

Approved Minutes of the  
**Heat & Frost**  
State Apprenticeship Advisory Committee

April 15, 2020  
Webinar

Members Present	Employer / Organization
Large, Brett (Co-Chair)	Heat & Frost Insulators Local 19
Stevens, Craig	Heat & Frost Insulators Local 19
Wicke, Jeremy	Local 127 Heat & Frost
Maluegge, Shane	Central State Mechanical Insulation
Members Absent	Employer / Organization
Peot, Roger (Co-Chair)	Insulation Industries
Consultants & Guests	Employer / Organization
Johnson, Josh	Bureau of Apprenticeship Standards
Kasper, Andrew	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards

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- The meeting was called to order at 10:03 a.m. by Co-Chair Craig Stevens, in conformity with the Wisconsin Open Meeting Law.
  - A sign-in sheet was distributed.
  - The committee reviewed its current roster. A quorum was present. The vacancy on the Employer side is being held for a representative of Associated Builders & Contractor.

**4. Old Business**

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

- For action: approve the minutes  
The minutes were approved as written.

ii. Assessing applicants with Accuplacer Next Generation

Mr. Owen Smith reviewed how the Bureau determined the Bureau used the ACT Math scores on various technical college crosswalks to determine the state committee's Next Generation Arithmetic score. He asked the state committee how well the score was working.

The state committee reported that the score works well.

**b. Implementing revisions to CFR 29.30**

Director Johnson updated attendees on the Bureau's progress:

- The Bureau's overall approach is to educate and assist sponsors, not punish them.
- BAS plans to meet with sponsors this spring and summer to discuss diversity and inclusivity activities and expectations. Those meetings will likely be held via webinar.
- BAS updated the apprentice application to include the opportunity to disclose disabilities.
- BAS is updating its policy and procedures manual, too.
- More information on the revisions, including links to the law and the anti-harassment video provide by the U.S. Department of Labor, is available on the Bureau website.
- Sponsors should email their questions to Mr. Andrew Kasper.

The state committee recommended that the link to the USDOL anti-harassment video be put in BASERS so apprentices can watch it prior to or after registering.

The state committee asked what sponsors and employers have to supply to an apprentice with a disability. Mr. Kasper replied that the apprentices must be able to perform the work with reasonable accommodations, which are determined by the employer and Dept. of Vocational Rehabilitation.

**c. Industry-Recognized Apprenticeship Programs**

Director Johnson reported that IRAPs have been implemented nationally and the construction sector was not included. The Bureau, as the approving agency of all apprenticeships in Wisconsin, will deny IRAPs in Wisconsin and instead discuss flexible options available through registered apprenticeship. More information is likely to come, so the Bureau will keep the state committees informed.

The state committee asked what drove the creation of IRAPs. Director Johnson replied that arguments for IRAPs have some merit; the process of registering an apprenticeship program or apprentice in some federal apprenticeship states can be very long because those states are understaffed. In addition, some industries prefer to have very little to no government oversight.

The state committee asked whether Wisconsin and other states will streamline their processes to compete with IRAPs. Director Johnson replied that Wisconsin will not permit IRAPs and will offer various flexible alternatives.

**d. Federal grants to expand registered apprenticeship**

The Bureau has three active federal grants. The first, WAGE\$, is proceeding well. The Bureau anticipates meeting all over its targets except total number of apprentices in new occupations, which is not a surprise because the first programs in new sectors grow slowly at first.

The second and third grants—the State Apprenticeship Expansion (SAE) grant and the Apprenticeship State Expansion (ASE) grant—will help integrate registered apprenticeship into the workforce system. Through the SAE grant, the Bureau will reimburse sponsors for hiring graduates of certified pre-apprenticeship programs. Through the ASE grant, the Bureau funded two full-time Apprenticeship Navigators in the Milwaukee area. The Navigators will connect registered apprenticeship sponsors with the workforce community—WIOA certified individuals, youth apprenticeships, certified pre-apprenticeships, offenders—and will reimburse registered apprenticeship sponsors for certain costs of on-the-job learning.

