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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

May 13, 2022

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 Ironworking Apprenticeship Advisory Committee meeting**

DATE: **Wednesday, May 18, 2022**

TIME: **10:00 AM**

ACCESS: **Attend in person:**
Department of Workforce Development, Room H103
201 E Washington Ave
Madison, WI 53703

Or attend via phone:
608-571-2209; 895 832 024#

[Or attend virtually.](#)

TENTATIVE AGENDA

1. Call the meeting to order.
2. Record attendees.
3. Review the roster.
4. **For action:** approve the minutes.
5. **Discussion Items**
 - a. How has discontinuing applicant assessment scores worked?
 - b. BAS Director's Call with State Committees
 - c. Modified format of state committee meetings
 - d. Review of the *Wisconsin Apprenticeship Manual*
 - e. Review of the state standards.
 - f. Other
6. Review the program participants.
7. Adjourn.

DRAFT Minutes of the
Ironworking
 State Apprenticeship Advisory Committee

September 15, 2021
 Local 383 Training Center
 Madison, WI (& virtual)

Members Present	Organization / Employer
Cyganek, Brad (Co-Chair)	Ironworkers Local 8
DeMinter, Tim	Ironworkers Local 383
Hayes, Peter	Red Cedar Steel Erectors
Mayrhofer, Tony	Ironworkers Local 8
Riley, John	K.F. Sullivan Co.
Members Absent	Organization / Employer
Davies, Barry	Local 512 (MN)
Hager, Ben (Co-Chair)	J.H. Findorff
Hooyman, Chad	SPE Little Chute
Shultis, Andrew	Ironworkers Local 383
Consultants and Guests	Organization / Employer
Badger, Richard	Bureau of Apprenticeship Standards
Hanson, Rich	Ironworkers Local 8
Johnson, Josh	Bureau of Apprenticeship Standards
Johnston, Stephanie	WRTP/BIG STEP
Moreno, Stephanie	WRTP/BIG STEP
Nakkoul, Nancy	WI Technical College System
Smith, Owen	Bureau of Apprenticeship Standards
Stern, Pete	Ironworkers Local 383

1. The meeting was called to order at 10:03 a.m. by Co-Chair Brad Cyganek, in conformance with the Wisconsin open meeting laws.
2. Mr. Smith recorded attendance. A quorum was present.
3. The committee reviewed the current roster. The contractor organization, ACEA, will nominate a new Employer member to replace Ms. Otte from Boldt.

4. Action Items

a. Approve the minutes.

The state committee approved the minutes as written.

b. Review state standards. and applicant assessment scores.

Mr. Smith reported that this project is on hold while the *Wisconsin Apprenticeship Manual*, the source of the large majority of the state standards, is reviewed by the Department of Workforce Development legal counsel. The timeframe of the review is not known.

Attendees did not have questions or comments.

c. Review the applicant assessment scores.

Mr. Smith reviewed that the state committee has required minimum scores on applicant assessments for at least ten years to predict applicants' success in related instruction. Over the past three years, the state committee has consistently expressed interest in lowering or discontinuing the scores because they do not reliably predict the applicants' most important qualities: work ethic and ability to perform on-the-job learning. The state committee perceives the scores as a barrier to many otherwise well-qualified applicants.

Mr. Smith asked the committee whether it was prepared to decide on a course of action.

The committee explained that the scores are one component in each applicant's overall rating. The committee asked whether applicants that do not meet the required minimum score could simply receive a "zero" in that component rather than be disqualified. Mr. Smith replied, no; the minimum scores are required, and applicants that fail to meet them must retest.

Ms. Stephanie Johnston and Ms. Stephanire Moreno expressed concern that discontinuing the assessments may admit more unqualified applicants, which would correspondingly increase the cancellation rates. She reiterated that WRTP/BIG STEP provides tutoring to applicants and would help analyze cancellation rates to determine whether then assessment scores contributed.

Director Johnson noted that the state committee has the authority under CFR 29.30 to determine its selection procedures as long as they are not discriminatory. He asked the state committee whether the assessment requirements may present a barrier to applicants; the state committee agreed that they do.

Director Johnson cautioned the state committee that denying applicants is more desirable than cancelling apprentices; high cancellation rates warrant examination for Wisconsin Apprenticeship. The state committee agreed and maintained interest in discontinuing the scores.

Mr. Smith summarized that the state committee perceives the scores as barriers, has consistently discussed discontinuing them, and is prepared to assist apprentices who struggle with related instruction with tutoring and mentorship. He asked Director Johnson whether the scores could be removed while the *Wisconsin Apprenticeship Manual* is under review. Director Johnson answered that they can because the current versions of the Manual and the state standards are still in effect.

Director Johnson concluded the discussion by advising the state committee to compare applicant admissions to cancellation rates through 2023 to determine whether discontinuing the scores is effective or unhelpful.

