

Department of Workforce Development
Employment and Training Division
Bureau of Apprenticeship Standards
201 E. Washington Ave., Room E100
P.O. Box 7972
Madison, WI 53707-7972
Telephone: (608) 266-3332
Fax: (608) 266-0766
Email: DWDEET@dwd.wisconsin.gov



Scott Walker, Governor
Ray Allen, Secretary
Chytania Brown, Division Administrator

October 29, 2018

TO: State Roofer & Waterproofer Apprenticeship Advisory Committee Members & Consultants

FROM: Owen Smith, Bureau of Apprenticeship Standards
608-266-3133; Owen.Smith@dwd.wisconsin.gov

SUBJECT: State Roofer & Waterproofer Apprenticeship Advisory Committee Meeting

DATE: Thursday, November 1, 2018

TIME: 10:00 AM

Place: SE Wisconsin Roofers Training Center
16601 W Dakota St.
New Berlin, WI

TENTATIVE AGENDA

1. Call the meeting to order.
2. Distribute the sign-in sheet. Introduce the attendees.
3. Review the roster.
4. **Old Business**
 - a. Review the follow-up items from the previous meeting:
 - i. **For action:** approve the minutes.
 - ii. **For action:** involving non-WI apprenticeship sponsors in state committee meetings
 - b. Implementing revisions to CFR 29.30 (AA/EEO requirements)
 - c. Federal grants to expand "registered apprenticeship"
 - d. Presidential executive order to expand "apprenticeship"
 - e. Bureau of Apprenticeship Standards Electronic Registration System (BASERS)
 - f. Apprenticeship Completion Award Program
 - g. Other
5. **New Business**
 - a. 2018 National Apprenticeship Week
 - b. 2019 27th Biennial Wisconsin Apprenticeship Conference
 - c. BAS website changes
 - d. BAS personnel changes
 - e. Other

6. Review the program participants.
7. Schedule the next meeting.
8. Adjourn.

**Draft minutes of the
Roofing & Waterproofing
State Apprenticeship Advisory Committee**

May 23, 2018

SE Wisconsin Roofers Training Center
New Berlin, WI

Members Present	Employer/Organization
Bartowitz, Alfred (Skip)	Roofers Local 65
Ferreira, Gerry (Co-Chair)	Roofers Local 65
Gorman, Travis	Roofers Local 11
Langer, Mark (Co-Chair)	Langer Roofing & Sheet Metal
McNulty, Dennis	Roofers Local 65
Noffke, Ben	Noffke Roofing
Utecht, Allan	Walsdorf Roofing Co
Members Absent	Employer/Organization
Busalacchi, Chris	Schranz Roofing
Consultants & Guests	Employer/Organization
Badger, Richard	Bureau of Apprenticeship Standards
Colson, Amy	SE WI Area Roofing JAC
Emrick, Leigh	Associated Builders & Contractors
Smith, Owen	Bureau of Apprenticeship Standards

1. The meeting was called to order at 10:00 a.m. by Gerry Ferreira, in conformity with the Wisconsin Open Meeting Law.
2. The sign-in sheet was distributed. A quorum was present.
3. The committee reviewed the current roster. No updates were needed. Gerry introduced Amy Colson, the new program assistant of Local 65, who replaced Louis Brietlow.

4. Old Business

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

- i. The minutes were approved as written.

ii. Involving non-WI apprenticeship sponsors in state committee meetings

The topic was tabled until the fall meeting because a representative of Local 96 was not in attendance.

b. Update on implementing revisions to CFR 29.30 (AA/EEO requirements)

Owen reported that the Bureau has yet to receive guidance from the U.S. Department of Labor. Therefore, the Bureau's message to the state committee and sponsors continues to be, "stay tuned." To prepare for the revisions, the Bureau recently trained all apprenticeship training representatives (ATRs) in affirmative action / equal employment opportunity matters, such as CFR 29.29 and how to conduct compliance reviews. The ATRs had various levels of experience with the subject and registered apprenticeship, so the training provided a strong baseline across the staff. The Bureau expects to receive the guidance before the committee's fall meeting.

Attendees did not have questions or comments.

c. Update on WI 2017 WI Act 148 (apprentice-to-journey worker ratio)

Owen reported that this law set the apprentice-to-journey worker ratio at 1:1 for all registered apprenticeships and removed the Bureau's ability to modify the ratio. However, the law does not supersede ratios established by collective bargaining agreements.

