Independent Business; Forrest Ceel, IBEW Local 2150; Mark Reihl and others, Wisconsin State Council of Carpenters; Judy Warmuth, Wisconsin Hospital Association; Terri Newmier, Marshfield Clinic; Steve Mercaitis, Lori Knapp, Inc. Companies; and Debbie Fedel, SEEK Careers/Staffing, Inc.

At the August 18, 2008 meeting, the Special Committee heard testimony from several speakers about K-12 and post-secondary education and technology in Wisconsin. The speakers were State Superintendent Elizabeth Burmaster, DPI; Pat Herdrich, Superintendent, West Bend School District; Tom Still, President, Wisconsin Technology Council; Dan Clancy, President, WTCS; Paul Gabriel, Executive Director, Wisconsin Technical College District Boards Association; Kevin Reilly, President, and Gail Bergman, Katharyn May, Larry Rubin, and David Schejbal, UW System; and Rolf Wegenke, President, Wisconsin Association of Independent Colleges and Universities.

At the September 23, 2008 meeting, the Special Committee heard testimony from John Keckhaver, Research Analyst, Wisconsin Council on Children and Families, about incumbent workers and education; and from Jim Golembeski, Executive Director, Bay Area Workforce Development Board, about employment and training programs for offenders in the state corrections system. The committee also heard testimony about the workforce development boards in Wisconsin from Robert Borremans,

Executive Director, Southwest Wisconsin Workforce Development Board; Linda Stewart, Milwaukee Area Workforce Investment Board; and Mari Kay-Nabozny, Northwest Wisconsin Workforce Investment Board. In addition, the committee began to discuss options for committee recommendations.

At the October 22, 2008 meeting, the Special Committee heard testimony about DPI's 2009-11 budget requests and programs and initiatives regarding workforce development from Deborah Mahaffey, Assistant State Superintendent, Division for Academic Excellence, DPI. The committee also heard testimony about lifelong learning accounts from Amy Sherman, Council for Adult and Experiential Learning. In addition, the committee reviewed two bill drafts: WLC: 0126/1, relating to requiring an additional credit in mathematics for a high school diploma; and WLC: 0203/1, relating to an annual report to the Legislature regarding the transfer of credits between educational institutions. The committee continued discussion of options for committee recommendations.

At the November 19, 2008 meeting, the Special Committee heard testimony about the audit process from Janice Mueller, State Auditor, and Paul Stuiber, Deputy State Auditor for Program Evaluation, LAB. The committee approved a letter to the Co-Chairs of the Joint Committee on Audit requesting an audit of workforce development programs. In addition, the committee voted to recommend that if the audit is completed, the Joint Legislative Council reappoint a study committee after the audit is completed to address any issues raised in the audit. The committee voted to recommend WLC: 0283/1, relating to collection of workforce data in state-licensed nursing professions, to the Joint Legislative Council for introduction in the 2009-10 Legislature. Lastly, the committee discussed remedial education, lifelong learning accounts, and two other bill drafts (WLC: 0126/2 and WLC: 0203/2).

At the January 22, 2009 meeting, the Special Committee discussed WLC: 0126/2, relating to requiring an additional credit in mathematics for a high school diploma; and WLC: 0353/P1, relating to lifelong learning accounts program. The committee also discussed student loan forgiveness and the recommendations of the committee to date, including letters submitted by the committee to the UW System, WTCS, DPI, and DWD.

At the March 30, 2009 meeting, the Special Committee heard testimony about the federal American Recovery and Reinvestment Act of 2009 from Secretary Roberta Gassman, DWD. The committee discussed LRB-2024/P3, relating to a lifelong learning accounts program and creating income tax modifications and an income tax credit for contributions and withdrawals related to lifelong learning accounts, providing an exemption from rule-making procedures, and requiring the exercise of rule-making authority, and decided to submit the bill draft to committee members for their vote by mail ballot.

PART III

RECOMMENDATIONS INTRODUCED BY THE JOINT LEGISLATIVE COUNCIL

This part of the report provides background information on, and a description of, the bills as recommended by the Special Committee on Building Wisconsin's Workforce and introduced by the Joint Legislation Council.

2009 Assembly Bill 293 and 2009 Senate Bill 245, Relating to Collection of Workforce Data on Registered Nurse and Licensed Practical Nurse License Renewal Forms

Background

Current law requires an individual to hold and biennially renew a license as an R.N. in order to practice professional nursing in Wisconsin. To renew a license as an R.N., an R.N. must submit to the Board of Nursing a statement giving name, residence, and other facts that the board requires.

In addition, current law requires an individual to hold and biennially renew a license as an L.P.N. in order to hold himself or herself out as an L.P.N. To renew a license as an L.P.N., an L.P.N. must submit to the Board of Nursing a statement giving name, residence, nature and extent of practice as an L.P.N. during the prior year and prior unreported years, and other facts that the board requires.

The committee received testimony about the difficulty in projecting employment needs in the health care field, especially the employment needs in nursing, because of the lack of data about current practitioners in the health care field. Modifications to current law were recommended to require that DRL collect workforce data when an R.N. or L.P.N. renews a license as an R.N. or L.P.N.

