



**Approved Minutes of the**  
**Sheet Metal**  
**State Apprenticeship Advisory Committee**

**April 8, 2020**  
Virtual

<b>Members Present</b>	<b>Employer / Organization</b>
Athas, Donald	Local 18
Groeschel, Jr., Kenneth	Butters-Fetting Co., Inc.
Kalcic, Brad	Local 18
Knocke, Scott	Local 18
Wilson, Stu	Local 18
<b>Members Absent</b>	<b>Employer / Organization</b>
Aldag, David	Aldag Honold Mechanical Inc
Bohacek, Dajen	SMACNA
Everhart, Richard	General Heating & Air Conditioning
Garner, Josh	Local 18
Hill, Mark	Tweet-Garot Mechanical, Inc.
Katt, Dave	Keystone Heating & Air Conditioning
Malesevich, Tom	Sure Fire
Mooney, Michael	Local 18
Stockland, Patrick	Capitol Mechanical
Wagner, Craig	Local 18
Wippich, Daniel	Local 18
<b>Consultants &amp; Guests</b>	<b>Employer / Organization</b>
DuBenske, Scott	Wisconsin Technical College System
Emrick, Leigh	Associate Builders & Contractors
Frehner, Josh	Local 18 Milwaukee
Johnson, Joshua	Bureau of Apprenticeship Standards

Polk, David	Milwaukee Area Technical College
Smith, Owen	Bureau of Apprenticeship Standards
Walsh, Julie	MAMSMCA

1. The meeting was called to order at 10:05 a.m. by Mr. Owen Smith in conformance with the Wisconsin open meeting laws.
2. A roll call was conducted. A quorum was present.
3. The committee reviewed the current roster. No revisions were needed.

**4. Old Business**

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

**i. For action: approve the minutes of the previous meeting.**

The state committee approved the minutes as written.

**ii. For action: revise the required minimum hours for soldering and welding**

The state committee did not recognize the item and concluded it was included in error.

**iii. For action: review the minimum score for Accuplacer Next Generation**

Mr. Smith reviewed that the state committee has three applicant assessments: Accuplacer Classic; ACT; and Accuplacer Next Generation. Minimum scores for Accuplacer Classic have been included in the state standards for years. The minimum scores for ACT were included in 2018. The minimum scores for Accuplacer Next Generation in Quantitative Algebra and Statistics and Reading are available in national crosswalks; the minimum score for Arithmetic was determined by the Bureau, based on the state committee's ACT Math score.

Mr. Smith asked how the Accuplacer Next Generation minimum scores are working for local committees.

The state committee replied that Next Generation scores work well for most local committees, but some local committees still use different scores.

The state committee reiterated its interest in assessing veterans via the Armed Services Vocational Aptitude Batter (ASVAB). Mr. Smith reviewed that the Bureau is open to researching the ASVAB, but postponed doing so until the revisions to CFR 29.30 were implemented because early guidance indicated sponsors would have to revalidate all applicant assessments. Former director Karen Morgan had advised that the Bureau wait until revalidation to include the ASVAB.

Mr. Smith reiterated that the state committee decided local committees must require the same scores, i.e. different scores are not permitted. This would apply to ASVAB scores, too, if it is approved.

**b. Implementing revisions to 29.30**

Director Johnson thanked everyone for attending the virtual meeting and adapting to the learning curve of virtual business. He reported that more guidance is forthcoming after the release of the Governor's Safer At Home order.

The Bureau paused its implementation plans due to COVID-19. The Bureau had planned to conduct compliance reviews in person, but all Bureau personnel will be working at home until May 1. In the meantime, the Bureau is updating its database to input disability disclosures. Sponsors will be required to treat disability disclosures as any other type of demographic data, even if the apprentice reports he or she does not have a disability. In addition, the Bureau is updating the apprenticeship manual and released an AA/EEO webpage with all information on the revisions.

The Bureau will inform state and local committees of revisions as they are implemented.

Attendees had no comments or questions.

**c. Industry-Recognized Apprenticeship Programs**

Director Johnson reported that industry-recognized apprenticeship programs (IRAPs) are now legal and will be implemented in May. The final rule excluded construction occupations. The Bureau will not endorse or approve IRAPs in Wisconsin but will advocate for flexible registered apprenticeship options.

Attendees had no comments or questions.