Attendees did not have questions or comments.

d. Update on federal grants to expand "registered apprenticeship"

Owen reported that the Bureau has almost begun the third year of the five-year WAGE\$ grant. Through the grant, the Bureau has been expanding registered apprenticeship into advanced manufacturing, health care, and information technology occupations. It's additional focus is expanding the recruitment and retainment of women and minority apprentices. That is also a focus of the state expansion grant, for which the Bureau recently received an \$1.5 million extension. The expansion grant will focus on recruitment and retainment on large construction projects in Madison and Milwaukee. The Bureau's used its third grant, the state accelerator grant, to increase its capacity for administering programs, primarily by upgrading its information management system with BASERS.

A representative of Local 65 stated that 30% of its applicants are women and/or minorities. A representative of Local 11 in Illinois stated that an average of 60% of its applicants are minority and three percent are women.

e. Update on Presidential executive order to expand "apprenticeship"

Owen reviewed that the executive order will create an additional method for industries to create apprenticeships: "industry-recognized" apprenticeships, which will feature less government oversight and regulations for sponsorship.

He reported that the federal task force charged with recommending the overall implementation of the order submitted its final report to the executive office. The report is included in the state committee's meeting material. In accordance with its bylaws, the task force will disband within 30 days. It is unknown when the President's office will review the recommendations and make its final decisions.

Josh noted that industry-recognized apprenticeships will be piloted in industries new to apprenticeship, not in sectors that use registered apprenticeship. The Bureau does not have further details and is awaiting guidance from the Department of Labor.

The state committee expressed concern that the executive order will "water down" the integrity of registered apprenticeship training. A committee member asked whether industry-recognized apprenticeships will operate in Wisconsin. Owen replied that Wisconsin state law grants the Bureau the authority to approve any apprenticeship in the state, and the Bureau plans on conducting business as usual, i.e. approving only registered apprenticeship, unless directed otherwise by the U.S. Department of Labor.

f. Update on Bureau of Apprenticeship Standards Electronic Registration System (BASERS)

Owen reported that the Bureau has implemented the Bureau of Apprenticeship Standards Electronic Registration System (BASERS), an online application that allows sponsors to conduct application and contract actions entirely online. Many sponsors have already adopted it. It is not mandatory; it is optional. The Bureau believes sponsors will see its value and efficiency.

The state committee shared the following comments:

- Some applicants may not be able to use BASERS because they do not speak or write English.
- Local committees learned to have apprentices sign their contract online at a local committee meeting so they receive an orientation and do not forget that they must attend the meetings.
- BASERS requires apprentices to verify their identity by providing their SSN while logging in.

g. Update on Apprenticeship LEADERS Initiative

Owen reviewed that the LEADERS initiative launched during the 2017 National Apprenticeship Week. It recently made its first recommendation to the Bureau: an interactive web-based map of apprenticeship stakeholders. The map would have multiple layers that correspond to categories of stakeholders, e.g. LEADERS members, technical colleges, workforce development boards, etc. The user would select a layer; stakeholders, their locations would appear across the map; and the user would click on a stakeholder's icon for contact information. Owen concluded by noting that the LEADERS program is still accepting participants and participants can choose their level of involvement.

Leigh commented that the map will help promote apprenticeship and sponsors statewide.

h. Update on Apprenticeship Completion Award Program

Owen reported that the program was renewed last fall for an additional two years, as part of the Governor's biennial budget. Apprentices that became eligible between the conclusion of the first iteration and the renewal will be grandfathered in. The program will conclude on June 30, 2020.

Attendees did not have questions or comments.

i. Other

Attendees did not have additional topics.

5. New Business

a. **BAS visited by representatives of Japan and Mississippi**

Owen reported that the Bureau hosted separate learning exchanges with delegations from a prefecture (state) government in Japan and the registered apprenticeship program in Mississippi. Both delegations were exploring solutions to the skills gap and were impressed with employer involvement in and the flexibility of Wisconsin's program.

Attendees did not have questions or comments.

b. **BAS personnel changes**

Owen reported the following changes: Hafeezah Ahmad, apprenticeship training representative (ATR) for Milwaukee, retired; Vincent Rice, policy analyst in Madison, accepted an external position; and the Bureau will receive three new ATR positions from the state legislature. The new ATRs for Milwaukee are Nick Abbott and Steve Vander Heyden. The new policy analyst in Madison is Matthew White. The new ATR positions will focus specifically on the manufacturing sector and will be in Appleton, Milwaukee, and Wausau.