Description

The bill requires that an R.N. or L.P.N. submit workforce data to the Board of Nursing as part of the renewal process for a license as an R.N. or L.P.N. The bill draft defines "workforce data" to include information relating to gender, race and ethnicity, employment, and education.

The bill also requires that DRL and DWD enter into a memorandum of understanding regarding the specific workforce data to be collected.

2009 Assembly Bill 294 and 2009 Senate Bill 246, Relating to a Lifelong Learning Accounts Program and Creating Income Tax Modifications and an Income Tax Credit for Contributions and Withdrawals Related to Lifelong Learning Accounts, Providing an Exemption From Rule-Making Procedures, and Requiring the Exercise of Rule-Making Authority

Background

A lifelong learning accounts program does not exist under current law.

The committee received testimony about lifelong learning accounts, which are employer-matched, portable, individual accounts used to finance employee education, and the success of demonstration programs involving lifelong learning accounts. The committee recommended the creation of a lifelong learning accounts program because such a program would create a partnership

between the employer and employee in the employee's education and would require an employee to invest in his or her education.

Description

The bill creates a lifelong learning accounts program. Under the program, an employer may elect to create a lifelong learning accounts plan. A lifelong learning accounts plan, and the accounts established and administered under the plan, must be approved by DWD. DWD must approve a plan or account that satisfies the criteria outlined in the bill. A participating employer must provide information to DWD that DWD determines is necessary for approval of a plan or account. DWD must establish a program to provide information to participating employers and eligible employees about the lifelong learning accounts program.

Under the bill, a participating employee makes contributions to his or her lifelong learning account and a participating employer may make matching contributions to that account. A participating employer that makes matching contributions must base those contributions on a percentage of a participating employee's annual contribution and must apply the same percentage to each participating employee. The combined contributions of the employer and employee may not exceed \$5,000 annually, as indexed for inflation, and an account balance may not exceed \$25,000, as indexed for inflation.

The bill provides that employee and employer contributions may be subtracted from the employee's or employer's taxable income, respectively. The bill further provides that an employer may claim a nonrefundable income tax credit for contributions to the lifelong learning accounts of its employees if the employer matches at least 25% of the amount contributed annually by the employer's participating employees. An employer's tax credit is equal to 50% of the employer's first \$1,000 contributed per employee, with a \$50,000 yearly aggregate limit on the credit available to an employer. The credit may be carried forward and credited against taxes due for the following 15 years.

Under the bill, a lifelong learning account must be used to pay for qualified education expenses. "Qualified education expenses" is defined as expenses for tuition and fees, books, equipment, and tools or supplies that may be retained by the employee relating to a course of instruction provided by a postsecondary educational institution that is accredited to the satisfaction of DWD; and moneys transferred from a participating employee's account to the participating employee's account established under the plan of another participating employer. "Qualified education expenses" does not include expenses for meals, lodging, transportation, or any course or other instruction involving sports, games, or hobbies. If a withdrawal from the account is made for a purpose other than for qualified education expenses, the holder of the account incurs a penalty, unless the holder is 70 years of age or older, in which case the withdrawal is taxed as ordinary income.

Committee and Joint Legislative Council Votes

LRB-1323/1 and LRB-2024/2 were recommended by the Special Committee on Building Wisconsin's Workforce to the Joint Legislative Council for introduction in the 2009-10 Session of the Legislature.

Special Committee Votes

The Special Committee voted to recommend LRB-1323/1 to the Joint Legislative Council for introduction in the 2009-10 Session of the Legislature. The vote on the draft was as follows:

- LRB-1323/1, relating to collection of workforce data on registered nurse and licensed practical nurse license renewal forms: Ayes, 12 (Strachota, Wirch, Darling, Jauch, Hintz, Honadel, Golembeski, Keckhaver, Mercaitis, Thillman, Wagenson, and Warmuth); Noes, 0; and Absent, 1 (Kessenich).

The Special Committee voted by mail ballot to recommend LRB-2024/2 to the Joint Legislative Council for introduction in the 2009-10 Session of the Legislature. The vote on the draft was as follows:

- LRB-2024/2, relating to a lifelong learning accounts program and creating income tax modifications and an income tax credit for contributions and withdrawals related to lifelong learning accounts, providing an exemption from rule-making procedures, and requiring the exercise of rule-making authority: Ayes, 12 (Strachota, Wirch, Darling, Jauch, Hintz, Honadel, Golembeski, Keckhaver, Mercaitis, Thillman, Wagenson, and Warmuth); and Noes, 1 (Kessenich).