The state committee commented that grant funding might be better served by allocating it to sponsors that display double-digit growth. The committee asked whether grant funding could be allocated to sponsors for outreach. Director Johnson replied that the funding was not allocated for that purpose.

**e. Revisions to [www.WisconsinApprenticeship.org](http://www.WisconsinApprenticeship.org)**

Director Johnson reported that the Bureau received permission from the Department of Workforce Development to re-revise its website to look and function differently than the DWD template. The request was influenced by claims from featured sponsors that the recent redesign made their contact information more challenging to access. The Bureau will revise the site this summer.

The state committee commented that the new website is not user-friendly.

**f. Apprenticeship Completion Award Program (ACAP)**

Director Johnson reported that ACAP continues to be a strong example of bipartisan support for registered apprenticeship. He reviewed the most recent totals and noted that the denied reimbursements will always be greater than awarded reimbursements because the maximum reimbursement is 25% of total costs or \$1,000, whichever comes first. The Department will request including ACAP in the next biennial budget.

Attendees did not have questions or comments.

**g. Other**

Attendees did not have additional topics.

## **5. New Business**

**a. Lessons learned from DWD tour of Germany Apprenticeship Program**

Director Johnson reported that he, Secretary Frostman, and several WI Apprenticeship stakeholders visited Germany to tour the Germany Apprenticeship Program. He stated the visit was invaluable in learning how WI Apprenticeship could improve and how it works very well already, within the U.S.

He noted several key take-aways:

- Apprenticeship in Germany is a socio-economic institution. Many, many industries and occupations train workers through registered apprenticeship, and students qualified for apprenticeships are tracked as early as fourth grade. These dynamics are possible due to greater government involvement in industries and the K-12 institutions.
- Similarly, apprenticeship in Germany focuses almost exclusively on preparing students and youth; apprenticeship is rarely used by adults to change careers because they would be far behind the skill level of youth. In contrast, Wisconsin Apprenticeship focuses mostly on helping

adults prepare for careers and Wisconsin Youth Apprenticeship focuses on broadly exposing participants to a career cluster or industry rather than prepare them in-depth for an occupation.

- WI Apprenticeship works very well within the contexts of U.S. society. Involving K-12 students in career and technical education is very important. Although the U.S. secondary school system would not accept "tracking" students early, students are now required to begin "academic career planning" in middle school. Therefore, the most feasible means of strategically positioning Wisconsin Apprenticeship in the K-12 system is to have it included as an option within academic career planning. Middle-school students could then prepare by taking the necessary academic subjects, such as math and science, and then pursue youth apprenticeship in high school.

Attendees did not have questions or comments.

**b. 2021 Biennial Apprenticeship Conference**

Director Johnson reported that the conference will be held February 22-24, 2021, at the Wilderness Hotel in the Wisconsin Dells. The planning team has begun meeting. The specific theme, workshops, and speakers are under discussion, but the primary focus will be that apprenticeship is for everyone, e.g. every sector, worker, student, partner, etc. The Apprenticeship Expo will be included. By summer the Bureau will launch the registration page and mail a save-the-date notice.

Attendees did not have questions or comments.

**c. 2020 National Apprenticeship Week**

The 2020 National Apprenticeship Week was not yet announced nationally, so the Bureau will observe Wisconsin Apprenticeship Week the week of November 8-14.

Attendees did not have questions or comments.

**d. Revising Transition to Trainer**

Director Johnson reported that the Bureau, Wisconsin Technical College System, and Worldwide Instructional Design System have begun revising "Transition to Trainer." The revisions will make the course more accessible to non-traditional apprenticeship occupations, update terminology and learning activities, and introduce on-line delivery of specific modules. The project is lead by WTCS and includes an industry focus group of trainers from traditional and new sectors.

The state committee strongly agreed that the course needed to be revised.

**e. BAS leadership and personnel changes**

Director Johnson thanked attendees for their letters of support for his acceptance as Bureau Director. He emphasized that his vision is to innovate registered apprenticeship by integrating it further with certified pre-apprenticeship, youth apprenticeship, technical diplomas, and more.

