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Employment and Training Division  
Bureau of Apprenticeship Standards  
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November 11, 2021

## Wisconsin Apprenticeship Advisory Council

Wednesday, November 17, 2021  
10:00 AM – 3:00 PM

[attend the meeting virtually.](#)

Or call in: +1 608-571-2209; 761995554#

### **Tentative Agenda**

1. Call the meeting to order.
2. Record attendance.
3. Review the roster.
4. **Special Presentations**
  - a. DWD Secretary-Designee Ms. Amy Pechacek
  - b. National Apprenticeship Week
  - c. Wisconsin-Germany Apprenticeship Initiative
  - d. Interim leadership at BAS
  - e. Update on Apprenticeship Advisory Council Alliance
5. **Action Items**
  - a. Approve the minutes of the prior meeting.
  - b. Modify the format of state committee meetings.
6. **Registered Apprenticeship Update**
  - a. Pending projects of Council subcommittees, e.g. by-laws, CPA guidelines, CPA updates.
  - b. Revisions to *Wisconsin Apprenticeship Manual*
  - c. Implementing revisions to CFR 29.30
  - d. Implementing federal grants to expand registered apprenticeship.
  - e. Other
7. **Youth Apprenticeship Update**
8. **Wisconsin Technical System Update**
9. **Schedule meetings for 2022.**
10. **Adjourn**



**DRAFT Minutes of the**  
**Wisconsin Apprenticeship Advisory Council**

to Bureau of Apprenticeship Standards & Wisconsin Technical College System Board

**August 4, 2021**

Members Present	
Anhalt, Tim (alternate)	NECA-IBEW Electrical Apprenticeship
Anthony, Jr., Ruben	Urban League
Emrick, Leigh	Associated Builders & Contractors of WI
Griffith, Tracey	WI Transportation & Builders Association
Grohmann, Gert	Associated General Contractors, Milwaukee
Hayden, Terry (Co-Chair)	Wisconsin Pipe Trades Association
Hurt, Henry (Co-Chair)	Hurt Electric
Jacobson, Gene	PDC Electrical Contractors
McHugh, Shawn	Wisconsin Operating Engineers
Mortenson, Brandon	IAMAW District 10
O'Neill, Hollie	IBEW 2150, WI Electrical Power
Seeley-Schreck, Chrystal	Wisconsin Technical College System
Smith, Karin	Department of Public Instruction
Members Absent	
Barker, Daniel	Ariens Company
Branson, Dave	Building Trades Council, Madison
Daily, Michael	United Steel Workers District 2
Hellenbrand, Callie	Alliant Energy
Lentz, Seth	Workforce Development Board of South Central WI
Pfannerstill, Kathleen	Toolcraft Co., Inc.

Wieseke, Mark	UAW, Region 4
<b>Consultants and Guests</b>	
Badger, Richard	Bureau of Apprenticeship Standards
Conklin, Oliva	Bureau of Apprenticeship Standards
Crary, Cathy	Wisconsin Apprenticeship
Gonzalez, Gladys	
Hagemeir, David	
Johnson, Joshua	Bureau of Apprenticeship Standards
Kasper, Andrew	Wisconsin Apprenticeship
Kennedy, Jeff	Wisconsin Apprenticeship
Manley, Scott	Wisconsin Manufacturing Association
Nakkoul, Nancy	Wisconsin Technical College System
Pratt, Dawn	Bureau of Apprenticeship Standards
Pusch, Liz	Bureau of Apprenticeship Standards
Roddy, Elizabeth	Associated Builders & Contractors
Smith, Owen	Bureau of Apprenticeship Standards
Stahlecker, Ben	Bureau of Apprenticeship Standards
Wagner, Mike	NECA-IBEW
Walsh, Julie	Mechanical and Sheet Metal Contractors Association

1. The meeting was called to order at 10:03 a.m. by Co-Chair Terry Hayden.
2. Mr. Owen Smith recorded attendance.
3. Mr. Smith and the Council reviewed the roster. Director Johnson reported that Mr. Chris Reader accepted a new position and therefore resigned from the Council. The vacancy could be filled three ways: a new representative from manufacturing; a representative from a new sector; or something else. Director Johnson asked the Council how it preferred the vacancy be filled.

**Action:** the Council approved a motion to fill the vacancy with a representative of the healthcare sector.

#### **4. Action Items**

**a. Approve the minutes of the prior meeting.**

The minutes were approved as written.

**b. Review proposal of Policy subcommittee that BAS review certified pre-apprenticeship applications.**

Ms. Leigh Emrick reported that she accepted the subcommittee's nomination to serve as chair. She will present the summary at future meetings.

Mr. Smith reported that the subcommittee recommended that the Bureau review all certified pre-apprenticeship applications and the Council review related policies only; the Council's review of applications has grown beyond its advisory scope and burdensome.

Co-Chair Hayden added that the subcommittee requested that the Bureau provide an executive summary of CPA programs and participants to the Council, perhaps quarterly or annually.

**Action:** *The Council approved a motion that it advise on CPA policies only, not applications, and the Bureau provide a CPA participation summary to the Council. The motion was made by Co-Chair Hayden and seconded by Mr. Grohmann.*

Director Johnson reported that he will present to the Council at its next meeting a list of CPAs discontinued for using participants as unskilled labor to obtain city contracts. A general discussion followed on how CPAs should be monitored and by whom.