Joint Legislative Council Vote

At its May 20, 2009 meeting, the Joint Legislative Council voted to introduce 2009 Assembly Bills 293 and 294 and 2009 Senate Bills 245 and 246. The vote by the Joint Legislative Council was as follows:

*Rep. Nelson moved, seconded by Co-Chair Risser, that **LRB-1323/1**, relating to collection of workforce data on registered nurse and licensed practical nurse license renewal forms, be introduced by the Joint Legislative Council. The motion passed on a roll call vote as follows: Ayes, 21 (Reps. Schneider, Ballweg, Black, Berceau, Fitzgerald, Kaufert, Nelson, Pocan, Sheridan, Staskunas, and Vos; and Sens. Risser, Coggs, Darling, Fitzgerald, Harsdorf, Kreitlow, Miller, Robson, Schultz, and Wirch); Noes, 0; and Absent, 1 (Sen. Decker).*

*Sen. Fitzgerald moved, seconded by Rep. Fitzgerald, that **LRB-2024/2**, relating to a lifelong learning accounts program and creating income tax modifications and an income tax credit for contributions and withdrawals related to lifelong learning accounts, providing an exemption from rule-making procedures, and requiring the exercise of rule-making authority, be introduced by the Joint Legislative Council. The motion passed on a roll call vote as follows: Ayes, 21 (Reps. Schneider, Ballweg, Black, Berceau, Fitzgerald, Kaufert, Nelson, Pocan, Sheridan, Staskunas, and Vos; and Sens. Risser, Coggs, Darling, Fitzgerald, Harsdorf, Kreitlow, Miller, Robson, Schultz, and Wirch); Noes, 0; and Absent, 1 (Sen. Decker).*

Appendix 2

Joint Legislative Council

[Joint Legislative Council Members Who Selected and Appointed Committee and Its Membership]

Co-Chair

FRED RISSER

Senate President
5008 Risser Road
Madison, WI 53705

Co-Chair

STEVE WIECKERT

Representative
1 Weatherstone Drive
Appleton, WI 54914

SENATORS

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RUSSELL DECKER

Majority Leader
6803 Lora Lee Lane
Weston, WI 54476

ALAN LASEE

2259 Lasee Road
De Pere, WI 54115

TIM CARPENTER

President Pro Tempore
2957 South 38th Street
Milwaukee, WI 53215

SCOTT FITZGERALD

Minority Leader
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Juneau, WI 53039

MARK MILLER

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JUDY ROBSON

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Markesan, WI 53946

DEAN KAUFERT

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Neenah, WI 54956

MARK POCAN

309 N. Baldwin Street
Madison, WI 53703

JEFF FITZGERALD

Majority Leader
910 Sunset
Horicon, WI 53032

JIM KREUSER

Minority Leader
3505 14th Place
Kenosha, WI 53144

KITTY RHOADES

708 4th Street
Hudson, WI 54016

MARK GOTTLIEB

Speaker Pro Tempore
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Port Washington, WI 53074

THOMAS NELSON

1510 Orchard Dr.
Kaukauna, WI 54130

MARLIN SCHNEIDER

3820 Southbrook Lane
Wisconsin Rapids, WI 54494

MICHAEL HUEBSCH

Speaker
419 West Franklin
West Salem, WI 54669

This 22-member committee consists of the majority and minority party leadership of both houses of the Legislature, the co-chairs and ranking minority members of the Joint Committee on Finance, and 5 Senators and 5 Representatives appointed as are members of standing committees.

Joint Legislative Council

[Current Joint Legislative Council Members Who Received Committee Report]

Co-Chair

FRED A. RISSER

Senate President

100 Wisconsin Avenue, Unit 501
Madison, WI 53703

Co-Chair

MARLIN D. SCHNEIDER

Representative

3820 Southbrook Lane
Wisconsin Rapids, WI 54494

SENATORS

SPENCER COGGS

7819 W. Potomac Avenue
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ALBERTA DARLING

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RUSSELL DECKER

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SCOTT FITZGERALD

Minority Leader
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PAT KREITLOW

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DALE SCHULTZ

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Richland Center, WI 53581

ROBERT WIRCH

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Pleasant Prairie, WI 53158

REPRESENTATIVES

JOAN BALLWEG

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SPENCER BLACK

5742 Elder Place
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JEFF FITZGERALD

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Horicon, WI 53032

DEAN KAUFERT

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THOMAS NELSON

Majority Leader
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Kaukauna, WI 54130

MARK POCAN

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Janesville, WI 53546

TONY STASKUNAS

Speaker Pro Tempore
2010 South 103rd Court
West Allis, WI 53227

ROBIN VOS

4710 Eastwood Ridge
Racine, WI 53406

This 22-member committee consists of the majority and minority party leadership of both houses of the Legislature, the co-chairs and ranking minority members of the Joint Committee on Finance, and 5 Senators and 5 Representatives appointed as are members of standing committees.

