

Approved Minutes of the  
**Arborist**  
State Apprenticeship Advisory Committee

**April 22, 2020**  
Webinar

<b>Members Present</b>	<b>Employer / Organization</b>
Hoppe, August	Hoppe Tree Service
Krouse, Randy	City of Milwaukee Forestry
Welch, Jon	Crawford Tree & Landscape
<b>Members Absent</b>	<b>Employer / Organization</b>
Reince, Ben	Wachtel Tree Service
<b>Consultants &amp; Guests</b>	<b>Employer / Organization</b>
Badger, Richard	Bureau of Apprenticeship Standards
Birnschein, Anna	Colonial Tree Service
Christensen, Roxanne	Milwaukee Area Technical College
Johnson, Josh	Bureau of Apprenticeship Standards
Leonard, Betsy	Milwaukee Area Technical College
Mayek, Mandy	Mid-State Technical College
Miller, Bob	M & M Tree Care
Nakkoul, Nancy	Wisconsin Technical College System
Rogers, Elton	Milwaukee Area Technical College
Rowe, Jeff	WI Dept of Natural Resources
Smith, Owen	Bureau of Apprenticeship Standards
Wahl, Brian	WI Dept. of Natural Resources

1. The meeting was called to order at 10:05 a.m. by Randy Krouse, Committee Co-Chair, in conformance with the Wisconsin Open Meeting Law.
2. Mr. Owen Smith, webinar host, recorded attendance. A quorum was present.
3. The committee reviewed the current roster. Mr. Smith reiterated that all committee members must now be sponsors.

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

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

###### **i. For action: approve the minutes from the previous meeting**

The committee approved the minutes as written.

###### **ii. For action: expanding the size of the committee in 2020**

The Bureau will invite all sponsors to participate on the state committee. The Bureau will reserve a seat for a contractor from Madison.

Mr. August Hoppe reported that the Wisconsin Arborist Association's workforce development subcommittee wants to nominate future members to the state apprenticeship committee. Mr. Smith agreed and explained that state committee members are often contractors nominated by industry organizations and state committee consultants are often representatives of the industry organization.

***Action: the Bureau will discuss nominations with the WAA subcommittee and review all active industry organizations***

###### **ii. How is the revised program working?**

The state committee reported that the revisions work well. The program is more accessible to more contractors. Co-Chair Hoppe reported that his company revised and reformatted the job book again, and expressed interest in revising the master copy in the future.

###### **iv. How are outreach activities proceeding?**

Co-Chair Krouse shared that he believes outreach activities are proceeding very well, especially the new Arborist career outreach campaign, "A Career Above Ordinary."

Co-Chair Hoppe noted that the Urban Forestry Workforce Development Group identified that many municipalities use other training programs than registered apprenticeship. He proposed that the state committee review those programs and either encourage municipalities to use registered apprenticeship or perhaps create a flexible program for them.

***Action: the Bureau and WAA will research the other training programs and solutions.***

##### **b. Implementing revisions to CFR 29.30**

Mr. Johnson updated attendees on the Bureau's progress. BAS updated the apprentice application to include the opportunity to disclose disabilities and is planning to meet with sponsors this spring and

summer to discuss diversity and inclusivity activities and expectations. The Bureau's approach is to educate and assist sponsors, not punish them. More information on the revisions, including links to the law and the anti-harassment video provided by the U.S. Department of Labor, is available on the Bureau website. Sponsors should email their questions to Mr. Andrew Kasper.

Attendees did not have questions or comments.

**c. Industry-Recognized Apprenticeship Programs**

Mr. Johnson reported that IRAPs have been implemented nationally. The Bureau, as the approving agency of all apprenticeships in Wisconsin, will deny IRAPs in Wisconsin and instead discuss the many flexible options available through registered apprenticeship.

Attendees did not have questions or comments

**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—State Apprenticeship Expansion (SAE) and Apprenticeship State Expansion (ASE)—will help integrate registered apprenticeship throughout the workforce system. The SAE grant will, in part, reimburse sponsors for hiring certified pre-apprenticeship graduates. The ASE grant funded two full-time Apprenticeship Navigators which will connect registered apprenticeship sponsors with WIOA certified individuals, youth apprentices, certified pre-apprentices, and offenders. ASE will reimburse registered apprenticeship sponsors for certain costs of on-the-job learning.

Attendees did not have questions or comments

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

Mr. 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.

Co-Chair Krouse expressed concern that his employer has not been listed as a featured sponsor since he submitted the information last fall. Mr. Smith acknowledged the concern and explained that all website updates have been postponed since last fall due to the current redesign.

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

Mr. 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.

Mr. Johnson shared that the Bureau is further automating its processing system to reduce its percent error. The Department will likely request that ACAP is included in the next biennial budget request.