**Action:** *The Council recommended that a member of the Equal Access and Outreach Subcommittee should assist Apprenticeship Training Representatives in monitoring the programs.*

**c. Review proposal of Policy subcommittee that CPA application policies include third-party providers.**

Mr. Smith reported that the subcommittee's review of these policies is in progress.

Attendees did not have questions or comments.

**d. Review proposal of Policy subcommittee to review Council By-Laws**

Mr. Smith reported that the Bureau anticipates reviewing the By-laws by the end of the calendar year.

**Action:** *Mr. Anhalt and Ms. Emrick questioned whether the timeline is feasible; the by-laws will likely generate much discussion. Director Johnson stated that he prefers the timeframe and will join the discussions.*

**e. Review recommendations of the Career Pathways subcommittee.**

Ms. Olivia Conklin reported that the subcommittee did not meet.

Attendees did not have questions or comments.

**f. Review recommendations of the Equal Access & Outreach subcommittee.**

Director Johnson reported that the subcommittee will assist the Bureau in developing a five-year outreach plan to be a primary workforce solution in the state. The plan is required as part of the federal grants to expand registered apprenticeship. It is due by the end of 2022, and the Bureau projects it will submit a draft to the Department of Labor for comment by next summer.

Attendees did not have questions or comments.

Director Johnson shared several products from the outreach campaign, "A Different Kind of Classroom." The campaign promotes registered apprenticeship as post-secondary education and a career pathway for minorities and women. The products include, an outreach video, fliers, posters, television and radio advertisements, and social media advertisements.

Attendees applauded the material and recommended posting the vide on YouTube.

## **5. Registered Apprenticeship Update**

### **a. BAS is back in the office.**

Director Johnson reported that state workers returned to the office and are permitted to travel for business, by order of the Department of Administration. However, Bureau staff will make use of virtual options for attending meetings.

Mr. Andrew Kasper reviewed current statistics on registered apprenticeship contracts. The total number of contracts and new apprentice contracts have increased since last year, which supports that the workforce is slowly recovering from the pandemic.

Mr. Anhalt and Ms. Nakkoul asked Mr. Kasper whether the data can be disaggregated by demographics. Mr. Kasper replied that requests of the sort are customizable, so the interested party should email him directly. Director Johnson replied that similar data can be pulled by Apprenticeship Training Representatives.

**Action:** *The Council recommended Bureau provide quarterly updates on participants by demographic and occupation in charts similar to the annual report.*

### **b. BASERS**

Mr. Smith reviewed that this item is a follow-up from the summer meetings. He asked the Council and attendees whether the topic needs to be discussed.

Co-Chair Hayden and Director Johnson agreed that the topic has been discussed sufficiently and follow-up discussions occur with other parties.

### **c. Federal grants to expand registered apprenticeship (SAE, ASE), including campaign materials**

Director Johnson reviewed the new campaign material. The theme, "A Different Kind of Classroom," promotes registered apprenticeship as a career pathway for women and minorities. The material includes several promotional videos, television and radio spots, and social media advertisements. The campaign externally rebranded the Bureau as "Wisconsin Apprenticeship," which is highlighted on the revised homepage.

Attendees applauded the campaign material and its intentional focus on women and minorities.

Mr. Tim Anhalt asked if his local committee's publications could be updated, too; Director Johnson agreed.

Several Council members supported the use of "occupations" instead of "trades" through the website.

### **d. National Association of State & Territorial Apprenticeship Directors Virtual Conference**

Director Johnson reported that Wisconsin Apprenticeship will host the fall conference of NASTAD at the end of the September. The conference includes issues and accomplishments from all 50 states.

Attendees did not have questions or comments.

**e. National Apprenticeship Week**

Director Johnson reported that National Apprenticeship Week has not been announced; if it is not announced by September, Wisconsin will host it the week of November 15.

Attendees did not have questions or comments.

**f. Director meetings with technical colleges and youth apprenticeship consortia**

Director Johnson reported that he plans to visit each technical college and consortium next year to discuss linkages with registered apprenticeship.

Attendees did not have questions or comments.

**6. Youth Apprenticeship Update**

Ms. Cray reported the progress of the curriculum modernization project and current participation statistics.

Attendees did not have questions or comments.

**7. WTCS Update**

Ms. Seeley-Schreck reported no updates. The WTCS is cooperating with the Bureau to build capacity through the SAE grant. WTCS – no data updates – cooperating with SAE grants by building capacities,

Attendees did not have questions or comments.

**8. Special Topic**

Mr. David Hagemer, owner of SalonTwo and sponsor of Barber and Cosmetologist registered apprentices, requested the Council's assistance in modifying the background checks required for apprentices by the Department of Safety and Professional Services. He explained the current process is lengthy and cumbersome and significantly delayed several of his apprentice applicants.

A general discussion followed on the appropriate legislation and administrative code that governs the requirement and appropriate courses of action. Several attendees offered to discuss the matter outside of the meeting and put their contact information in the virtual chat.

8. The Council rescheduled its next meeting to Wednesday, November 17, to coincide with National Apprenticeship Week.

9. The Council adjourned at 2:45 p.m. The motion was made by Ms. Griffith, seconded by Mr. Cook, and approved by the Council.

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*Submitted by Owen Smith, Program and Policy Analyst*