BUILDING WISCONSIN'S WORKFORCE

Representative Pat Strachota, **Chair**
639 Ridge Road
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Senator Alberta Darling
1325 West Dean Road
River Hills, WI 53217

Representative Gordon Hintz
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Oshkosh, WI 54901

Jim Golembeski
Bay Area Workforce Development Board
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Green Bay, WI 54303

Mark Kessenich
Milwaukee Area Workforce Investment Board
2338 North 27th Street
Milwaukee, WI 53210

Peter Thillman
Lakeshore Technical College
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Cleveland, WI 53015

Judy Warmuth
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Senator Robert Wirch, **Vice Chair**
3007 Springbrook Road
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Senator Robert Jauch
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Representative Mark Honadel
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Steve Mercaitis
Lori Knapp, Inc. Companies
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Carol Wagenson
Workforce Connections, Inc.
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La Crosse, WI 54602

STUDY ASSIGNMENT: The committee is directed to study and make recommendations regarding the coordination of existing resources of K-12 educational institutions, technical colleges, universities, government agencies, and private organizations to: (1) meet the future workforce needs of the health care, skilled trades, construction, advanced manufacturing, and technology fields; (2) retain workers in the health care, skilled trades, construction, advanced manufacturing, and technology fields; and (3) retrain and update the skills and education of workers in the health care, skilled trades, construction, advanced manufacturing, and technology fields.

13 MEMBERS: 3 Senators, 3 Representatives, and 7 Public Members.

LEGISLATIVE COUNCIL STAFF: Jessica Karls and Scott Grosz, Staff Attorneys; and Kelly Mautz, Support Staff.

Committee Materials List
(Copies of documents are available at www.legis.state.wi.us/lc)

Recommendations to the Joint Legislative Council (May 20, 2009)						
<ul style="list-style-type: none"> • Results of the May 20 meeting. • Proposed Report to the Legislature 2009-09, <i>Special Committee on Building Wisconsin's Workforce</i> (May 6, 2009). • LRB-1323/1, relating to collection of workforce data on registered nurse and licensed practical nurse license renewal forms. • LRB-2024/2, relating to a lifelong learning accounts program and creating income tax modifications and an income tax credit for contributions and withdrawals related to lifelong learning accounts, providing an exemption from rule-making procedures, and requiring the exercise of the rule-making authority. 						
April 2, 2009 Mail Ballot						
<ul style="list-style-type: none"> • Results of April 2, 2009 mail ballot. • LRB-2024/2, relating to a lifelong learning accounts program and creating income tax modifications and an income tax credit for contributions and withdrawals related to lifelong learning accounts, providing an exemption from rule-making procedures, and requiring the exercise of the rule-making authority. 						
March 30, 2009 Meeting		Notice	Agenda	Audio	Minutes	
<ul style="list-style-type: none"> • LRB-2024/P3, relating to a lifelong learning accounts program and creating income tax modifications and an income tax credit for contributions and withdrawals related to lifelong learning accounts, providing an exemption from rule-making procedures, and requiring the exercise of the rule-making authority. • Presentation, <i>American Recovery and Reinvestment Act</i>, by Secretary Roberta Gassman, Department of Workforce Development (March 30, 2008). 						
January 22, 2009 Meeting			Notice	Agenda	Audio	Minutes
Please see the material listed under the December 9, 2008 meeting. In addition, the following material was handed out at the January 22, 2009 meeting.						
<ul style="list-style-type: none"> • Nursing Student Loan Information, Wisconsin Higher Educational Aids Board. • Letter to State Superintendent Elizabeth Burmaster (January 22, 2009). • Letter to State Superintendent Elizabeth Burmaster (January 22, 2009). • Letter to Secretary Roberta Gassman (January 22, 2009). • Letter to Secretary Roberta Gassman (January 22, 2009). • Letter to Kevin Reilly, President, University of Wisconsin System (January 22, 2009). • Letter to Dan Clancy, President, Wisconsin Technical College System (January 22, 2009). • Memo, <i>Additional Math Credit Graduation Requirement</i>, Wisconsin Education Association Council (January 22, 2009). 						
December 9, 2008 Meeting (CANCELED)		Notice	Agenda	Audio	Minutes	
<ul style="list-style-type: none"> • WLC: 0353/P1, relating to lifelong learning accounts program and creating income tax modifications and an income tax credit for contributions and withdrawals related to lifelong learning accounts. • Memo No. 2, <i>Committee Recommendations to the Joint Legislative Council, as of December 2, 2008</i> (December 2, 2008). • Fact Sheet, Math and Science Course-Taking, Department of Public Instruction (December 1, 2008). • Letter to the Co-Chairs of the Joint Committee on Audit (November 20, 2008). 						
November 19, 2008 Meeting		Notice	Agenda	Audio	Minutes	
<ul style="list-style-type: none"> • WLC: 0126/2, relating to requiring an additional credit in mathematics for a high school diploma. • WLC: 0203/2, relating to an annual report to the legislature regarding the transfer of credits between educational institutions. • WLC: 0283/1, relating to collection of workforce data in state-licensed nursing professions. • Letter from Roberta Gassman, Secretary, Department of Workforce Development (November 14, 						

