

Department of Workforce Development
Employment and Training Division
Bureau of Apprenticeship Standards
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Scott Walker, Governor
Raymond Allen, Secretary
Chythania Brown, Division Administrator

April 2, 2018

TO: State Sheet Metal Apprenticeship Advisory Committee Members & Consultants

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

SUBJECT: **State Sheet Metal Apprenticeship Advisory Committee meeting**

DATE: **Thursday, April 12, 2018**

TIME: 09:30 AM

PLACE: Sheet Metal Workers Local 18
2201 Springdale Rd
Waukesha, WI

TENTATIVE AGENDA

1. Call to the meeting to order.
2. Distribute the sign-in sheet. Introduce attendees.
3. Review the roster.
4. **Old Business**
 - a. Review follow-up items from the previous meeting:
 - i. approve the minutes
 - ii. SMART and direct-entry
 - b. Update on implementing revisions to CFR 29.30 (AA/EEO requirements)
 - c. Update on federal grants to expand "registered apprenticeship"
 - d. Update on Presidential executive order to expand "apprenticeship"
 - e. Update on Bureau of Apprenticeship Standards Electronic Registration System (BASERS)
 - f. Update on Apprenticeship LEADERS initiative
 - g. Update on Apprenticeship Completion Award Program
 - h. Update on WI 2017 WI Act 148 (apprentice-to-journey worker ratio)
 - i. Other
5. **New Business**
 - a. BAS visited by representatives of Japan, Mississippi
 - b. BAS personnel changes
 - c. BAS website changes
 - d. Other

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

Minutes of the State Sheet Metal Apprenticeship Advisory Committee

October 19, 2017
Sheet Metal Workers Local 18
Waukesha, WI

Members Present	Employer / Organization
Aldag, Dave (Co-Chair)	Aldag Honold
Athas, Donald	Sheet Metal Local 18
Bartz, Scott	Sheet Metal Local 18 Madison
Groeschel, Jr., Ken	Butters-Fetting Co., Inc.
Hill, Mark	Tweet-Garot Mechanical Inc.
Katt, Dave	Keystone Heating & Air Conditioning
Kemper, Keith	Sheet Metal Local 18 KRW
Malesevich, Tom	Sure Fire
Mooney, Mike	Sheet Metal Local 18
Rollings, Lauri	SMACCA Milwaukee
Wagner, Craig	Sheet Metal Local 18
Wippich, Daniel	Sheet Metal Local 18 Fox Valley
Members Absent	Employer / Organization
Everhart, Rich	General Heating
Knocke, Scott	Sheet Metal Local 18
Landgraf, Patrick (Co-Chair)	Local 18
Phillips, Earl	Sheet Metal Local 18
Stockland, Pat	Capitol Mechanical, Inc.
Consultants & Guests	Employer / Organization
Bohacek, Dajen	SMACNA
Emrick, Leigh	Associated Builders & Contractors
Frehner, Josh	Milwaukee Area Sheet Metal JATC
O'Shasky, Lynn	Bureau of Apprenticeship Standards

Pusch, Liz	Bureau of Apprenticeship Standards
Simons, Carl	Madison Area Sheet Metal JATC
Smith, Owen	Bureau of Apprenticeship Standards

1. The meeting was called to order at 09:35 a.m. by Co-Chair Dave Aldag, in conformance with the Wisconsin open meeting laws.
2. A roll call was conducted and a sign-in sheet was circulated.
3. The committee reviewed the current roster. No updates were necessary.

4. **Old Business**

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

i. For action: approve the minutes

The committee approved the draft minutes as written.

ii. How is accepting ACT scores progressing?

The committee and consultants shared that accepting ACT scores is progressing well. A few applicants have submitted scores and the scores satisfied the minimum requirement. It is still perhaps too soon tell; more applicants likely to submit ACT scores in the future.

iii. How is the YA-RA crosswalk progressing?

The committee and consultants shared that the crosswalk itself works well, but no youth apprentices have directly transitioned to registered apprenticeship yet. It is too early to tell.

b. Revisions to CFR 29.30 (AA/EEO requirements)

Owen reported that the Bureau has yet to receive further technical assistance on implementation from the U.S. Department of Labor. In short, "stay tuned." The committee did not have questions or comments.

c. Federal grants to expand registered apprenticeship

Owen reported that the WAGE\$, expansion, and accelerator grants are progressing well. The WAGE\$ grant will affect construction trades indirectly by increasing the recruitment and retention of women and minority applicants. The expansion grant has similar objectives. The accelerator grant is being used to expand the Bureau's internal capacity to administer programs; the funding will help upgrade the Bureau's information management system and fund additional apprenticeship training representatives. The committee did not have questions or comments.

d. Apprenticeship Completion Award Program

Owen reported that the program concluded on June 30 and is included in the governor's proposed budget for the next biennium. Therefore, it may be renewed for two more years. The Bureau was informed that its database is still mailing eligibility notices to apprentices and their sponsors. The Bureau

advises to keep the notices in the event the program is renewed and apprentices are grandfathered in. The committee did not have questions or comments.

e. Other

No other items were brought forward.

