

Approved Minutes of the
Industrial Mechanical & Fluid Maintenance
State Apprenticeship Advisory Committee

April 22, 2021
Virtual

Members Present	Employer
Dehnel, Charle	Domtar
Green, Carl	Expera Specialty Solutions LLC
Mortenson, Brandon (Co-Chair)	Int Assoc of Machinists & Aerospace Workers
Steckl, James	Quad
Members Absent	Employer
Lezendorf, Bryan	3M
Lischka, Ken	John Deere Horicon
Harry, Bob	GKN Sinster
Consultants and Guests	Employer
Olson, Rich	Lakeshore Technical College
Masaros, Tad	Northcentral Technical College
Metko, Katie	Northcentral Technical College
Johnson, Terri	Worldwide Instructional Design System
Nakkoul, Nancy	Wisconsin Technical College System
Smith, Owen	Bureau of Apprenticeship Standards
Wildenberg, Mark	Fox Valley Technical College

1. The meeting was called to order at 10:03 am by Co-Chair Jamie Steckel, in conformity with the Wisconsin Opening Meeting Law.
2. Mr. Smith recorded attendance.
3. The committee reviewed the roster. A quorum was present.

4. Action Items

a. Approve the minutes.

The committee approved the minutes as written.

b. Revise the youth apprenticeship curriculum.

Mr. Smith explained that this item was described incorrectly on the agenda. Ms. Johnson reported that Worldwide Instructional Design System completed and implemented the revisions last year.

Attendees did not have questions or comments.

c. Revise the state standards.

Mr. Smith informed attendees that he will invite the state committee to review its state standards next year as part of the standard five-year procedure. He invited the construction committees to review their standards this year.

Attendees did not have questions or comments.

d. Review the related instruction.

Ms. Johnson reported that her organization and the Wisconsin Technical College System began a five-year cyclical review of all related instruction. The first year of the review included apprenticeships advised by this committee. Due to timing, projects this year began by surveying instructors first; projects in subsequent years will begin by surveying the state committees first.

Ms. Johnson presented the survey results from the instructors on two courses used broadly across several manufacturing apprenticeships. The instructors recommended removing one competency and adding a new competency for mathematics for machine tools; they asserted that many students need additional time to learn the necessary math. She noted that the recommended revision would change the course from 36 hours and one credit to 54 hours and 1.5 credits, which would increase related instruction by 18 hours on the Exhibit A.

Ms. Johnson asked the committee whether it agreed with the recommendations.

Mr. Wilder, an instructor, stated he did not receive the survey. He asked to whom it was distributed. Ms. Johnson replied that the survey was shared with all colleges' apprenticeship coordinators several times.

The committee discussed the pros and cons of the recommended revisions. Proponents argued that math is a necessary skill for many occupations; other members asserted that the recommended revisions would affect other occupations more than others. For example, sponsors

of the Industrial Manufacturing Technician registered apprenticeship may have varying math requirements of apprentices depending on the industry.

***Action:** the state committee approved a motion for BAS to survey all sponsors of the Industrial Manufacturing Technician registered apprenticeship for input on the proposed revisions.*

5. Discussion Items

a. Registered apprenticeship during COVID-19

Mr. Smith reiterated that Wisconsin Apprenticeship supports sponsors and training facilities adjusting delivery as needed to ensure the safety of apprentices and staff.

The committee reported that the pandemic adversely affected the paper and print industries; many sponsors implemented lay-offs and hiring freezes. Although the industries did recover, they have not recovered to pre-pandemic levels. Other industries were affected to a lesser extent and resumed operations more quickly.

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

Mr. Smith reiterated that, effective July 1, all sponsors must do the following: register in BASERS; register all new contracts in BASERS; and experiment with performing all contract actions through BASERS and notify the Bureau of any technical or administrative difficulties.

The state committee replied that all sponsors use BASERS and believe it works very well.

c. Implementing revisions to CFR 29.30

Mr. Smith reviewed that the Bureau will begin conducting affirmative action plans with local committees once all new staff are training and staff are permitted to travel again.

Attendees did not have questions or comments.

d. Biden Administration Bolsters Registered Apprenticeship

Mr. Smith reviewed the announcement included in the meeting material. The Biden administration discontinued industry-recognized registered apprenticeships and strongly supports registered apprenticeship.

Attendees did not have questions or comments.

e. National Apprenticeship Act 2021

Mr. Smith reviewed the proposed legislation and noted the emphasis on youth apprenticeship and certified pre-apprenticeship, both of which are featured and integrated in Wisconsin.