Action: the state committee approved a motion to discontinue the applicant scores, effective immediately. Wisconsin Apprenticeship will email official notices to local committees and will compare applicant admissions to apprentice cancellations through 2023.

5. For discussion:

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

Director Johnson reviewed that, effective July 1, all sponsors are now required to do the following: register in BASERS and register new contracts in BASERS.

The state committee reported that both local committees perform both actions. BASERS works well.

b. Implementing revisions to CFR 29.30

Director Johnson reported that Apprenticeship Training Representatives have begun to review local committees' affirmative action plans. The reviews had been delayed due to the pandemic. Local committees can expect to be contacted soon by their ATR.

Attendees did not have questions or comments.

c. Implementing Transition to Trainer and Teaching Transition to Trainer

Mr. Smith and Ms. Nakkoul reviewed that the course was revised in 2020 and instructors certified prior to 2021 must take a three-hour refresher in the revisions by December 31, 2021. The final refresher has been scheduled for November 12, 1-4 p.m., online. The Wisconsin Technical College System and Wisconsin Apprenticeship have coordinated four refreshers this year; the next refresher is the last. Instructors who do not take it must continue to teach the old curriculum.

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. Stern and Mr. Hanson reported that they need to take the refresher. Mr. Smith will email the direct registration link to them.

d. Supportive services and OJL reimbursement for registered apprentices

Director Johnson reviewed that reimbursements are available to sponsors for hiring graduates of qualified certified pre-apprentices and youth apprenticeships and reimbursements are available to qualified apprentices for supportive services. He noted the details and points of contact were communicated to sponsors and apprentices through BASERS and official letters.

Attendees did not have questions or comments.

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

Director Johnson reported that the campaign, "Apprenticeship: A Different Kind of Classroom," is underway and encourages women and minorities to pursue registered apprenticeships. The campaign includes social media collateral, billboards, bus wraps, outreach material, and electronic media spots. He played a video from the campaign.

The state committee applauded the video and asked where it will be played. Director Johnson replied that the video aired on WI television channels and audio-only variations aired on Packers radio and statewide radio. The video is available for sponsors and stakeholders to use.

f. Apprenticeship Completion Award Program

Director Johnson reported that the program continues to be an example of strong bipartisan support for registered apprenticeship. It has been renewed multiple times. Reimbursements are granted on a first come, first served basis while funds last. All funds were dispersed during the last fiscal year, which concluded June 30. The allocation for the current fiscal year was increased by the legislature.

Attendees did not have questions or comments.

g. 2021 National Apprenticeship Week

Director Johnson reported that Wisconsin will observe National Apprenticeship November 14 -20.

The state committee asked whether the Bureau knows the dates for future celebrations, too. Director Johnson reported that the U.S. Department of Labor also announced the dates for 2022 and 2023.

h. BAS leadership and personnel changes

Director Johnson reported that he accepted a new position as Assistant Director Of Diversity and Inclusion with Jobs for the Future, a national nonprofit organization. Director Johnson's last day with Wisconsin Apprenticeship will be October 8.

Attendees congratulated him and thanked him for his service to Wisconsin Apprenticeship.

i. Other

The state committee reported that it had become aware of an inquiry into apprentice completion and cancellation rates by the NAACP. Director Johnson confirmed that the inquiry is valid and in progress.

7. WTCS Update

Ms. Nakkoul discussed the items included on the written report, particularly scholarships available to eligible registered apprenticeships.

Attendees did not have questions or comments.

8. Review the program participants.

The state committee reviewed the participant statistics and did not find discrepancies.

9. The Bureau will be schedule the next meeting via electronic survey.

10. The meeting was adjourned at 11:30 a.m..



This summary counts employers and apprentices, between 5/13/2022 and 5/13/2022 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	246	22	8.9	8	3.3	246	100.0	0	0	41	41	100.0	0	0
Iron Worker (0180138101401)	236	20	8.5	8	3.4	236	100.0	0	0	41	41	100.0	0	0
Ironworker (Assembler, Metal Buildings) (0180138101001)	10	2	20.0	0	0	10	100.0	0	0	2	2	100.0	0	0

State Committee Report by Sponsor & Occupation



This summary counts employers and apprentices, between 5/13/2022 and 5/13/2022 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 #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	246	22	8.9	8	3.3	246	100.0	0	0	41	41	100.0	0	0
Madison Area Ironworking JAC	82	7	8.5	2	2.4	82	100.0	0	0	20	20	100.0	0	0
Iron Worker (0180138101401)	82	7	8.5	2	2.4	82	100.0	0	0	20	20	100.0	0	0
Milwaukee Area Ironworking JAC	164	17	10.4	6	3.7	164	100.0	0	0	33	33	100.0	0	0
Iron Worker (0180138101401)	154	15	9.7	6	3.9	154	100.0	0	0	33	33	100.0	0	0
Ironworker (Assembler, Metal Buildings) (0180138101001)	10	2	20.0	0	0	10	100.0	0	0	2	2	100.0	0	0