**d. Federal grants to expand registered apprenticeship**

Director Johnson reviewed that the WAGE\$ grant and the State Apprenticeship Expansion grant will conclude this September. The Bureau is on track to meet both grants' performance targets. The Bureau is researching how the SAE grant could reimburse sponsors for on-the-job training costs, but COVID-19 slowed that process. The Apprenticeship State Expansion (ASE) grant is the third round of the initial state expansion grant; it concludes June 30, 2022.

Attendees had no comments or questions.

**e. Apprenticeship Completion Award Program**

Director Johnson presented the statistics of ACAP reimbursements. He noted that the number of denied requests will always exceed the number of approved requests because many requests exceed the maximum allowed reimbursement. The program continues to receive strong bipartisan support. The Bureau will request that the program is extended for the next biennium.

Attendees had no comments or questions.

**f. Pending revisions to [www.WisconsinApprenticeship.org](http://www.WisconsinApprenticeship.org)**

Director Johnson reviewed that the Bureau's website was redesigned recently as part of a department-wide revision of all web pages. The redesigned site received many complaints from apprenticeship stakeholders. So, the Bureau received permission to redesign the page again to look and function more like a business site. The Bureau projects it will have a draft of the new site by fall.

Attendees did not have questions or comments.

**g. Other**

Attendees did not have additional comments or questions.

**5. New business**

**a. DWD tour of Germany's Registered Apprenticeship**

Director Johnson reported that he, Secretary Frostman, and several WI Apprenticeship stakeholders visited Germany to tour the Germany Apprenticeship Program. He stated the visit was invaluable in learning how WI Apprenticeship could improve and how it works very well already, within U.S. society.

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 rarely used by adults to change careers because they would be far behind the skill level of youth. In contrast, Wisconsin Apprenticeship focuses mostly on helping adults prepare for careers, and Wisconsin Youth Apprenticeship focuses on broadly exposing participants to a career cluster or industry rather than prepare for an 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 are to include youth and registered apprenticeship as options within academic career planning and to promote bridging youth apprenticeship to registered apprenticeship.

Attendees did not have questions or comments.

**b. 2021 Biennial Apprenticeship Conference**

Director 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 theme, workshops, and speakers are under discussion, but the primary focus will be that apprenticeship works for everyone. 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 has not been announced nationally, so the Bureau will observe Wisconsin Apprenticeship Week the week of November 8-14.

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" to make the course more current to all occupations and more accessible to non-traditional apprenticeship occupations. Revisions will include some on-line delivery of specific modules. WTCS will lead the project.

Attendees did not have questions or comments.

**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 Landerman, Apprenticeship Training Representative for Appleton

Attendees did not have questions or comments.

**f. Other**

i. Online related instruction during COVID-19 and for Transition to Trainer

The state committee asked whether training centers can provide related instruction online, including Transition to Trainer. Some apprentices do not have access to wi-fi.

Director Johnson that COVID-19 is an unprecedented occurrence, so the Bureau fully supports sponsors and technical colleges proceeding at their discretion. The Bureau requests only that training providers ensure that apprentices eventually receive the proper instruction so they can complete the program.

Mr. David Polk shared that Milwaukee Area Technical College will soon offer Transition to Trainer online to help current apprentices complete.

ii. Lead abatement training opportunity through WI Dept. of Health Services.

Mr. Owen Smith reported that the WI Dept. of Health Services will reimburse training centers for lead abatement training for apprentices and journey workers through its Lead Safe Homes program. He asked representatives of local committees and training centers if they would be interested in learning more. He is informally gauging interest during the state committee season and will email an official letter, background information, and interest survey in May.

Training coordinators for the joint apprenticeship committees stated that they have only occasional, limited need for lead abatement training.

Attendees did not have questions or comments.

**6. WTCS Update**

Mr. Dubenske stated that the WTCS received additional funding for curriculum development from the WI Fast Forward grant. Apprenticeship enrollment increased 9.9% across the system. A Great Lakes scholarship will be available for apprentices of up to \$1,500 based on need. The master chart of all related instruction per registered apprenticeship and technical college is now online.

Attendees did not have comments or questions.

**7. Review the program participants.**

Program participants include 751 apprentices and 165 employers with a contract in active or unassigned status on April 1, 2020.

8. The next meeting will be scheduled via electronic survey.

9. The meeting was adjourned at noon.

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*Submitted by Owen Smith,  
Bureau of Apprenticeship Standards*

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Bureau of Apprenticeship Standards  
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Tony Evers, Governor  
Caleb Frostman, Secretary

April 1, 2020

TO: State Sheet Metal 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 Sheet Metal Apprenticeship Advisory Committee Meeting

DATE: Wednesday, April 8, 2020

TIME: 10:00 a.m.

