

Department of Workforce Development
Employment and Training Division
Bureau of Apprenticeship Standards
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STATE OF WISCONSIN



Department of Workforce Development

Tony Evers, Governor
Amy Pechacek, Secretary-Designee
Michele Carter, Division Administrator

September 14, 2022

TO: State Carpentry Apprenticeship Advisory Committee Members and Consultants

FROM: Owen Smith, Bureau of Apprenticeship Standards; Owen.Smith@dwd.wisconsin.gov

SUBJECT: State Carpentry Apprenticeship Advisory Committee meeting

DATE: Thursday, September 22, 2022

TIME: 10:00 AM

ATTEND: [Attend virtually.](#)

Attend via phone only:
608-571-2209; 375 952 292#

Attend in person:
Department of Workforce Development, Room F105
201 E Washington Ave
Madison, 53703

TENTATIVE AGENDA

1. Call the meeting to order.
2. Record attendees.
3. Review the roster.
4. **Action: approve the minutes**
5. **Discussions**
 - a. Questions from the BAS Director's Call with State Committees
 - b. Expanding the size of the state committee
 - c. Reimbursements for on-the-job learning
 - d. How is industry preparing for potential infrastructure projects?
 - e. Other
6. Review the program participants.
7. Adjourn.

Draft Minutes of the
Carpentry
State Apprenticeship Advisory Committee

May 4, 2022
Department of Workforce Development
Madison, WI

Virtual option provided.

Members Present	Organization/Employer
Adamavich, Michael	NCSRCC
Bialcik, Corey	NCSRCC
Bunkelman, Jim	Royal Construction
Coates, Shaun	NCSRCC
Emrick, Leigh	Associated Builders & Contractors
Hernandez, Raul	NCSRCC
Higgins, Mike	NCSRCC
Macejkovic, Jim	Building Service, Inc.
Panek, Scott	Carpenters Training Institute
Preiss, Tim	Oscar J. Boldt Construction
Rodriguez, Pat (Co-Chair)	NCSRCC
Schwengels, Joe	J.P. Cullen & Sons, Inc.
Smith, Aaron	C.G. Schmidt
Members Absent	Organization/Employer
Consultants & Guests	Organization/Employer
Castillo, Saul	Madison College
Dubenske, Scott	Wisconsin Technical College System
Giese, Rob	NCSRCC
Johnston, Stephanie	Boys & Girls Club
Jungwirth, Christina	Northeast Wisconsin Technical College
Mayek, Mandy	Mid-State Technical College
Neddef, Brandon	Carpenters Training Institute

Nowak, Raquel	Bureau of Apprenticeship Standards
O'Shasky, Lynn	Bureau of Apprenticeship Standards
Perkofski, Lisa	Carpenters Training Institute
Polk, David	Bureau of Apprenticeship Standards
Pusch, Liz	Bureau of Apprenticeship Standards
Scholz, Barry	Miron Construction
Smith, Owen	Bureau of Apprenticeship Standards

1. The meeting was called to order at 10:03 a.m. by Co-Chair Pat Rodriguez, in conformance with the Wisconsin Open Meetings Law.
2. A roll call was conducted. A quorum was present.
3. The committee reviewed the current roster. Several members noted errors in their contact information.

Mr. Smith introduced two new Employer members: Leigh Emrick and Jim Bunkelman. Mr. Smith acknowledged that the Bureau overruled the state committee's previous motion to not award an additional seat to Associated Builders and Contractors.

Attendees did not have questions or comments.

4. Action Items

a. Elect Employer Co-Chair

The state committee postponed the election until the 2022 spring meeting.

b. For action: approve the minutes

The minutes were approved as revised: the state committee requested that the minutes state, "the entire state committee disagreed."

c. Accepting proof of high school education or equivalency

Mr. Smith reported that he received a request to include this item on the agenda. The state committee agreed that the matter did not need to be discussed; it was resolved at the local level.

d. Minimum ACT Math score of 15

Mr. Smith reported that the Bureau will review state construction committees' statewide minimum scores this summer to ensure they are still helpful four years after they were implemented. He reviewed that the state committee established one statewide minimum score that local committees must follow: an ACT Math score of 15. All other assessments and scores are at the discretion of the local committee. He asked the state committee how the score has been working.

The state committee agreed to keep the current requirements; applicants that do not pass can take another assessment or receive additional support. In addition, local committees that use proprietary assessments also offer Next Generation.

5. Discussion Items

a. BAS Director's Call with State Committees

Director Polk reviewed that the Bureau hosted the first virtual Director's Call this spring. The objective is to present updates that pertain to most or all state committees in a single forum so that each state committee's agenda is dedicated mostly to its unique program(s). The Director's Call was approved by the Wisconsin Apprenticeship Advisory Council at its first quarter meeting.