- 2008).
- [Letter](#) with enclosures from Dan Clancy, President, Wisconsin Technical College System (November 6, 2008).
 - [Wisconsin](#) Technical College System: 2009-11 Biennial Budget Initiative (September 2008).
 - [Wisconsin](#) Technical College System 2009-11 Biennial Budget: *Next Generation Workforce Initiative*.
- [Developing Common Competencies for Entry into Postsecondary Credit-Bearing Coursework in Mathematics](#), Department of Public Instruction.
- [Letter](#) from Kevin Reilly, President, UW System (November 14, 2008).
 - [Report](#) on Remedial Education in the UW System: Demographics, Remedial Completion, Retention, and Graduation (October 2006).
 - [Letter](#), *ACT High School-to-College Success Report*, from Elizabeth Burmaster, Superintendent of Public Instruction (October 2007).
 - [American](#) Diploma Project.
- [Article](#), *Post Secondary Remedial Education*, National Conference of State Legislatures.
- [Draft](#) letter to Secretary Roberta Gassman, Department of Workforce Development, from Chair Strachota and Vice Chair Wirch, on behalf of the Special Committee on Building Wisconsin's Workforce (November 19, 2008).
- [Draft](#) letter to Senator Jim Sullivan, Co-Chair, Joint Audit Committee, and Representative Suzanne Jeskewitz, Co-Chair, Joint Audit Committee, from Chair Strachota and Vice Chair Wirch, on behalf of the Special Committee on Building Wisconsin's Workforce (November 19, 2008).
- [Letter](#) to Representative Pat Strachota, Chair, Special Committee on Building Wisconsin's Workforce (November 19, 2008).
- [Testimony](#) submitted by Peggy Hill-Breunig, Vice President, Waunakee Community School District Board of Education (November 17, 2008).

October 22, 2008 Meeting	Notice	Agenda	Audio	Minutes
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- [WLC: 0126/1](#), relating to requiring an additional credit in mathematics for a high school diploma.
- [WLC: 0203/1](#), relating to an annual report to the legislature regarding the transfer of credits between educational institutions.
- [Handout](#) submitted by Public Member Steve Mercaitis.
- [Presentation](#) by Amy Sherman, Council for Adult and Experiential Learning (October 22, 2008).
- [Report](#), *UW System Transfer Student Enrollment 1997-98 to 2006-07*.
- [Report](#), *Wisconsin Technical College System (WTCS) to the University of Wisconsin System (UWS) Program Assessment Study*.
- [Memorandum](#) from Larry J. Martin, Executive Assistant, Office of the Secretary, Department of Regulation and Licensing.
- [Handout](#), *Wisconsin's Health Care Workforce Report 2008*, submitted by Public Member Judy Warmuth.
- Materials submitted by DPI:
 - [Summary](#) of 2009-11 Biennial Budget Request Items Related to Global Literacy and Competitiveness.
 - [Handout](#), The American Diploma Project (ADP) and Partnership for 21st Century Skills (P21) Leadership Team, English Language Arts & Mathematics Design Teams, Recommendations for Successful Implementation of Revised Wisconsin Model Academic Standards (WMAS) *Strategies and Needs*.
 - [ADP/P21](#) Leadership Team
 - [ADP/P21](#) Design Team: Mathematics
 - [ADP/P21](#) Design Team: English Language Arts
 - [Table](#), *School-Supervised Work-Based Opportunities for Wisconsin Secondary Students*.

September 23, 2008 Meeting	Notice	Agenda	Audio am Audio pm	Minutes
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- [Memo No. 1](#), *Potential Recommendations Submitted for Consideration by Committee Members* (September 16, 2008).
- [Handout](#), *Part Three: Getting Old Draws Moisture! 2008 and beyond*, by Public Member Jim Golembeski (revised).
 - [Presentation](#) *Part Three: Getting Old Draws Moisture! 2008 and beyond*, by Public Member Jim Golembeski (original version).
- [Handout](#), *Reentry: A Bridge to Success*, Rick Raemisch, Secretary, Department of Corrections.