Place: Webinar only

Link: <https://dwdwi.webex.com/dwdwi/j.php?MTID=m31da2b5facb714b0b4a8327b43b420f6>  
Meeting #: 927 969 796  
Password: txCz8FnuK73  
Phone: +1-855-282-6330 US TOLL FREE  
Access code: 927 969 796

#### **TENTATIVE AGENDA**

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

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

- a. Review the follow-up items from previous meeting:
  - i. **For action:** approve the minutes
  - ii. **For action:** revise required minimum hours for soldering and welding
  - iii. **For action:** review minimum scores for Accuplacer Next Generation
- 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

#### **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. Reimbursable training in lead disciplines via Lead-Safe Homes Program
  - g. Other
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- 6. WTCS Update
  - 7. Review the program participants.
  - 8. Schedule the next meeting.
  - 9. Adjourn.



**Applicant Assessment Scores for Sheet Metal***\*Accuplacer Classic & ACT scores from State Standards**\*\*Next Gen QAS & Reading scores from national crosswalk, Jan 2019**\*\*\*Next Gen Arithmetic score from BAS policy letter, May 31, 2019*

Accuplacer Classic		ACT		Accuplacer Next Gen	
Arithmetic	66	Math	16	Arithmetic	250
Elementary Algebra	33			QAS	235
Reading	66	Reading	15	Reading	244



## 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																

## State Committee Report - Construction

### State Sheet Metal Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 4/1/2020 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	751	58	7.7	15	2.0	566	75.4	185	24.6	165	113	68.5	52	31.5
ABC of Wisconsin (All)	176	11	6.3	1	0.6			176	100.0	48			48	100.0
Heating, Ventilating and Air Cond. Install/ Service (0163726101402)	159	10	6.3	1	0.6			159	100.0	45			45	100.0
Sheet Metal Worker (0180428101001)	17	1	5.9	0	0.0			17	100.0	8			8	100.0
East Central WI Area Sheet Metal JAC	32	2	6.3	0	0.0	24	75.0	8	25.0	11	8	72.7	3	27.3
Environmental Systems Technician (0163726101401)	4	0		0	0.0	3	75.0	1	25.0	4	3	75.0	1	25.0
Sheet Metal Worker (0180428101001)	28	2	7.1	0	0.0	21	75.0	7	25.0	9	6	66.7	3	33.3
ELW Area Sheet Metal JAC	75	5	6.7	1	1.3	74	98.7	1	1.3	27	26	96.3	1	3.7
Environmental Systems Technician (0163726101401)	3	1	33.3	0	0.0	3	100.0			1	1	100.0		
Sheet Metal Worker (0180428101001)	72	4	5.6	1	1.4	71	98.6	1	1.4	27	26	96.3	1	3.7
Fox Valley Area Sheet Metal JAC	129	2	1.6	3	2.3	129	100.0			20	20	100.0		
Environmental Systems Technician (0163726101401)	5	0		0	0.0	5	100.0			4	4	100.0		
Sheet Metal Worker (0180428101001)	124	2	1.6	3	2.4	124	100.0			18	18	100.0		
Madison Area Sheet Metal JAC	101	8	7.9	2	2.0	101	100.0			14	14	100.0		
Environmental Systems Technician (0163726101401)	12	1	8.3	0	0.0	12	100.0			3	3	100.0		
Sheet Metal Worker (0180428101001)	89	7	7.9	2	2.2	89	100.0			14	14	100.0		
Milwaukee Area Sheet Metal JAC	204	25	12.3	5	2.5	204	100.0			50	50	100.0		
Environmental Systems Technician (0163726101401)	40	4	10.0	2	5.0	40	100.0			18	18	100.0		
Environmental Systems Technician (Residential) (0163726101404)	3	0		0	0.0	3	100.0			2	2	100.0		
Sheet Metal Worker (0180428101001)	151	20	13.2	3	2.0	151	100.0			41	41	100.0		
Sheet Metal Worker (Residential) (0180428101005)	10	1	10.0	0	0.0	10	100.0			3	3	100.0		
Southeastern WI Area Sheet Metal JAC	34	5	14.7	3	8.8	34	100.0			11	11	100.0		
Environmental Systems Technician (0163726101401)	7	0		0	0.0	7	100.0			3	3	100.0		
Sheet Metal Worker (0180428101001)	27	5	18.5	3	11.1	27	100.0			9	9	100.0		