Attendees did not have questions or comments.

c. **BAS website changes**

Owen reported that the Bureau is revising its homepage based on input from Job Center of Wisconsin staff that the page was difficult for career seekers to navigate. The Bureau agreed because the page was designed to serve the Bureau's primary customers, sponsors. The revised homepage will feature boxes for three user groups, e.g. job seekers, employers, and current apprentices and sponsors; each box with feature links to the top two tasks performed by each group; and the top of the homepage will feature a drop-down menu for quickly accessing webpages to specific registered apprenticeships.

Attendees did not have questions or comments.

d. **Other**

i. Registered apprenticeship on www.jobcenterofwisconsin.com

Owen reported that registered apprenticeship sponsors can now post apprenticeship opportunities on JobCenterOfWisconsin.com for free, and the posting will be denoted with the Wisconsin Apprenticeship "A" logo. These features are the product of efforts between JCW and Bureau staff to promote registered apprenticeship opportunities to employers and career seekers alike. The two staffs are improving the search function to yield only official registered apprenticeship opportunities.

Attendees did not have questions or comments.

ii. National Association of State and Territorial Apprenticeship Directors conference

Owen reported that the National Association of State & Territorial Apprenticeship Directors will hold its annual summer conference in Milwaukee from July 29 – August 3. Regional directors of the U.S. Department of Labor will attend a portion of the conference. NASTAD is seeking event sponsors.

Attendees did not have questions or comments.

iii. Registered apprenticeship in correctional facilities

Owen informed attendees that the Bureau is researching opportunities to expand registered apprenticeships in correctional facilities. The effort resulted from a recent visit to correctional facilities in Ohio, which have 2,500 registered apprentices compared to Wisconsin's 52. The Bureau will research work-release programs at minimum-security facilities and then combining training in the facility with training upon release.

Attendees did not have questions or comments.

6. WTCS Update

Owen encouraged the committee to review the written report included in the meeting material.

7. Participants included 86 apprentices and 19 employers with contracts in active or unassigned status on April 2.
8. The committee tentatively scheduled its next meeting for Thursday, November 1, 2018, at 10:00 a.m. at the SE WI Roofers Training Center in New Berlin. Madison
9. The meeting adjourned at 11:30 a.m.

Submitted by Owen Smith, Bureau of Apprenticeship Standards



WAGE\$ Grant Metric Update

Fall Committee Updates

9-4-18

Background

Wisconsin Apprenticeship Growth and Expansion Strategies (WAGE\$) is part of the American Apprenticeship Initiative - a competitively awarded federally funded 5-year grant being implemented between October 1, 2015, through September 30, 2020. WAGE\$ will accelerate the introduction of Registered Apprenticeship into Advanced Manufacturing, IT, and Healthcare statewide. The overarching goal is to sign on at least 1,000 apprentices into the WAGE\$ occupations by the end of the grant. Grant partners include the Wisconsin Technical College System and the eleven workforce development boards (WDBs.) Each WDB supervises at least one apprenticeship liaison who coordinates local activities and works with ATRs to conduct business outreach.

WAGE\$ trades/occupations (as of August 2018)

1. Advanced Manufacturing (all Adv Mfg trades are completed = no additional occupations being developed for WAGE\$)
 - Industrial Manufacturing Technician (existing before WAGE\$)
 - Maintenance Technician (existing before WAGE\$)
 - Welder – Fabricator (existing before WAGE\$)
 - Welder – Automated Welding (existing before WAGE\$)
 - Mechatronics Technician (newly created under WAGE\$)
2. Information Technology (IT) – all newly created under WAGE\$
 - Software Developer (completed, NCWWDB/Midstate begins fall 2018)
 - IT Service Desk Technician (launched August 2018; Waukesha Technical College is lead college. Program will become available statewide through interested technical colleges)
 - Data Analyst (anticipated launch Fall 2018; Chippewa Valley Technical College is lead college. Program will become available statewide through interested technical colleges)
 - IT #4 = TBD
 - IT #5 = TBD
3. Health Care
 - Community Health Worker (was developed by Dept of Health Services; considered newly created; no participation to date)
 - Pharmacy Technician (development in progress; expected completion late 2018; lead undetermined)
 - Medical Assistant (development in progress; expected completion fall 2018; UW-Health is leading development and will conduct the training which will be open to apprentices from the three large healthcare providers in the Madison area; the program will become available statewide through interested technical colleges following resolution of a certification issue.