<ul style="list-style-type: none"> • Handout, <i>Lifelong Learning Accounts: A Strategy for Co-Investment in Educational and Training</i>, by Amy Sherman and Rebecca Klein-Collins, Lifelong Learning Accounts, distributed by Chair Strachota. • Presentation by John Keckhaver, Wisconsin Council on Children and Families (September 23, 2008). • Testimony by James M. Golembeski (September 23, 2008). • Report from the National Employment Law Project, submitted by Public Member Jim Golembeski. • Presentation by Dr. Robert T. Borremans, Southwestern Wis. Workforce Dev. Board, Linda Stewart, Milwaukee Workforce Investment Board, and Mari Kay-Nabozny, Northwest Wis. Workforce Investment Board. 				
August 18, 2008 Meeting	Notice	Agenda	Audio	Minutes
<ul style="list-style-type: none"> • Presentation by Tom Still, President, Wisconsin Technical Council (August 18, 2008). <ul style="list-style-type: none"> ◦ Press release, by Tom Still, President, Wisconsin Technical Council (August 18, 2008). • Presentation by Dan Clancy, President, Wisconsin Technical College System, and Paul Gabriel, Executive Director, Wisconsin Technical College District Boards Association (August 18, 2008). • Handout, <i>UWS/WTCS Program Transfer Agreements</i>, distributed by Kevin Reilly, President, University of Wisconsin (UW) System. <ul style="list-style-type: none"> ◦ Handout, <i>Recent Transfer Agreements and Options between Wisconsin Technical Colleges and University of Wisconsin System Institutions (August 2008 Update)</i>, distributed by Kevin Reilly, President, UW System. • Graph, <i>Happiness and Prosperity</i>, distributed by committee member Jim Golembeski. • Graph, <i>NEW North Labor Force: Entrants and Exiters 2000-2030</i>, distributed by Jim Golembeski. • Presentation by Rolf Wegenke, Ph.D., President, Wisconsin Association of Independent Colleges and Universities (August 18, 2008). • Testimony by State Superintendent Elizabeth Burmaster, Department of Public Instruction (DPI). • Presentation by Pat Herdrich, Ph.D., West Bend Joint School District #1, Summer, 2008 (August 18, 2008). 				
July 21, 2008 Meeting	Notice	Agenda	Audio	Minutes
<ul style="list-style-type: none"> • Presentation by Roberta Gassman, Secretary, Department of Workforce Development. • Presentation by Dennis Winters, Department of Workforce Development. • Presentation by Mark Reihl and others, Wisconsin State Council of Carpenters. • Presentation by Judy Warmuth, Wisconsin Hospital Association. • Presentation by Terri Newmier, Marshfield Clinic. • Presentation by Debbie Fedel, SEEK Careers/Staffing, Inc. • Handout, <i>Greener Pathways, Jobs and Workforce Development in the Clean Energy Economy</i>, by Sarah White and Jason Walsh, Center on Wisconsin Strategy - The Workforce Alliance - The Apollo Alliance, submitted by Gary Denis, Department of Workforce Development (July 21, 2008). • Testimony by Bill Smith, State Director, National Federation of Independent Business, Wisconsin Chapter (July 21, 2008). • Testimony of the Wisconsin State Council of Carpenters (July 20, 2008). • Testimony of Steve Mercaitis, Lori Knapp, Inc. Companies (July 21, 2008). • Report, <i>Report of the Utility Workers Coalition on Strategic Workforce Planning in the Utility Industry (February 2006)</i>, submitted by Forrest Ceel. 				

Committee Letters

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Laura D. Rose
Deputy Director

January 13, 2009

Senator Kathleen Vinehout
Co-Chair, Joint Committee on Audit
Room 104 South, State Capitol
Madison, WI 53701

Representative Peter Barca
Co-Chair, Joint Committee on Audit
Room 107 North, State Capitol
Madison, WI 53701

Dear Senator Vinehout and Representative Barca:

On behalf of the Joint Legislative Council's Special Committee on Building Wisconsin's Workforce, we write to ask that the Joint Committee on Audit direct the Legislative Audit Bureau to conduct an audit of the state's workforce development programs. We previously submitted this request to Senator Sullivan and Representative Jeskewitz in November 2008.

As you may be aware, the Audit Bureau recently completed Audit Report 06-9, relating to the state's economic development programs. Subsequently, the Legislature responded to the Audit Bureau's recommendations via 2007 Wisconsin Act 125. Generally, it appears that the Legislature and the public agree that this process was an excellent use of the Audit Bureau's resources.

During the course of its meetings, the Special Committee on Building Wisconsin's Workforce reached the conclusion that the state's workforce development programs are in need of a comprehensive audit. One must look back all the way to 1994 to find a comprehensive audit of workforce development programs. We see strong parallels between the status of current workforce development programs and economic development programs prior to 2007 Wisconsin Act 125. Accordingly, it is our expectation that an audit of workforce development programs will lead to success on par with the results of the audit of economic development programs.

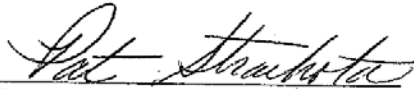
The need for an audit of the state's workforce development programs could not come at a better time. A better understanding of workforce programs is necessary for Wisconsin to best plan and react in these times of substantial economic uncertainty. In particular, most experts in the field agree that major revisions to the federal Workforce Investment Act will take place in the

near future. An audit of Wisconsin's workforce development programs will place the state in the best possible position to react to changes in federal workforce development programs.

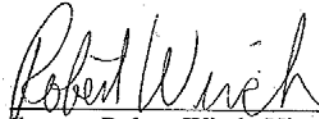
Generally, the Special Committee on Building Wisconsin's Workforce recommends a two-pronged approach to assessing workforce development programs in the state. First, we recommend a comprehensive audit of workforce development programs across all state agencies, considering the coordination of labor supply and demand in a 21st century economy, as well as the state's ability to meet employer and employee needs now and in the future. Additionally, we recommend a focused audit of Department of Workforce Development programs related to incumbent worker training, to be completed in the short-term as the comprehensive audit continues.

Thank you for your attention to this audit request.

Sincerely,



Representative Pat Strachota, Chair
Special Committee on Building
Wisconsin's Workforce



Senator Robert Wirch, Vice Chair
Special Committee on Building
Wisconsin's Workforce

PS:RW:ksm

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Laura D. Rose

Deputy Director

January 22, 2009

Ms. Roberta Gassman, Secretary
Department of Workforce Development
P.O. Box 7946
Madison, WI 53707-7946

Dear Secretary Gassman:

We are writing in our capacity as chair and vice chair of the Joint Legislative Council's Special Committee on Building Wisconsin's Workforce. The Special Committee recognizes the importance of addressing the workforce needs in the long-term care industry. This letter sets forth a committee recommendation regarding this issue.