Additional personnel changes include the following:

- Tommy Myles, Apprenticeship Navigator
- Dawn Pratt, Apprenticeship Navigator
- Milton Rogers, Apprenticeship Training Representative for Madison
- Corey Popp, Apprenticeship Training Representative for Madison
- Melissa Kendhammer, Apprenticeship Training Representative for La Crosse

- Chris Landerman, Apprenticeship Training Representative for Appleton

Attendees did not have questions or comments.

**f. Other**

Mr. Owen Smith reported that the WI Dept. of Health Services will reimburse training centers for lead abatement training for apprentices and journey workers through its Lead Safe Homes program. He asked representatives of local committees and training centers if they would be interested in learning more. He is informally gauging interest during the state committee season and will email an official letter, background information, and interest survey in May.

The local committees stated that they do not perform the work regularly but will review the information.

6. The Bureau will email the current participant report to the state committee.
7. The Bureau will schedule the next meeting via electronic survey.
8. The meeting adjourned at noon.

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*Submitted by Owen Smith, Program & Policy Analyst*

April 6, 2020

TO: State Insulation Worker (Heat & Frost) Apprenticeship Advisory Committee  
Members and Consultants

FROM: Owen Smith, Bureau of Apprenticeship Standards  
608-266-2491; [owen.smith@dwd.wisconsin.gov](mailto:owen.smith@dwd.wisconsin.gov)

SUBJECT: State Insulation Worker (Heat & Frost) Apprenticeship Advisory Committee meeting

DATE: Wednesday, April 15, 2020

TIME: 10:00 a.m.

PLACE: **Webinar only**  
Link: <https://dwdwi.webex.com/dwdwi/j.php?MTID=m4e2a99e460f02aa58c72194a9b296cf2>  
Meeting number: 928 891 560  
Password: aCTv4B3DRU4  
Join by phone +1-855-282-6330 US TOLL FREE  
Access code: 928 891 560

#### **TENTATIVE AGENDA**

1. Call the meeting to order.
2. Introduce attendees.
3. Review the current roster.

#### **4. Old Business**

- a. Review the follow-up items from previous meeting
  - i. **For action:** approve the minutes of the previous meeting
  - ii. **For action:** assessing applicants with Accuplacer Next Generation
- b. Implementing revisions to CFR 29.30
- c. Industry-Recognized Apprenticeship Programs
- d. Federal grants to expand registered apprenticeship
- e. Revisions to [www.WisconsinApprenticeship.org](http://www.WisconsinApprenticeship.org)
- f. Apprenticeship Completion Award Program (ACAP)
- g. Other

#### **5. New Business**

- a. Lessons learned from DWD tour of Germany Apprenticeship Program
- b. 2021 Biennial Apprenticeship Conference
- c. 2020 National Apprenticeship Week
- d. Revising Transition to Trainer

- e. BAS leadership and personnel changes
- f. Reimbursable training in lead disciplines via Lead-Safe Homes Program
- g. Other

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

## WAGE\$ Apprentices and Sponsors by Occupation Spring 2020 Committee Update

The Wisconsin Apprenticeship Growth and Expansion Strategies (WAGE\$) grant is a 5-year, \$5 million grant from the US Department of Labor. The purpose is to expand Registered Apprenticeship in Advanced Manufacturing and develop new programs in Information Technology and Health Care. The grant started October 1, 2015, and will conclude September 30, 2020.

- The overarching goal is 1,000 apprentices in the occupations selected for grant support.
- The table below shows the number of apprentices and sponsors in each occupation.
- Community Health Worker and Cybersecurity Specialist are in development.
- Pharmacy Technician was recently completed.
- Data Analyst has four apprentices that are being counted by Employ Milwaukee, Inc.'s sister grant. There is one Data Analyst sponsor.

