

November 8, 2021

TO: State Masonry Apprenticeship Advisory Committee Members and Consultants

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

SUBJECT: State Masonry Apprenticeship Advisory Committee meeting

DATE: Thursday, November 11, 2021

TIME: 10:00 a.m.

ACCESS: [Join the virtual meeting.](#)
Or call in: 608-571-2209; 249 199 347#

TENTATIVE AGENDA

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

4. For action:

- a. Elect Co-Chairs
- b. Approve the minutes
- c. Revise the minimum length of the Masonry Heavy Highway program.
- d. Update on state standards.
- e. Adopt a statewide curriculum standards summary.

5. Discussion Items

- a. Registered apprenticeship during COVID-19
 - b. Mandatory registration in BASERS, effective July 1, 2021
 - c. Implementing revisions to CFR 29.30
 - d. Implementing Transition to Trainer and Teaching Transition to Trainer
 - e. Applicant outreach campaign and revisions to www.WisconsinApprenticeship.org
 - f. Apprenticeship Completion Award Program
 - g. BAS leadership and personnel changes
 - h. Other
6. WTCS Update
 7. Review the program participants.
 8. Schedule the next meeting.
 9. Adjourn.



Draft Minutes of the
Masonry
State Apprenticeship Advisory Committee

March 9, 2021
Virtual

Members Present	Organization/Employer
Engleke, Kilah	OPCMIA Local 599 Area 558
Bonlender, Bill	
Gray, Todd	OPCMIA Local 599
Higgins, Todd	BAC District Council of WI
Hyatt, Mike	BAC District Council of WI
Vick, Jim	BAC District Council of WI
Young, Natalie	Walsh Masonry, Inc.
Members Absent	Organization/Employer
Burt, Mark	Miron Construction
Hetzel, Jim	Hetzel Tile & Marble
Hink, Scott	OPCMIA Local 599 Area 558
Consultants & Guests	Organization/Employer
Badger, Richard	Wisconsin Apprenticeship
Emrick, Leigh	Associated Builders & Contractors
Johnson, Joshua	Wisconsin Apprenticeship
Johnston, Stephanie	WRTP/BIG STEP
Kasper, Andrew	Wisconsin Apprenticeship
Mehling, Deb	Madison Area Technical College
Moreno, Stephanie	WRTP/BIG STEP
Phillips, Amy	Wisconsin Apprenticeship
Tyrell, Josh	

1. The meeting was called to order at 10:03 a.m. by Co-Chair Jim Vick, in conformance with the Wisconsin Open Meetings Law.

1. A roll call was conducted. A quorum was present.

2. The committee reviewed the current roster. The committee welcome two new members: Kilah Engelke and Bill Bonlender. One Employer seat is being held for Associated Builders & Contractors. After the seat is filled, the committee will elect an Employer Co-Chair.

3. **Action**

a. **Approve the minutes.**

The committee approved the minutes as written.

b. **Review the state standards and applicant assessment procedure.**

Mr. Smith reported that he invites the state committee to review its state standards in full this year to ensure all content, such as recent law changes and policies unique to the committee, is accurate.

The state committee agreed.

Mr. Smith reviewed that several state construction committees had requested that applicants be able to submit Armed Services Vocational Aptitude Battery scores in lieu of the local assessment. Mr. Smith reported that the Bureau determined ASVAB scores are not permitted because the assessment is categorically different than the local assessments, e.g. Accuplacer Next Generation and ACT.

The state committee thanked Mr. Smith and reported they would rather have all applicants take the same assessments.

c. **Opportunity for statewide curriculum standards summary.**

Mr. Smith reviewed that the state committee tabled the topic last year for this meeting. Ms. Nakkoul reviewed that she asks the state committee whether it would like the Wisconsin Technical College System to develop a statewide curriculum standards summary for the committee's registered apprenticeships' related instruction. The standards are used by 90% of registered apprenticeships to document the broad competencies taught in related instruction, provide consistent delivery across technical colleges, and provide a clear overview of the apprenticeship to employers and stakeholders. In addition, the colleges are required to have documented course outcome summaries for accreditation review and audits by the U.S. Department of Education.