The need for workers in the long-term care industry will continue to increase as a result of the aging population in Wisconsin. Workforce shortages in the long-term care industry impact the quality of care that is provided to consumers of long-term care services. The Special Committee has heard testimony regarding the need to retain and recruit long-term care workers, as well as address training standards and inefficiencies. The Special Committee recommends that the Department of Workforce Development (DWD) specifically address workforce needs in the long-term care industry.

The Special Committee hopes that DWD will make workforce needs in the long-term care industry a top priority as DWD continues to address workforce needs in Wisconsin.

Thank you for your consideration of this request. If you have questions, please contact Jessica Karls or Scott Grosz, Legislative Council Staff Attorneys.

Sincerely,

Representative Pat Strachota
Chair, Special Committee on
Building Wisconsin's Workforce

Senator Robert Wirch
Vice Chair, Special Committee on
Building Wisconsin's Workforce

PS:RW:ksm

cc: Gary Denis, Bureau of Workforce Training, DWD
Hector Colon, Executive Assistant, DWD

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January 22, 2009

Ms. Roberta Gassman, Secretary
Department of Workforce Development
P.O. Box 7946
Madison, WI 53707-7946

Dear Secretary Gassman:

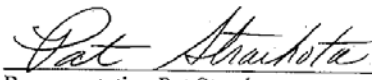
We are writing in our capacity as chair and vice chair of the Joint Legislative Council's Special Committee on Building Wisconsin's Workforce. The Special Committee recognizes the importance of credentialing or certification as a means to address workforce needs. This letter sets forth a committee recommendation regarding this issue.

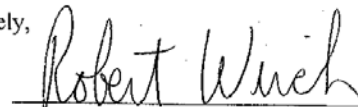
Credentialing or certification allows workers to gain and demonstrate knowledge and skills and allows employers to attract qualified workers in a more efficient manner. At the Special Committee's July 21, 2008 meeting, you described the Manufacturing Skills Standards Certification program, which provides workers with skills for manufacturing occupations. You noted that the Governor has set a goal of certifying 40% of the manufacturing workforce by 2016 as part of his Grow Wisconsin plan. The Special Committee recommends that the Department of Workforce Development (DWD) use credentialing or certification programs as a means to address workforce needs.

The Special Committee hopes that DWD will make the use of credentialing or certification a top priority as DWD continues to address workforce needs in Wisconsin.

Thank you for your consideration of this request. If you have questions, please contact Jessica Karls or Scott Grosz, Legislative Council Staff Attorneys.

Sincerely,


Representative Pat Strachota
Chair, Special Committee on
Building Wisconsin's Workforce


Senator Robert Wirch
Vice Chair, Special Committee on
Building Wisconsin's Workforce

PS:RW:ksm

cc: Gary Denis, Bureau of Workforce Training, DWD
Hector Colon, Executive Assistant, DWD

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Deputy Director

January 22, 2009

Ms. Elizabeth Burmaster
State Superintendent
Department of Public Instruction
P.O. Box 7841
Madison, WI 53707-7841

Dear Superintendent Burmaster:

We are writing in our capacity as chair and vice chair of the Joint Legislative Council's Special Committee on Building Wisconsin's Workforce. The Special Committee recognizes the importance of ensuring that students who graduate from high school have the necessary mathematics skills to enter the workforce. This letter sets forth the committee's recommendations regarding this issue. Although the committee may not recommend legislation to address all of the recommendations below, the committee expects that this issue will continue to be important to the Legislature and the state.

The Special Committee has heard testimony about the lack of basic mathematics skills in students graduating from high school and in the workforce in general. Employers testified about the difficulty in finding workers with the mathematics skills necessary to fill the employers' unmet labor needs. A student should be competent in basic mathematics, such as using a ruler and understanding fractions, before the student graduates from high school.

At the committee's August 18, 2008 meeting, you testified about the efforts of the Department of Public Instruction (DPI), in conjunction with the American Diploma Project and the Partnership for 21st Century Skills, to evaluate the state's model academic standards in mathematics and English language arts. The committee also heard testimony from Deborah Mahaffey, Assistant State Superintendent, at its October 22, 2008 meeting, regarding the efforts of DPI to approve equivalent course options to satisfy the credits, including mathematics credits, required for a high school diploma.

The Special Committee strongly urges DPI to revise the state's model academic standards in mathematics to align the standards with the skills needed to fill occupations where workforce shortages exist. In addition, the Special Committee strongly urges DPI to continue approving equivalent course options to satisfy the mathematics credits required for a high school diploma.


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<http://www.legis.state.wi.us/lc>

Thank you for your consideration of this request. If you have any questions, please contact Jessica Karls or Scott Grosz, Legislative Council Staff Attorneys.