Director Polk emphasized that although the Director's Call is intended to streamline state committees' agendas, committees will be able to discuss items from the call at their respective meetings, if needed.

Director Polk asked attendees for feedback.

Attendees appreciated the streamlined format and the opportunity to hear from other state committees.

b. Modified format of state committee meetings

Director Polk and Mr. Smith explained that the meeting agenda is an example of the new format; the meeting is held in person, includes a virtual option, and focuses on the committee's unique policies.

Attendees did not have questions or comments.

c. Review of the *Wisconsin Apprenticeship Manual*

Director Polk reported that the *Manual* was reviewed by the Policy and Standards Subcommittee of the Wisconsin Apprenticeship Advisory Council and will be reviewed by the full Council on June 6. When the Council approves the revisions, they will become the official working draft and a 90-day public comment period will ensue. The Bureau will email links to the original version, the revised version, and a summary of changes to all state committees. After the 90-day period, BAS and the Council will approve the final version.

The state committee requested a list of Council members and inquired into its structure.

Mr. Smith stated that the structure and roster are posted on the BAS website. Mr. Polk reiterated that all meetings of the Council and its subcommittees are public and posted on the BAS website.

d. Review of state standards

Mr. Smith explained that the *Manual* provides the boilerplate language that constitutes 90% of the state committee's standards. Therefore, once the *Manual* is approved, the Bureau will populate the revisions into the standards. The revisions will include clarifications and new formatting, but not new policies. He reiterated that the committee's unique policies, such as its learning content, will not be affected and are at the committee's discretion.

Attendees did not have questions or comments.

e. Other

Several Employee members voiced concern that the roster insufficiently represents union contractor organizations active in apprenticeship. In addition, the members voiced concern that the Carpenter apprenticeship is not represented on the WI Apprenticeship Advisory Council.

A lengthy discussion followed. Mr. Smith stated that if a contractor organization believes it is not represented on the state committee or Council, it can email an official letter of concerns to the Bureau, and the Bureau will research whether an appropriate seat is available. Mr. Smith and Director Polk also emphasized that state committees and the Council are representative, not all-inclusive. Both have maximum sizes and criteria for representation. Importantly, both advisory bodies are collaborative, not competitive.

Action: *the Bureau will add expanding the size of the state committee to the fall agenda.*

6. Review the program participants.

Attendees reviewed the latest statistics and did not have questions or comments.

7. The meeting adjourned at 11:40. The Bureau will schedule the next meeting via electronic survey.

Submitted by Owen Smith, Program & Policy Analyst



APPRENTICESHIP GRANT FUNDING AVAILABLE

(up to) **\$2,500** for **EMPLOYERS** and **\$600** for **APPRENTICES**

On-the-Job Learning

up to \$2,500 available for employers (per apprentice)

- Reimbursement for employers who hire apprentices
- Compensation for hands-on training (OJL) provided to the apprentice by the employer

Supportive Services

up to \$600 available for apprentices

- Work-related clothing, boots and tools
- Books and testing fees
- Required physicals
- Transportation
- Housing or Childcare

[Apply here - dwd.wisconsin.gov/aBASERS/](https://dwd.wisconsin.gov/aBASERS/)

~ WHO TO CONTACT ~

**Kenosha, Milwaukee, Racine, Ozaukee,
Walworth, Washington & Waukesha Counties**
Employ Milwaukee, Inc.

Jeff McAlister

apprenticeships@employmilwaukee.org

All Other Wisconsin Counties
Workforce Development Board
of South Central Wisconsin, Inc.

Jeff Kennedy

JKennedy@wdbscw.org
(608) 249-9001 Ext. 230

This Department of Labor federal grant funding is available for employers and apprentices if the apprentice is deemed eligible based on the following criteria:

- Registered apprenticeship contract must have been activated within the time period of: 07/01/19 – 06/30/23
- Apprentice has not received funding from a previous registered apprenticeship grant

This workforce product was funded by a grant awarded by the U.S. Department of Labor's Employment and Training Administration

For more detailed information, please visit our website:
WisconsinApprenticeship.org

State Committee Report



This summary counts employers and apprentices, between 9/1/2022 and 9/1/2022 with contract status as Active & Unassigned in occupation(s) associated with this committee.

Report is based on apprentice contracts where:

- Contract sector is 'Construction'.
- Contract occupation code matches a occupation code assigned to committee.
- Contract sponsor is the employer.