Attendees did not have questions or comments.

f. Wisconsin Apprenticeship Completer Report

Ms. Nakkoul reviewed the report design and results, noting the data from manufacturing apprentices. She shared that future versions will standardize wage and earnings across a 40-hour workweek to account for variations in overtime.

Attendees complimented the report and thanked Ms. Nakkoul for presenting it.

g. Implementing Transition to Trainer and Teaching Transition to Trainer

Ms. Nakkoul and Mr. Smith 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.

The technical college coordinators reported that their instructors have taken the refresher or are registered to do so.

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.

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

Mr. Smith reported that the applicant campaign is underway. The theme is, "Apprenticeship: A Different Kind of Classroom." It targets women and minorities and includes billboards, social media, and electronic media placement. The new brand is, "Wisconsin Apprenticeship," which is an umbrella brand for registered, youth, and certified pre-apprenticeship. The brand and theme will be incorporated into the BAS website, which will be revised to be more user friendly by fall.

Attendees did not have questions or comments.

j. Apprenticeship Completion Award Program

Mr. Smith reported that the program continues to be an example of strong bipartisan support for registered apprenticeship. He reviewed the reimbursement statistics and noted that declined requests will always exceed accepted requests because all requests received are for more than the maximum reimbursement amount.

Attendees did not have questions or comments.

k. BAS leadership and personnel changes

Mr. Smith reported that new employees Ryan Herber and Raquel Nowak joined the bureau as Apprenticeship Training Representatives.

Attendees did not have questions or comments.

l. 2021 National Apprenticeship Week

Mr. Smith reported that the dates have not been announced by the U.S. Department of Labor. If they are not announced by summer, he will announce Wisconsin Apprenticeship Week for the week November 14.

Attendees did not have questions or comments.

m. Other

Attendees did not have questions or comments.

6. WTCS Update

Ms. Nancy Nakkoul reviewed the written report and emphasized scholarships available to apprentices.

Attendees did not have questions or comments.

7. Participants included 598 apprentices and 190 employers with a contract in active or unassigned status on April 1, 2021.
8. The Bureau will schedule the fall meeting via electronic survey.
9. The meeting adjourned at 11:50 a.m.

Submitted by Owen Smith, Program and Policy Analyst

April 1, 2021

TO: State Industrial Mechanical & Fluid Maintenance Apprenticeship Advisory Committee

FROM: Owen Smith, Bureau of Apprenticeship Standards; Owen.Smith@dwd.wisconsin.gov

SUBJECT: State Industrial Mechanical & Fluid Maintenance Apprenticeship Advisory Committee Meeting

DATE: Thursday, April 22, 2020

TIME: 10:00 a.m.

PLACE: <https://dwdwi.webex.com/dwdwi/j.php?MTID=m5d79bcc7be5748e6b528583025504b83>
Mtg number: 145 227 0376
Password: YQzBt7pcT27
Via phone: 1-855-282-6330 US TOLL FREE
Access code: 145 227 0376

TENTATIVE AGENDA

1. Call the meeting to order.
2. Record attendees.
3. Review the current roster.
4. **Action items**
 - a. Approve the minutes.
 - b. Revise the youth apprenticeship curriculum.
 - c. Revise the state standards.
 - d. Review the related instruction.
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. [Biden Administration Bolsters Registered Apprenticeship](#)
 - e. [National Apprenticeship Act 2021](#)
 - f. [Wisconsin Apprenticeship Completer Report](#)
 - g. [Race and Registered Apprenticeship: RA's Role in Driving Equity](#)
 - h. Implementing Transition to Trainer and Teaching Transition to Trainer
 - i. Supportive services and OJL reimbursement for registered apprentices
 - j. Applicant outreach campaign and revisions to www.WisconsinApprenticeship.org
 - k. Apprenticeship Completion Award Program
 - l. BAS leadership and personnel changes
 - m. 2021 National Apprenticeship Week
 - n. Other