<b>WAGE\$ Apprentices by Occupation</b> <b>Cumulative 10/01/2015 - 03/08/2020</b> <small>This report includes apprentice contract records which, during the selected report period, match the following criteria: CONTRACT DISTRICT= ALL, CONTRACT SECTOR= ALL, CONTRACT TRADE=Industrial Manufacturing Technician;Maintenance Technician;Mechatronics Technician;Welder - Fabricator;Welder / Automated Welding;Software Developer;Pharmacy Technician, Retail Store;Medical Assistant;IT Service Desk Technician;Data Analyst;Broadband Service Technician;Cybersecurity Analyst, CONTRACT TYPE(s)=Apprentice, APPR SEX= ALL, APPR MINORITY= ALL, APPR RACE(s)= ALL, ER WDA= ALL, ER COUNTY= ALL, ER NAME= ALL, ER UI= ALL, INMATE= ALL, SCHOOL NAME= ALL, SPONSOR TYPE(s)= ALL, SPONSOR NAME(s)= ALL, TRANSFER TO= ALL, TRANSFER FROM= ALL</small>				
Occupation Name	Count Sponsors	Count App	Female	Minority
<b>Report Total:</b>	<b>Total 205 sponsors</b>	<b>633</b>	<b>63 (10%)</b>	<b>99 (16%)</b>
<b>Industrial Manufacturing Technician</b>	<b>12 sponsors</b>	135	19 (14%)	37 (27%)
<b>Maintenance Technician</b>	<b>131 sponsors</b>	329	4 (1%)	30 (9%)
<b>Mechatronics Technician</b>	<b>37 sponsors</b>	90	2 (2%)	6 (6%)
<b>Welder / Automated Welding and Welder - Fabricator</b>	<b>15 sponsors</b>	34	1 (3%)	4 (12%)
<b>Broadband Service Technician</b>	<b>1 sponsor</b>	1	0 (0%)	0 (0%)
<b>Data Analyst</b> (4 apprentices but all are counted by Employ Milwaukee)	<b>1 sponsor</b>	0		
<b>IT Service Desk Technician</b>	<b>4 sponsors</b>	4	1 (25%)	1 (25%)
<b>Software Developer</b>	<b>3 sponsors*</b>	2	2 (100%)	0 (0%)
<b>Medical Assistant</b>	<b>1 sponsor</b>	38	34 (89%)	21 (55%)
*Number of sponsors is greater than the number of apprentices because one apprentice left one job and started with a different sponsor				





# All ACAP Reimbursement Requests Processed (Time Period) - Summary

Apprenticeship Completion Award Program (ACAP)

Bureau of Apprenticeship Standards

Division of Employment and Training

3/5/20 10:27 AM

Filters Applied: Determination Date between 7/1/19 and 3/5/20, Fiscal Year(s)= FY20

Type	Fiscal Year	# of RRs	\$Approved	\$Denied
Year One	20		\$127,224.23	\$616,354.68
<b>Year One Totals</b>		<b>618</b>	<b>\$127,224.23</b>	<b>\$616,354.68</b>
Completion	20		\$164,478.91	\$1,026,716.02
<b>Completion Totals</b>		<b>376</b>	<b>\$164,478.91</b>	<b>\$1,026,716.02</b>
<b>Report Totals</b>		<b>994</b>	<b>\$291,703.14</b>	<b>\$1,643,070.70</b>





## **WTCS System-Wide Activity Update March 2020**

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### **WTCS-BAS 20 Apprenticeship Completion Report**

The 2020 WTCS-BAS Apprenticeship Completer Report is now available online. The report contains employment, wage and training satisfaction outcomes for apprentices completing their programs in 2016-17. It can be found here: [2020 WTCS-BAS Apprentice Completer Report](#)

- Of the 1,143 completers surveyed, 488 (43%) responded. (In the prior year report, 847 completers were surveyed and response rate was 39%.)
- Respondents reported a 92% satisfaction rate for on-the-job training and 96% for classroom instruction.
- Median salary across all trades increased to \$80,344. This is up from \$77,753 and \$71,624 in the two prior reporting years.
- Respondents indicating an interest in continuing education beyond apprenticeship remained steady at 44%.