Status of Main Grant Deliverables

The following table shows the status of the main grant deliverables. Statistics are usually calculated quarterly and after allowing time for parties to input their information. The statistics below were reported for the period ending August 24, 2018, except as otherwise noted. It is expected that the rate of increase in programs and sponsors will increase as more programs are developed and offered.

As of August 24, 2018:

Proposed through 9/30/18 and Actual
as of 8/24/18 unless otherwise noted

Capacity Building & Employer Metrics	To Date		Total proposed to end of grant
	Proposed to end of Year 3¹	Actual to 8/24/18	
Total # of Employers to Benefit from the Grant Program	130	129	383
Total # of Promotional/ Outreach Activities to Employers (through June 30, 2018)	1,975	1,997	3,000
Total # of Newly Registered American Apprenticeship Programs (new trades developed with grant funds)	49	24 ²	100
Total # of Existing Registered Apprenticeship Programs to be Expanded (existing trades when the grant began but the trade having new apprentices in the grant performance period)	59	112 ³	90
Employment & Training Metrics			
Total # of Participants to Receive Services Under this Grant (e.g includes participants served in pre-apprenticeship, apprenticeship, and by other grant activities) – through 6/30/18	4800	46,454	10,000
Total # of New Apprentices Registered ⁴	330	358	1,000

¹ Year 3 ends 9/30/18

² As of 8/24/18, there were 24 sponsors for Mechatronics Technician and 57 Mechatronics Technician apprentices with signed contracts. Although Software Developer was completed, no apprentices had signed contracts. The number of new sponsors and programs does not reflect a new IT Service Desk Technician sponsor and apprentice signed after the report was generated.

³ Count is the best available considering manual process of removing duplicate sponsor/programs.

⁴ Count is for apprentices, not contracts, as of 8/24/18. This number was calculated by # of contracts less the # of transferred contracts from a WAGES occupation to another WAGES occupation or a new/different sponsor.

WAGE\$ Trades and Contracts by Technical College		
Report Total: 365 contracts		
Technical College	# contracts	Trade
Blackhawk Technical College - Milton Campus - 22 Contracts		
	13	Mechatronics Technician
	8	Maintenance Technician
Chippewa Valley Tech. College - Chippewa Falls - 5 Contracts		
	5	Welder - Fabricator
Fox Valley Technical College - 59 Contracts		
	59	Maintenance Technician
Fox Valley Technical College Local 400 - 2 Contracts		
	2	Maintenance Technician
Gateway Technical College-Sturtevant - 8 Contracts		
	8	Maintenance Technician
Lakeshore Technical College - 100 Contracts		
	45	Industrial Manufacturing Technician
	44	Maintenance Technician
	11	Mechatronics Technician
Madison College - 12 Contracts		
	12	Maintenance Technician
Madison College-Truax Campus - 1 Contract		
	1	Maintenance Technician
Mid-State Technical College - 7 Contracts		
	7	Maintenance Technician
Milwaukee Area Technical College - 2 Contracts		
	2	Maintenance Technician
Nicolet Area Technical College - 2 Contracts		
	2	Welder - Fabricator
Northcentral Technical College - 24 Contracts		
	24	Maintenance Technician
Northeast Wisconsin Technical College - 19 Contracts		
	10	Maintenance Technician
	3	Welder / Automated Welding
	6	Welder - Fabricator
Southwest Wisconsin Technical College - 9 Contracts		
	9	Mechatronics Technician
Waukesha County Technical College - 78 Contracts		
	26	Maintenance Technician
	6	Welder - Fabricator
	24	Industrial Manufacturing Technician
	22	Mechatronics Technician
Western Technical College - 15 Contracts		
	15	Maintenance Technician

WAGE\$ Contracts by Trade through August 24, 2018

Trade Name	Count	Female	Minority & Race/Ethnicity*		
			Minority**	Black	Hispanic
Report Total:	365	10 (3%)	44 (12%)	13 (4%)	17 (5%)
Industrial Manufacturing Technician	68	6 (9%)	18 (26%)	9 (13%)	6 (9%)
Maintenance Technician	218	3 (1%)	21 (10%)	4 (2%)	7 (3%)
Mechatronics Technician	57	1 (2%)	4 (7%)	()	3 (5%)
Welder / Automated Welding	3	0	0	0	0
Welder - Fabricator	19	0	1 (5%)	0	1 (5%)