Ms. Nakkoul reiterated that the summary is used by several registered apprenticeships that use proprietary curriculum. The summary would include only high-level descriptions and reference modules in the national curriculum, which protects the proprietary content.

Action: the state committee requested a confidential copy be emailed to Co-Chair Vick and the topic be decided in the fall. Ms. Nakkoul will email a copy to Owen, who will email it to Co-Chair Vick.

d. Review youth apprenticeship curriculum.

Ms. Philips reported that the state youth apprenticeship staff is reviewing and revising the Architecture & Construction youth apprenticeship, which includes masonry and concrete. She encouraged attendees to participate in the review.

The state committee agreed

5. Discussion Items

a. Registered apprenticeship during COVID-19

Director Johnson reiterated that the Bureau encourages sponsors and training facilities to modify training as needed to ensure safety. He asked whether the Bureau could provide technical assistance.

The training coordinators reported they shifted most classes to online delivery but have returned mostly to in-person classes, with precautions. They complimented the support from BAS.

b. Mandatory registration in BASERS, effective July 1, 2021

Mr. Johnson skipped this topic because all local committees use BASERS.

c. Implementing revisions to CFR 29.30

Mr. Kasper reviewed that Apprenticeship Training Representatives will begin conducting quality assessments with sponsors with five or more apprentices as they come due.

Attendees did not have questions or comments.

f. Wisconsin Apprenticeship Completer Report

Ms. Nakkoul reviewed the report design and results, noting the data from Masonry apprentices. She noted that the report includes data on apprentices who completed related instruction through the technical colleges and responded to the survey. She reviewed that only two Masonry apprentices replied. The minimum is five, so the data was insufficient.

Ms. Nakkoul reported that she shared that future versions will standardize wage and earnings across a 40-hour workweek to account for variations in overtime.

Attendees did not have questions or comments.

g. Implementing Transition to Trainer and Teaching Transition to Trainer

Ms. Nakkoul explained the requirements for T2T instructors certified prior to 2021 and instructors who want to become certified to teach the course. Ms. Nakkoul reviewed the website that hosts the requirements and schedule of upcoming courses.

Mr. Smith reported that certified instructors who have not taken the required refresher can continue teaching the old curriculum until they complete the refresher.

Mr. Smith put the link to the WTCS website in the virtual meeting chat. The training coordinators replied that their staff will register for an upcoming session.

h. Supportive services and OJL reimbursement for registered apprentices

Mr. Smith explained the reimbursements available to sponsors and apprentices, the eligibility criteria, and the points of contact. Representatives of WRTP/ BIG STEP commented that graduates of their certified pre-apprenticeships would qualify.

Attendees did not have questions or comments.

d. Biden Administration Bolsters Registered Apprenticeship

Mr. Smith reviewed the key points of the news release.

Attendees did not have questions or comments.

e. National Apprenticeship Act 2021

Mr. Smith reviewed the key points of the act.

Attendees did not have questions or comments.

i. Applicant outreach campaign and revisions to www.WisconsinApprenticeship.org

Director Johnson reviewed the new campaign, "A Different Kind of Classroom." He emphasized that the campaign targets minority and female career seekers.

Attendees did not have questions or comments.

j. Apprenticeship Completion Award Program

Director Johnson reported that the program continues to be a strong example of bipartisan support for registered apprenticeship. He noted that the total funding declined will likely always exceed total funding awarded because apprentices submit all costs of related instruction in order to qualify for the maximum reimbursement.

Attendees did not have questions or comments.

k. BAS leadership and personnel changes

This item was not discussed due to time constraints.

k. 2021 National Apprenticeship Week

Director Johnson reported that if the Department of Labor does not announce the official dates by summer, Wisconsin Apprenticeship Week will be November 15.