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**

Mr. Johnson reported that he, Secretary Frostman, and several WI Apprenticeship stakeholders visited Germany to tour the Germany Apprenticeship Program. The visit was invaluable in learning how WI Apprenticeship could improve and how well it works already.

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 used much less as a career change by adults. In contrast, Wisconsin Apprenticeship focuses mostly on helping adults enter careers and exposing youth to broad career clusters or industries rather than a specific 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 include it 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**

Mr. 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. apprenticeship sectors, occupations, and partners, including youth apprenticeship, certified pre-apprenticeship, and the workforce system.

The Apprenticeship Expo will be included. By summer the Bureau will launch the registration page via EventBrite 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 November 8-14. Director Johnson encouraged the Arborists to host an event with their local stakeholders.

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 committee shared that some of its graduating apprentices liked the course but thought some content was outdated and too focused on construction.

#### **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 Landreman, Apprenticeship Training Representative for Appleton

#### **f. Other**

Attendees did not have additional topics.

### **6. WTCS Update**

Ms. Nancy Nakkoul shared the latest version of the WTCS Apprenticeship Completer Report. She noted that it now includes occupations in new sectors, such Information Technology and Health Care, and will include more new occupations in the future. The data is low due to the low number of participants, but that will increase with future cohorts.

Mr. Elton Rogers reported that Milwaukee Area Technical College is converting some of the Arborist curriculum to online modules. The college plans to hold face-to-face classes this summer, if permitted. In addition, the college is researching how to offer a certified pre-apprenticeship program for Arborist.

A committee member asked how my pre-apprenticeship graduates enter into registered apprenticeship. A general discussion followed on the Northcott Neighborhood urban tree care pre-apprenticeship and similar programs. The committee believes the programs are valuable and would like similar programs to start in other areas. However, the committee did note that some graduates took jobs in other careers.

Mr. Johnson shared that matriculation rate from certified pre-apprenticeship to registered apprenticeship is currently low and affected many variables and potential outcomes. For example, some individuals need supportive services, such as a driver's license or childcare; others learn they don't like occupation; or others take unrelated employment.

7. Participants included 10 sponsors and 50 apprentices with a contract in active or unassigned status on April 1, 2020. The Bureau and WTCS congratulated the Wachtel, Hoppe Tree, and Crawford Tree & Landscape on graduating the first cohort of Arborist registered apprentices. The Bureau will request a joint news release from the DWD and Milwaukee Area Technical College.

Co-Chair Krouse reported that the City of Milwaukee received an Urban Forestry Innovation Award.

8. The Bureau will schedule the next meeting via electronic survey.
9. The meeting adjourned at 11:50 a.m.

*Submitted by Owen Smith, Program and Policy Analyst,  
Bureau of Apprenticeship Standards*

April 15, 2020

TO: State Arborist Apprenticeship Advisory Committee  
Members & Consultants

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

SUBJECT: State Arborist Apprenticeship Advisory Committee Meeting

DATE: Wednesday, April 22, 2020

TIME: 10:00 AM

PLACE: Webinar Only

Link: <https://dwdwi.webex.com/dwdwi/j.php?MTID=mf542527d1a4f1ad9cdbe981a91f51292>

Meeting number: 927 611 624

Password: 3PEcC3tpCW4

Join by phone: +1-855-282-6330 US TOLL FREE

Access code: 927 611 624

#### TENTATIVE AGENDA

1. Call the meeting to order.
2. Introduce the attendees.
3. Review the current roster.
4. **Old Business**
  - a. Follow-up items from previous meeting
    - i. **For action:** approve the draft minutes
    - ii. Expanding the size of the committee in 2020
    - ii. How is the revised program working?
    - iv. How are outreach activities proceeding?
  - 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

April 15, 2020

**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. Other
- 
- 6. WTCS Update
  - 7. Review the program participants.
  - 8. Schedule the next meeting.
  - 9. 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																



**Report Name** COM-01 State Committee  
Report - Industrial & Service

Wisconsin Bureau of Apprenticeship Standards



**Refresh Date** 4/16/20 11:33 AM

## State Committee Report State Arborist Committee

This summary counts employers and apprentices with a contract active or unassigned on 4/1/2020 in trade(s) associated with this committee.

Report is based on apprentice contracts where:

- Status is 'Active' or 'Unassigned'.
- Contract sector is 'Industrial' or 'Service'.
- Contract trade code matches a trade code assigned to committee.
- Contract sponsor is the employer.

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

Trade	Total # of Sponsors	Total # of Apprentices	Of Total Apprentices in Column 3, # who are...			
			Minority		Females	
			#	%	#	%
1	2	3	4	5	6	7
<b>Report Total</b>	<b>10</b>	<b>50</b>	<b>4</b>	<b>8</b>	<b>1</b>	<b>2.0</b>
Arborist (0340868401801)	10	50	4	8.0	1	2.0