### **WTCS Apprenticeship Enrollment Trend**

WTCS enrollments across all apprenticeship programs increased from 6903 to 7588 unduplicated, and 7450 to 7696 duplicated, students by the end of 2018-2019 academic year. That is a 9.9% and 3.3% increase, respectively, in one year. A current mid-year snapshot for 2019-20 is showing 7524 enrolled apprentices. Confirmed actual enrollment for the 2019-20 academic year will not be available until August 2020.

### **Active WTCS-BAS Apprenticeship Programs, By Sector, Occupation, and College as of January 2019**

The master chart of all apprenticeship programs with related instruction offered through the WTCS colleges can be found here via the following link. "Active" is defined as approved programs with enrollments in the past two years. The color-coded chart can be found on the MyWTCS website here: [WTCS Active Apprenticeship Programs March 2020 \(Color Chart\)](#)



# Apprentice Related Instruction



## Active WTCS/BAS Programs by Sector and Occupation - February 2020

	BLACKHAWK	CHIPPEWA VALLEY	FOX VALLEY	GATEWAY	LAKESHORE	MADISON AREA	MID-STATE	MILWAUKEE AREA	MORAINES PARK	NICOLET AREA	NORTH CENTRAL	NORTHEAST WI	SOUTHWEST WI	WAUKESHA	WESTERN	WI INDIANHEAD
<b>Construction Sector Apprentice Related Instruction</b>																
Bricklaying/Masonry																
Carpentry																
Concrete Finishing/Cement Mason																
Drywall Finisher																
Electrical																
Electronic Systems Tech/Voice-Data-Video																
Glazing																
HVAC/Environmental Service																
Ironworking																
Operating Engineer/Heavy Equipment																
Painting & Decorating																
Plumbing																
Roofing																
Sheet Metal																
Sprinkler Fitting																
Steamfitting Construction																
Steamfitting Service/Refrigeration																
<b>Industrial Sector Apprentice Related Instruction</b>																
Electrical & Instrumentation/Instrumentation Tech																
Industrial Electrician																
Industrial Manufacturing Technician																
Injection Mold Set-Up (Plastic)																
Machinist																
Maint Mech/Millwright/Lube Tech/Machine Repair																
Maintenance Technician																
Mechatronics																
Metal Fabricator/Industrial Sheetmetal																
Pipe Fabricator/Welder																
Pipefitter																
Resilient Floor																
Tool & Die/Patternmaker/Moldmaker																

# Apprentice Related Instruction



## Active WTCS/BAS Programs by Sector and Occupation - February 2020

	BLACKHAWK	CHIPPEWA VALLEY	FOX VALLEY	GATEWAY	LAKESHORE	MADISON AREA	MID-STATE	MILWAUKEE AREA	MORAINES PARK	NICOLET AREA	NORTH CENTRAL	NORTHEAST WI	SOUTHWEST WI	WAUKESHA	WESTERN	WI INDIANHEAD
Service Sector Apprentice Related Instruction																
Arborist																
Barber/Cosmetologist																
Broadband Service Technician																
Cook/Chef																
Electrical Line Worker																
Facilities Maintenance Technician																
IT-Data Analyst																
IT-Service Desk Technician																
IT-Software Developer																
Metering Technician																
Substation Electrician																
Wastewater Treatment Operator																

## State Committee Report - Construction

### State Heat & Frost Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 4/1/2020 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	77	6	7.8	6	7.8	71	92.2	6	7.8	25	22	88.0	3	12.0
ABC of Wisconsin (All)	6	0		1	16.7			6	100.0	3			3	100.0
Insulation Worker (Heat & Frost) (0186336401402)	6	0		1	16.7			6	100.0	3			3	100.0
Northern WI Area Heat & Frost JAC	25	0		1	4.0	25	100.0			11	11	100.0		
Insulation Worker (Heat & Frost) (0186336401402)	25	0		1	4.0	25	100.0			11	11	100.0		
Southern WI Heat & Frost Insulators JAC	46	6	13.0	4	8.7	46	100.0			13	13	100.0		
Insulation Worker (Heat & Frost) (0186336401402)	46	6	13.0	4	8.7	46	100.0			13	13	100.0		