Attendees did not have questions or comments.

l. Other

Attendees did not have additional topics.

6. WTCS Update

Ms. Nakkoul reviewed the executive report included in the meeting material, particularly the scholarships available to apprentices.

Attendees did not have questions or comments.

7. Review the program participants.

Program participants included 163 apprentices and 62 employers with contracts active or unassigned on March 1, 2021.

8. The Bureau will schedule the next meeting via online survey.

9. The meeting adjourned at 11:40 a.m.

Submitted by Owen Smith, Program & Policy Analyst

February 24, 2021

Dear Apprenticeship Employers:

The [link](#) is now live to access information on applying for on-the-job learning reimbursements through Wisconsin Apprenticeship grant funds. Follow the instructions offered in the [link](#) and review the information in this email regarding eligibility. The deadline for submitting questions regarding this announcement is March 5th at 2 p.m. CST. Awards may be made as soon as March 15th. Applications will be reviewed in the order in which they are received. Questions can be sent to our grants mailbox at dwddetgrants@dwd.wisconsin.gov.

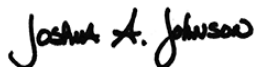
The on-the-job learning reimbursements are part of a Wisconsin grant initiative, using federal grant funds, to help defray the extraordinary costs of training apprentices. Employers may be eligible for up to a \$1,000 reimbursement for each apprentice that they hired between July 1, 2019 and January 30, 2021, as long as the apprentice meets one of the following criteria:

- The apprentice previously completed a Wisconsin Youth Apprenticeship program in any career cluster; or
- The apprentice previously completed a state certified pre-apprenticeship program in any job sector. A detailed list of Wisconsin certified pre-apprenticeship programs can be found [here](#); or
- The apprentice was hired to work in the IT, Healthcare, Bio-Tech, Transportation, Agriculture or Financial Services sectors.

Employers may only receive one on-the-job learning reimbursement per apprentice that meets the qualifying criteria and cannot request reimbursement for the same apprentice more than once.

Thank you for being valued Wisconsin apprenticeship employers and sponsors.

Sincerely,



Joshua Johnson, State Director
Wisconsin Apprenticeship

Dear Wisconsin Apprentices:

Wisconsin Apprenticeship has federal grant funds available to provide supportive services to registered apprentices. Up to \$600 may be available to each Wisconsin registered apprentice to assist with the following apprenticeship-related costs:

- Uniforms or work clothing
- Tools
- Required physicals
- Books
- Test fees
- Mileage
- Bus passes
- Parking permits
- Childcare
- Rent & housing costs

Apprentices who began their apprenticeship between July 1, 2019 and March 31, 2022 are eligible. Reimbursements will be awarded to applicants through March 31, 2022, or until the funding runs out. Apprentices must contact the following organizations, according to location, to determine if they qualify:

**Milwaukee, Racine, Kenosha, Walworth,
Washington, Waukesha and Ozaukee
counties**

Employ Milwaukee
Jose Galvan
Jose.galvan@employmilwaukee.org
2342 North 27th Street
Milwaukee, WI 53210

Office 414-270-1743
Cell 414-852-1914

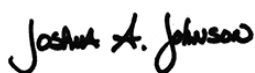
All other Wisconsin counties

South Central Workforce Development Board
Jeff Kennedy
jkennedy@wdbscw.org
3513 Anderson Street Ste 104
Madison, WI 53704

Office 608-249-9001 Ext. 230

Thank you for being valued Wisconsin apprentice.

Sincerely,



Joshua Johnson, State Director
Wisconsin Apprenticeship



WTCS System-Wide Activity Update September 2021

WTCS Apprenticeship Enrollment Trend

WTCS enrollments across all apprenticeship programs decreased from 7923 to 7630 unduplicated, and 8053 to 7720 duplicated, students by the end of 2020-2021 academic year. That is a 3.7% and 4.1% decrease, respectively, in one year.