5. New Business

a. For action: accepting Armed Services Vocational Aptitude Battery scores from applicants

The committee explained that Local 18 is interested in adopting its international's pre-apprenticeship program, SMART HEROS. The program provides veterans with seven weeks of intensive classroom training and then tests the participants through a battery of test. Participants must pass both the classroom training and tests to complete the program.

On behalf of several local committees, the state committee asked whether the Bureau would approve graduates receiving direct entry into the sheet metal registered apprenticeship program and one year of credit towards on-the-job learning. In addition, the state committee asked whether the Bureau would approve of local committees assessing the graduates' scores on the Armed Services Vocational Aptitude Battery (ASVAB) rather than the Accuplacer of ACT

Owen replied that direct entry is likely not possible: all applicants must complete the full application process and cannot bypass steps or requirements. In addition, starting pre-apprenticeship program graduates as second-year registered apprentices can be risky, as learned through the initial version of the Veterans in Piping program. The contractors reported that the graduates lacked some necessary job-site experience and difference in pay and experience upset other second-year apprentices.

Owen reported that Director Karen Morgan agreed to research the ASVAB and determine whether it would be a viable alternative to the ACT and Accuplacer.

Action: BAS Director Karen Morgan will review the request for ASVAB and direct entry and discuss her determination at the next meeting.

b. Presidential Executive Order: Expanding Apprenticeships for America

Owen explained the executive order seeks to create a third category of apprenticeships: industry-recognized apprenticeships. Currently, there are two types of apprenticeship programs in the U.S: federal programs administered by the U.S. Department of Labor; and state programs administered by a state's own apprenticeship agency, like the Bureau.

The task force implementing the executive order has claimed that many companies complained that the sponsor application process for federal or state registered apprenticeships is difficult, lengthy, and full of red tape. Therefore, "industry-recognized" apprenticeships will be distinguished by much less government oversight and regulations for sponsors.

Owen explained that the implementation timetable for the order is unknown and much remains to be seen. The Bureau will keep state committees informed.

The committee asked whether industry-recognized apprenticeships will be allowed in Wisconsin. Owen replied that it remains to be seen how the order will interact with current federal and state laws.

c. 2017 WI Senate Bill 411

Owen explained that the bill proposes making the apprentice-to-journey ratio 1:1 for all registered apprenticeship programs and removing the Bureau's ability to modify it. The bill is still being discussed by the legislature.

The committee shared that it has been aware of the bill and opposes it.

d. 2017 National Apprenticeship Week

Owen informed the committee that the third annual National Apprenticeship Week will be November 13-19. The Bureau encourages all stakeholders to consider hosting an open house or similar event for their local partners and audiences. Wednesday, November 15, will emphasize construction training centers across the state. If you will host an event, inform your apprenticeship training representative or Joshua Johnson, Chief of Field Operations, so your event will be placed on the master calendar.

The committee and several consultants shared that they will be hosting open-house events and tours.

e. 2018 Wisconsin Apprenticeship Diversity Conference

Owen shared that the Bureau projects it will resume the biennial conference in the fall of 2018 and dedicate the event to discussing recruitment and retainment requirements, strategies, and questions.

f. Other

The committee commented Karen is reviewing a proposal to allow cancelled apprentices to re-apply after seven days rather than six months.

6. WTCS Update

Owen encouraged the committee to read the WTCS written update provided in the meeting packet.

7. Program participants include 653 apprentices and 154 employers with a contract in active or unassigned status on October 5, 2017.
8. The next meeting is tentatively scheduled for Thursday, April 12, 2018, at 9:30 at the same location.
9. The meeting was adjourned at 11:15 a.m.

10. Follow-up Items

BAS will research the ASVAB and direct entry.