WAGE\$ Contracts by Trade through May 15, 2018

Trade Name e	Count	Female	Minority & Race/Ethnicity*		
			Minority**	Black	Hispanic
Report Total:	289	10 (3%)	36 (12%)	13 (4%)	13 (4%)
Industrial Manufacturing Technician	68	6 (9%)	18 (26%)	9 (13%)	6 (9%)
Maintenance Technician	165	3 (2%)	14 (8%)	4 (2%)	4 (2%)
Mechatronics Technician	40	1 (3%)	3 (8%)	0	2 (5%)
Welder / Automated Welding	3	0	0	0	0
Welder - Fabricator	13	0	1 (8%)	0	1 (8%)

WAGE\$ Contracts by Trade through August 24, 2017

Trade Name Apprentice Name	Count	Female	Minority & Race/Ethnicity*		
			Minority**	Black	Hispanic
Report Total:	169	4 (2%)	24	11 (7%)	7 (4%)
Industrial Manufacturing	37	2 (5%)	12 (32%)	9 (24%)	2 (5%)
Maintenance Technician	115	2 (2%)	10 (9%)	2 (2%)	3 (3%)
Mechatronics Technician	3	0	1 (33%)	0	1 (33%)
Welder / Automated	3	0	0	0	0
Welder - Fabricator	11	0	1 (9%)	0	1 (9%)

All ACAP Reimbursement Requests Processed (Time Period) - Summary

Apprenticeship Completion Award Program (ACAP)

Bureau of Apprenticeship Standards

Division of Employment and Training

9/5/18 08:12 AM

Filters Applied: Determination Date between 6/11/18 and 9/5/18, Fiscal Year(s)= FY19

Type	Fiscal Year	# of RRs	\$Approved	\$Denied
Year One	19		\$45,520.37	\$236,907.58
Year One Totals		208	\$45,520.37	\$236,907.58
Completion	19		\$67,315.84	\$421,393.17
Completion Totals		124	\$67,315.84	\$421,393.17
Report Totals		332	\$112,836.21	\$658,300.75



WTCS System-Wide Activity Update for August 2018

- **WTCS Apprenticeship Enrollment Trend:** For the 2017-18 academic year, WTCS enrollments for all apprenticeship programs increased from 6528 to 6783 unduplicated, and 7124 to 7279 duplicated, students. That is a 3.9% and 2.2% increase, respectively, for the 2017-18 year, as compared to 6.5% and 7.4% for the prior year.
- **WTCS Program Expansion under the WAGE\$ grant:** From March 2016 through July 2018, nineteen apprenticeship program approvals were obtained by various WTCS District for WAGE\$ targeted programs. Currently, 12 out of 16 Districts offer instruction for one or more of these programs.
- **Great Lakes Tools of the Trade/WTCS Apprenticeship Scholarships:** The Great Lakes Higher Education Foundation Board has once again committed to awarding 200 scholarships at \$1500 each for industrial and construction sector apprentices for the 2018-19 academic year.
- **Active WTCS-BAS Apprenticeship Programs, By Sector, Occupation, and College:** The master chart of all apprenticeship programs with related instruction offered through the WTCS can be found here via the following link. "Active" is defined as approved programs with enrollments in the past two years.
<https://mywtcs.wtcsystem.edu/wtcsinternal/cmsspages/getdocumentfile.aspx?nodeguid=2b3fe9c1-681d-4ceb-a612-f474b04aaa8b>



State Committee Report - Construction

State Roofing & Waterproofing Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 10/1/2018 in trade(s) associated with this committee.

Sponsor Name Trade	Apprentices									Employers				
	Total	Minority		Female		Union		Non- Union		Total	W/Union Appr		W/Non-Union Appr	
		#	%	#	%	#	%	#	%		#	%	#	%
1	2	3	3a	4	4a	5	5a	6	6a	7	8	8a	9	9a
All Sponsors Total	73	25	34.2	1	1.4	58	79.5	15	20.5	20	12	60.0	8	40.0
ABC of Wisconsin (All)	15	4	26.7	0	0.0			15	100.0	8			8	100.0
Roofer and Waterproofer (186638101002)	15	4	26.7	0	0.0			15	100.0	8			8	100.0
SE Wisconsin Roofing & Waterproofing JAC	58	21	36.2	1	1.7	58	100.0			12	12	100.0		
Roofer and Waterproofer (186638101002)	58	21	36.2	1	1.7	58	100.0			12	12	100.0		