Sincerely,



Representative Pat Strachota
Chair, Special Committee on
Building Wisconsin's Workforce



Senator Robert Wirch
Vice Chair, Special Committee on
Building Wisconsin's Workforce

PS:RW:ksm

cc: Jennifer Kammerud, Legislative Liaison, Department of Public Instruction
Deborah Mahaffey, Assistant State Superintendent, Division for Academic Excellence,
Department of Public Instruction

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January 22, 2009

Ms. Elizabeth Burmaster
State Superintendent
Department of Public Instruction
P.O. Box 7841
Madison, WI 53707-7841

Dear Superintendent Burmaster:

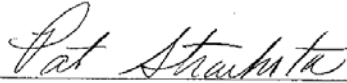
We are writing in our capacity as chair and vice-chair of the Joint Legislative Council's Special Committee on Building Wisconsin's Workforce. In the course of its meetings, the committee has concluded that communication and collaboration between the Department of Public Instruction (DPI) and institutions of higher education on issues of remedial education are of great importance to building the state's workforce. As discussed below, the committee recommends that DPI continue its efforts to communicate and collaborate with institutions of higher education regarding remedial education.

During various committee meetings, our committee heard from representatives of DPI, the University of Wisconsin (UW) System, the Wisconsin Technical College System (WTCS), and independent colleges and universities regarding state efforts to reduce the need for remedial education. Remedial education not only directs state resources away from other higher education efforts, it also creates serious scheduling roadblocks that hinder the ability of institutions of higher education to prepare students for the demands of the evolving Wisconsin economy.

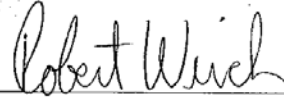
During its meetings, the committee heard testimony regarding reports by higher-ed institutions to certain school districts regarding remedial education statistics related to graduates of those districts. The committee believes these reports provide an effective source of feedback to K-12 educators. Accordingly, we strongly recommend that DPI pursue an across-the-board reporting model based on current best practices to report remedial education statistics back to local school districts.

Thank you for your consideration of this request. If you have any questions, please contact Jessica Karls or Scott Grosz, Legislative Council Staff Attorneys.

Sincerely,



Representative Pat Strachota
Chair, Special Committee on
Building Wisconsin's Workforce



Senator Robert Wirch
Vice Chair, Special Committee on
Building Wisconsin's Workforce

PS:RW:ksm

cc: Kevin Reilly, UW System
Dan Clancy, WTCS
Rolf Wegenke, WAICU

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Laura D. Rose

Deputy Director

January 22, 2009

Mr. Kevin Reilly, President
University of Wisconsin System
Van Hise Hall, Room 1720
1220 Linden Drive
Madison, WI 53706

Dear President Reilly:

We are writing in our capacity as chair and vice chair of the Joint Legislative Council's Special Committee on Building Wisconsin's Workforce. In the course of its meetings, the committee has received substantial testimony regarding the advancement of program-to-program transfer articulation agreements with the Wisconsin Technical College System (WTCS) and other efforts by the University of Wisconsin (UW) System to increase the transferability of credits both within the system and with institutions outside the system.

An important characteristic of our 21st century economy is the typical employee's increasing responsibility to continue learning, and in many cases, to obtain education sufficient to facilitate changes in career fields. As our current economy faces challenges, the need for straightforward access to higher education becomes even more important.

The committee believes access to higher education is of great importance to a successful state economy and encourages the UW System to continue and improve its efforts regarding transferability of credits within the system, as well as transfer articulation agreements and credit transfer with institutions outside the system.

Thank you for your consideration of this request. If you have any questions, please contact Jessica Karls or Scott Grosz, Legislative Council Staff Attorneys.

Sincerely,

Representative Pat Strachota
Chair, Special Committee on
Building Wisconsin's Workforce

Senator Robert Wirch
Vice Chair, Special Committee on
Building Wisconsin's Workforce

PS:RW:ksm

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Laura D. Rose
Deputy Director

January 22, 2009

Mr. Dan Clancy, President
Wisconsin Technical College System
P.O. Box 7874
Madison, WI 53707-7874

Dear President Clancy:

We are writing in our capacity as chair and vice chair of the Joint Legislative Council's Special Committee on Building Wisconsin's Workforce. In the course of its meetings, the committee has received substantial testimony regarding the advancement of program-to-program transfer articulation agreements with the University of Wisconsin (UW) System and other efforts by the Wisconsin Technical College System (WTCS) to increase the transferability of credits both within the system and with institutions outside the system.

An important characteristic of our 21st century economy is the typical employee's increasing responsibility to continue learning, and in many cases, to obtain education sufficient to facilitate changes in career fields. As our current economy faces challenges, the need for straightforward access to higher education becomes even more important.

The committee believes access to higher education is of great importance to a successful state economy and encourages the WTCS to continue and improve its efforts regarding transferability of credits within the system, as well as transfer articulation agreements and credit transfer with institutions outside the system.

Thank you for your consideration of this request. If you have any questions, please contact Jessica Karls or Scott Grosz, Legislative Council Staff Attorneys.

Sincerely,

Representative Pat Strachota
Chair, Special Committee on
Building Wisconsin's Workforce

Senator Robert Wirch
Vice Chair, Special Committee on
Building Wisconsin's Workforce

PS:RW:ksm