*Submitted by Owen Smith,
Bureau of Apprenticeship Standards*



WTCS System-Wide Activity Update for Spring 2018

- WTCS Apprenticeship Completion Report:** The WTCS published the new Apprenticeship Completion Report in February 2018 with data from completers from 2015-16.
<http://www.wtcsystem.edu/wtcsexternal/cmspages/getdocumentfile.aspx?nodeguid=b3153b83-19ff-41d4-8527-39fe0e9c845c>
 - Of 908 apprentice completers surveyed, 331 responded for a 36% response rate.
 - 98% indicated they were employed in the trade for which they received training, up 3% from the prior report.
 - Annual median earnings of \$71,624 was reported across all sectors, a 6% increase from the prior year's report.
 - 97% indicated that they were very satisfied or satisfied with their paid-related instruction. For On-The-Job Training, 95% reported they were very satisfied or satisfied.
 - 43% are considering continuing their formal education, up significantly from 34% from the prior year's survey (i.e., Technical Studies Journey Worker AAS, associate degree, bachelor's degree)
- WTCS Apprenticeship Enrollment Trend:** WTCS enrollments across all apprenticeship programs increased from 6128 to 6527 unduplicated, and 6633 to 7123 duplicated, students by the end of June 2017. That is a 6.5% and 7.4% increase, respectively, in one year. A current mid-year snapshot for 2017-18 is showing 6199 and 6634 enrollees. Confirmed actual enrollment for the 2017-18 academic year will not be available until August 2018.
- Great Lakes Tools of the Trade/WTCS Apprenticeship Scholarships:** In a surprise announcement in December 2017, the Great Lakes Higher Education Foundation Board decided to increase the apprenticeship scholarship amount to \$1500 per individual, and they are once again awarded 200 scholarships for industrial and construction sector apprentices in February 2018.
- System-Wide Curriculum:** Collaborative work between all stakeholders continues for the following new or substantively revised system-wide apprenticeship curriculum during the 2017-18 Academic year.

NEW	Organic Vegetable Farm Manager	Auto Body Collision and Repair	IT-Data Analyst	IT-Service Desk	Pharmacy Technician	Financial Services Rep.
Revisions & Crosswalks	Electrical & Instrumentation	Plumbing Below the Line Courses	Crosswalk of Mechatronics to Electromechanical and Automated Systems	Crosswalk between Machinist Technical Diploma and Apprenticeship		ABC Electrical

State Committee Report - Construction

State Sheet Metal Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 4/2/2018 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	622	47	7.6	6	1.0	486	78.1	136	21.9	148	106	71.6	42	28.4
ABC of Wisconsin (All)	126	7	5.6	1	0.8			126	100.0	39			39	100.0
Heating, Ventilating and Air Cond. Install/ Service (163726101402)	117	7	6.0	1	0.9			117	100.0	35			35	100.0
Sheet Metal Worker (180428101001)	9	0		0	0.0			9	100.0	6			6	100.0
East Central WI Area Sheet Metal JAC	37	2	5.4	0	0.0	28	75.7	9	24.3	10	7	70.0	3	30.0
Environmental Systems Technician (163726101401)	7	0		0	0.0	6	85.7	1	14.3	5	4	80.0	1	20.0
Sheet Metal Worker (180428101001)	30	2	6.7	0	0.0	22	73.3	8	26.7	8	5	62.5	3	37.5
ELW Area Sheet Metal JAC	61	2	3.3	1	1.6	60	98.4	1	1.6	23	22	95.7	1	4.3
Sheet Metal Worker (180428101001)	61	2	3.3	1	1.6	60	98.4	1	1.6	23	22	95.7	1	4.3
Fox Valley Area Sheet Metal JAC	107	2	1.9	1	0.9	107	100.0			19	19	100.0		
Environmental Systems Technician (163726101401)	3	0		0	0.0	3	100.0			3	3	100.0		
Sheet Metal Worker (180428101001)	104	2	1.9	1	1.0	104	100.0			17	17	100.0		
Madison Area Sheet Metal JAC	84	6	7.1	1	1.2	84	100.0			13	13	100.0		
Environmental Systems Technician (163726101401)	6	0		0	0.0	6	100.0			3	3	100.0		
Sheet Metal Worker (180428101001)	78	6	7.7	1	1.3	78	100.0			13	13	100.0		
Milwaukee Area Sheet Metal JAC	180	25	13.9	2	1.1	180	100.0			48	48	100.0		
Environmental Systems Technician (163726101401)	33	5	15.2	0	0.0	33	100.0			16	16	100.0		
Environmental Systems Technician (Residential) (163726101404)	1	0		0	0.0	1	100.0			1	1	100.0		
Sheet Metal Worker (180428101001)	136	19	14.0	2	1.5	136	100.0			39	39	100.0		
Sheet Metal Worker (Residential) (180428101005)	10	1	10.0	0	0.0	10	100.0			4	4	100.0		
Southeastern WI Area Sheet Metal JAC	27	3	11.1	0	0.0	27	100.0			10	10	100.0		
Environmental Systems Technician (163726101401)	6	0		0	0.0	6	100.0			3	3	100.0		
Sheet Metal Worker (180428101001)	21	3	14.3	0	0.0	21	100.0			8	8	100.0		

Wisconsin Bureau Of Apprenticeship Standards
State Sheet Metal Committee
Historical Report by Year
Report Period: 2018* and Previous 10 Years



*Current year is YTD data as of Run Date: 04/02/2018		
Run Date: 04/02/2018		
State Sheet Metal Committee		
Sponsored Trade Group(s): Construction		
Year	Active Apprentices	Active Employers
2008	630	165
2009	553	162
2010	533	160
2011	492	151
2012	451	139
2013	455	131
2014	501	131
2015	555	138
2016	632	153
2017	671	155
2018	636	150