Note: Employers active in more than one occupation or committee can cause Column #3 totals at the Committee or State level to deviate from the summed total of the individual occupation or committee rows.

Occupation	Apprentices									Employers				
	Total	Minority		Females		Union		Non-Union		Total	Union		Non-Union	
		#	%	#	%	#	%	#	%		#	%	#	%
1	2	3	3a	4	4a	5	5a	6	6a	7	8	8a	9	9a
Report Total	1,160	77	6.6	27	2.3	1,055	90.9	105	9.1	215	171	79.5	45	20.9
Carpenter (Cabinet Maker) (0166028001001)	3	0	0	1	33.3	3	100.0	0	0	1	1	100.0	0	0
Carpenter (Construction) (0186038102201)	864	60	6.9	22	2.5	765	88.5	99	11.5	170	130	76.5	41	24.1
Carpenter (Construction-Residential SWR) (0186038164002)	7	1	14.3	0	0	0	0	7	100.0	6	0	0	6	100.0
Carpenter (Floor Coverer) (0186448101001)	65	8	12.3	0	0	65	100.0	0	0	20	20	100.0	0	0
Carpenter (Heavy Highway Pile Driver) (0186038158102)	22	2	9.1	1	4.5	22	100.0	0	0	9	9	100.0	0	0
Carpenter (Millwright) (0163828101801)	176	5	2.8	3	1.7	176	100.0	0	0	29	29	100.0	0	0
Carpenter (Pile Driver) (0186038158101)	24	2	8.3	1	4.2	24	100.0	0	0	8	8	100.0	0	0

State Committee Report by Sponsor & Occupation



This summary counts employers and apprentices, between 9/1/2022 and 9/1/2022 with contract status as Active & Unassigned in occupation(s) associated with this committee.

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Note: Employers active in more than one occupation or committee can cause Column #7 totals at the Committee or State level to deviate from the summed total of the individual occupation or committee rows.

Sponsor Name Occupation	Apprentices									Employers				
	Total	Minority		Females		Union		Non-Union		Total	Union		Non-Union	
		#	%	#	%	#	%	#	%		#	%	#	%
1	2	3	3a	4	4a	5	5a	6	6a	7	8	8a	9	9a
Report Total	1,160	77	6.6	27	2.3	1,055	90.9	105	9.1	215	171	79.5	45	20.9
ABC of Wisconsin (All)	78	10	12.8	4	5.1	0	0	78	100.0	36	0	0	36	100.0
Carpenter (Construction) (0186038102201)	74	10	13.5	4	5.4	0	0	74	100.0	34	0	0	34	100.0
Carpenter (Construction-Residential SWR) (0186038164002)	5	0	0	0	0	0	0	5	100.0	4	0	0	4	100.0
Central Wisconsin Area Carpentry JAC	22	2	9.1	1	4.5	0	0	22	100.0	6	0	0	6	100.0
Carpenter (Construction) (0186038102201)	22	2	9.1	1	4.5	0	0	22	100.0	6	0	0	6	100.0
Eau Claire Area Carpentry JAC	73	2	2.7	0	0	73	100.0	0	0	22	22	100.0	0	0
Carpenter (Construction) (0186038102201)	66	1	1.5	0	0	66	100.0	0	0	18	18	100.0	0	0
Carpenter (Floor Coverer) (0186448101001)	1	0	0	0	0	1	100.0	0	0	1	1	100.0	0	0
Carpenter (Heavy Highway Pile Driver) (0186038158102)	6	1	16.7	0	0	6	100.0	0	0	4	4	100.0	0	0
Greater Wisconsin Millwright JAC	135	3	2.2	2	1.5	135	100.0	0	0	19	19	100.0	0	0
Carpenter (Millwright) (0163828101801)	135	3	2.2	2	1.5	135	100.0	0	0	19	19	100.0	0	0
La Crosse Area Carpentry JAC	68	3	4.4	2	2.9	68	100.0	0	0	16	16	100.0	0	0
Carpenter (Construction) (0186038102201)	53	2	3.8	1	1.9	53	100.0	0	0	13	13	100.0	0	0
Carpenter (Floor Coverer) (0186448101001)	2	0	0	0	0	2	100.0	0	0	2	2	100.0	0	0
Carpenter (Heavy Highway Pile Driver) (0186038158102)	2	0	0	0	0	2	100.0	0	0	1	1	100.0	0	0
Carpenter (Pile Driver) (0186038158101)	11	1	9.1	1	9.1	11	100.0	0	0	2	2	100.0	0	0
Lakeshore Area Carpentry Advisory Comm	1	0	0	0	0	0	0	1	100.0	1	0	0	1	100.0
Carpenter (Construction) (0186038102201)	1	0	0	0	0	0	0	1	100.0	1	0	0	1	100.0