Ascendium Education Group Tools of the Trade Scholarships Increased Again in 2021

For the 2021-22 academic year, Ascendium Education Group has committed to awarding an additional 75 scholarships to industrial and construction sector apprentices who receive their related instruction through a WTCS college. A total of 325 awards of \$1500 apiece will be granted statewide in March 2022, with the scholarship application period open from late August until late November 2021.

New MyWTCS Website: <https://mywtcs.wtcsystem.edu/>

MyWTCS is an intranet site for the Wisconsin Technical College System and stakeholders. Launched in February 2021, the re-designed site includes a new look and improved functionality and features, including an [expanded apprenticeship resources section](#). WTCS systemwide publications, including the annual Apprenticeship Completion Report, can be found on the [Wistechcolleges](#) sister-site, under [publications](#).

[Preparing to Teach Transition to Trainer \(PT2TT2T\)](#)

MyWTCS also hosts information, administrative guidance, and upcoming PT2TT2T course offerings for instructors of the BAS-mandated apprentice Transition to Trainer course. As of January 2021, current instructors of Transition to Trainer must complete the 3-hour abridged Preparing to Teach Transition to Trainer course by the end of 2021.

New Proactive Approach to Revisions of Apprenticeship Related Instruction offered through the WTCS

Starting in 2021, the WTCS and BAS adopted a 5-year cycle revision framework for all systemwide apprenticeship curriculum where related instruction is offered at more than one WTCS college. Approximately sixty systemwide apprenticeship programs have a documented curriculum standard model that will form the foundation for review of program and course outcomes and competencies. Apprenticeship faculty, industry sponsors and State Apprenticeship Trade Advisory Committees will be engaged in the review process. This proactive approach will ensure that learning remains current with industry needs and technological advancements. Program assignment within the 5-year cycle will remain fluid.

Curriculum Review Completed 2020-21	Curriculum Slated for Review 2021-22
<ul style="list-style-type: none">• Carpentry (All)• Wastewater Treatment• Electrical (All)• Industrial Manufacturing Technician• IT-Service Desk	<ul style="list-style-type: none">• HVAC (ABC)• Mechatronics• Barber/Cosmetology• Bricklaying/Masonry• Industrial Electrical, Maintenance Technician, and E&I Technician

<ul style="list-style-type: none"> • IT-Software Developer 	<ul style="list-style-type: none"> • Arborist • Electric Line, Metering Technician, and Substation Electrician
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Active WTCS-BAS Apprenticeship Programs, By Sector, Occupation, and College as of August 2021

The master [color-coded chart](#) of all apprenticeship programs with active related instruction offered through the WTCS colleges can be found on the MyWTCS website. “Active” is defined as approved programs with enrollments in the past two years.

State Committee Report



This summary counts employers and apprentices, between 11/1/2021 and 11/1/2021 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	160	23	14.4	5	3.1	145	90.6	15	9.4	63	56	88.9	8	12.7
Bricklayer (0186138101801)	76	6	7.9	3	3.9	73	96.1	3	3.9	31	30	96.8	2	6.5
Cement Mason (0184436401001)	35	7	20.0	0	0	34	97.1	1	2.9	23	22	95.7	1	4.3
Cement Mason (Heavy Highway) (0184436401003)	22	6	27.3	1	4.5	22	100.0	0	0	10	10	100.0	0	0
Concrete Finisher (0184436401004)	11	3	27.3	0	0	0	0	11	100.0	5	0	0	5	100.0
Plasterer (0184236101801)	3	0	0	0	0	3	100.0	0	0	2	2	100.0	0	0
Tile Setter (0186138105401)	13	2	15.4	1	7.7	13	100.0	0	0	4	4	100.0	0	0

State Committee Report by Sponsor & Occupation



This summary counts employers and apprentices, between 11/1/2021 and 11/1/2021 with contract status as Active & Unassigned in occupation(s) associated with this committee.