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	Total	Minority		Females		Union		Non-Union		Total	Union		Non-Union	
		#	%	#	%	#	%	#	%		#	%	#	%
1	2	3	3a	4	4a	5	5a	6	6a	7	8	8a	9	9a
Report Total	1,160	77	6.6	27	2.3	1,055	90.9	105	9.1	215	171	79.5	45	20.9
Madison Area Carpentry JAC	184	18	9.8	4	2.2	184	100.0	0	0	46	46	100.0	0	0
Carpenter (Construction) (0186038102201)	173	16	9.2	3	1.7	173	100.0	0	0	41	41	100.0	0	0
Carpenter (Floor Coverer) (0186448101001)	8	1	12.5	0	0	8	100.0	0	0	5	5	100.0	0	0
Carpenter (Heavy Highway Pile Driver) (0186038158102)	3	1	33.3	1	33.3	3	100.0	0	0	2	2	100.0	0	0
Northeast Wisconsin Carpentry JAC	222	10	4.5	6	2.7	221	99.5	1	.5	32	31	96.9	1	3.1
Carpenter (Construction) (0186038102201)	185	8	4.3	6	3.2	184	99.5	1	.5	23	22	95.7	1	4.3
Carpenter (Floor Coverer) (0186448101001)	24	2	8.3	0	0	24	100.0	0	0	5	5	100.0	0	0
Carpenter (Heavy Highway Pile Driver) (0186038158102)	10	0	0	0	0	10	100.0	0	0	6	6	100.0	0	0
Carpenter (Millwright) (0163828101801)	1	0	0	0	0	1	100.0	0	0	1	1	100.0	0	0
Carpenter (Pile Driver) (0186038158101)	2	0	0	0	0	2	100.0	0	0	2	2	100.0	0	0
Northern WI Carpenters Advisory Comm	2	1	50.0	0	0	0	0	2	100.0	2	0	0	2	100.0
Carpenter (Construction-Residential SWR) (0186038164002)	2	1	50.0	0	0	0	0	2	100.0	2	0	0	2	100.0
SE WI Area Carpentry JAC	256	36	14.1	9	3.5	256	100.0	0	0	81	81	100.0	0	0
Carpenter (Cabinet Maker) (0166028001001)	3	0	0	1	33.3	3	100.0	0	0	1	1	100.0	0	0
Carpenter (Construction) (0186038102201)	218	30	13.8	8	3.7	218	100.0	0	0	68	68	100.0	0	0
Carpenter (Floor Coverer) (0186448101001)	29	6	20.7	0	0	29	100.0	0	0	11	11	100.0	0	0
Carpenter (Millwright) (0163828101801)	6	0	0	0	0	6	100.0	0	0	5	5	100.0	0	0
SE WI Area Millwright/PileDriver JAC	45	3	6.7	1	2.2	45	100.0	0	0	13	13	100.0	0	0
Carpenter (Millwright) (0163828101801)	34	2	5.9	1	2.9	34	100.0	0	0	9	9	100.0	0	0
Carpenter (Pile Driver) (0186038158101)	11	1	9.1	0	0	11	100.0	0	0	4	4	100.0	0	0

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		#	%	#	%	#	%	#	%		#	%	#	%
1	2	3	3a	4	4a	5	5a	6	6a	7	8	8a	9	9a
Report Total	1,160	77	6.6	27	2.3	1,055	90.9	105	9.1	215	171	79.5	45	20.9
Wausau Area Carpentry JAC	74	2	2.7	0	0	73	98.6	1	1.4	16	16	100.0	1	6.3
Carpenter (Construction) (0186038102201)	72	2	2.8	0	0	71	98.6	1	1.4	14	14	100.0	1	7.1
Carpenter (Floor Coverer) (0186448101001)	1	0	0	0	0	1	100.0	0	0	1	1	100.0	0	0
Carpenter (Heavy Highway Pile Driver) (0186038158102)	1	0	0	0	0	1	100.0	0	0	1	1	100.0	0	0

Historical Report by Year

Report Period: 2022* and Previous -10 Years

*Current year is YTD data as of Run Date: 09/12/2022		
Run Date: 09/12/2022		
State Carpentry Committee		
Sponsored Trade Group(s): Construction		
Year	Active Apprentices	Active Employers
2012	434	168
2013	373	139
2014	419	147
2015	597	172
2016	757	197
2017	889	209
2018	1,079	237
2019	1,223	242
2020	1,330	242
2021	1,248	223
2022	1,182	223