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- 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 #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	160	23	14.4	5	3.1	145	90.6	15	9.4	63	56	88.9	8	12.7
ABC of Wisconsin (All)	11	3	27.3	0	0	0	0	11	100.0	5	0	0	5	100.0
Concrete Finisher (0184436401004)	11	3	27.3	0	0	0	0	11	100.0	5	0	0	5	100.0
Madison Area Bricklaying JAC	19	0	0	1	5.3	19	100.0	0	0	7	7	100.0	0	0
Bricklayer (0186138101801)	19	0	0	1	5.3	19	100.0	0	0	7	7	100.0	0	0
Madison Area Cement Masonry JAC	16	1	6.3	0	0	16	100.0	0	0	9	9	100.0	0	0
Cement Mason (0184436401001)	12	1	8.3	0	0	12	100.0	0	0	6	6	100.0	0	0
Cement Mason (Heavy Highway) (0184436401003)	1	0	0	0	0	1	100.0	0	0	1	1	100.0	0	0
Plasterer (0184236101801)	3	0	0	0	0	3	100.0	0	0	2	2	100.0	0	0
Milwaukee Area Bricklaying JAC	24	4	16.7	2	8.3	24	100.0	0	0	9	9	100.0	0	0
Bricklayer (0186138101801)	24	4	16.7	2	8.3	24	100.0	0	0	9	9	100.0	0	0
Milwaukee Area Cement Masonry JAC	25	8	32.0	1	4.0	25	100.0	0	0	14	14	100.0	0	0
Cement Mason (0184436401001)	11	3	27.3	0	0	11	100.0	0	0	9	9	100.0	0	0
Cement Mason (Heavy Highway) (0184436401003)	14	5	35.7	1	7.1	14	100.0	0	0	7	7	100.0	0	0
Milwaukee Area Tile Setters JAC	7	1	14.3	0	0	7	100.0	0	0	2	2	100.0	0	0
Tile Setter (0186138105401)	7	1	14.3	0	0	7	100.0	0	0	2	2	100.0	0	0

State Committee Report by Sponsor & Occupation



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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	160	23	14.4	5	3.1	145	90.6	15	9.4	63	56	88.9	8	12.7
Northeast WI Area Masonry JAC	28	3	10.7	1	3.6	27	96.4	1	3.6	10	9	90.0	1	10.0
Bricklayer (0186138101801)	15	1	6.7	0	0	15	100.0	0	0	6	6	100.0	0	0
Cement Mason (0184436401001)	2	0	0	0	0	1	50.0	1	50.0	2	1	50.0	1	50.0
Cement Mason (Heavy Highway) (0184436401003)	5	1	20.0	0	0	5	100.0	0	0	1	1	100.0	0	0
Tile Setter (0186138105401)	6	1	16.7	1	16.7	6	100.0	0	0	2	2	100.0	0	0
Tri-County Area Trowel Trades JAC	8	3	37.5	0	0	8	100.0	0	0	6	6	100.0	0	0
Bricklayer (0186138101801)	2	1	50.0	0	0	2	100.0	0	0	2	2	100.0	0	0
Cement Mason (0184436401001)	6	3	50.0	0	0	6	100.0	0	0	5	5	100.0	0	0
Western WI Masonry JAC	13	0	0	0	0	13	100.0	0	0	7	7	100.0	0	0
Bricklayer (0186138101801)	8	0	0	0	0	8	100.0	0	0	5	5	100.0	0	0
Cement Mason (0184436401001)	3	0	0	0	0	3	100.0	0	0	2	2	100.0	0	0
Cement Mason (Heavy Highway) (0184436401003)	2	0	0	0	0	2	100.0	0	0	2	2	100.0	0	0
WI River Valley Area Masonry JAC	9	0	0	0	0	6	66.7	3	33.3	5	4	80.0	2	40.0
Bricklayer (0186138101801)	8	0	0	0	0	5	62.5	3	37.5	4	3	75.0	2	50.0
Cement Mason (0184436401001)	1	0	0	0	0	1	100.0	0	0	1	1	100.0	0	0