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

Employment and Salary Data

2018-19 Apprenticeship Completion



1

Employment Location



Employment Location 2016-17



Employment Location 2017-18



Employment Location 2018-19



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2

Salary Data 2016-17 VS 2017-18 VS 2018-19



2016-17



\$85,273
MEDIAN SALARY FOR
CONSTRUCTION SECTOR

\$81,613
MEDIAN SALARY FOR
SERVICE SECTOR

\$65,515
MEDIAN SALARY FOR
INDUSTRIAL SECTOR

2017-18



\$83,818
MEDIAN SALARY FOR
CONSTRUCTION SECTOR

\$85,169
MEDIAN SALARY FOR
SERVICE SECTOR

\$67,595
MEDIAN SALARY FOR
INDUSTRIAL SECTOR

2018-19



\$87,145
MEDIAN SALARY FOR
CONSTRUCTION SECTOR

\$85,273
MEDIAN SALARY FOR
SERVICE SECTOR

\$69,259
MEDIAN SALARY FOR
INDUSTRIAL SECTOR

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3

Training & Instruction Satisfaction



2016-17 Apprenticeship Completers

96%
OF APPRENTICES WERE
SATISFIED
WITH THEIR ON-THE-JOB
TRAINING

96% OF APPRENTICES WERE
SATISFIED WITH THEIR
PAID-RELATED INSTRUCTION

2017-18 Apprenticeship Completers



96% OF APPRENTICES WERE
SATISFIED WITH THEIR
PAID-RELATED INSTRUCTION

2018-19 Apprenticeship Completers



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4

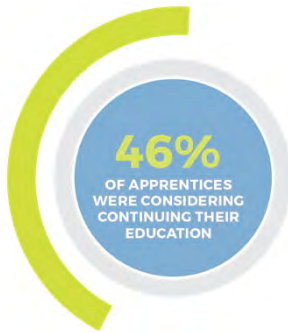
Continuing Education



2016-17 Apprenticeship Completers

2017-18 Apprenticeship Completers

2018-19 Apprenticeship Completers



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5

Looking ahead...



- DWD-BAS will be reorganizing instructional program groups into new industry sectors: currently Construction, Industrial, and Service. This will at some point affect future version of the report, which WTCS will adapt to match DWD-BAS guidelines.
- Please keep WTCS in mind if you have captured apprenticeship-related imagery, especially regarding new apprenticeship programs and those featuring demographic minorities.
- Contact: nancy.nakkoul@wtcsystem.edu or dan.arneson@wtcsystem.edu

6

Distribution



- WTCS will be distributing a web link in lieu of printing a physical report this year, please bookmark and share widely the link to the electronic version of the most recent Apprenticeship Completion report, which again demonstrates strong outcomes and the value of Wisconsin's earn-while-you-learn apprenticeship model to individuals and employers. The link will be distributed to the following:
 - DWD - Bureau of Apprenticeship Standards
 - Wisconsin Apprenticeship Advisory Council
 - State Trade Committees (Apprenticeship Advisory)
 - WTCS Board Members
 - WTCS Apprenticeship Coordinators
 - College Marketing Teams
 - WI High Schools - Counselors

Online at: www.wtcsystem.edu->About Us->Publications and Resources

Direct Link: <https://www.wtcsystem.edu/2018-19-WTCS-Apprenticeship-Completer-Report>

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1

A presentation slide with a white background. On the left, there is a graphic consisting of a dark blue curved shape and a light blue circle, with the text "Systematic Planned Reviews" in white. On the right, there are three horizontal orange lines, each followed by a text item. A small lime green rectangle is located in the top right corner.

Systematic
Planned
Reviews

All apprenticeships

Over 5 years

Flexible to meet employer
and WTCS needs

2

Goals

- ▶ Update course documentation to ensure curriculum is accurate
 - ▶ Course Competencies
 - ▶ Performance Standards
 - ▶ Credits/Hours
- ▶ Examine potential alignments with other credentials
 - ▶ Pre-apprenticeship and Youth Apprenticeship
 - ▶ WTCS fulltime programs
- ▶ Review ways to maximize Credit for Prior Learning

3

FY20-21 Projects

- ▶ 50-527-1 Wastewater Plant Operator
- ▶ 50-413-3 Electrical Construction/50-413-2 Electricity
- ▶ 50-413-9 Electrician (ABC)
- ▶ 50-420-9 Industrial Manufacturing
- ▶ 50-410-1 Carpentry
- ▶ 50-420-9 Carpentry ABC
- ▶ 50-152-1 IT Software Developer
- ▶ 50-154-1 IT Service Desk Technician

4

FY21-22 Projects

- ▶ 50-401-9 HVAC Apprentice (ABC Wisconsin)
- ▶ 50-408-1 Bricklaying/Masonry Apprentice
- ▶ 50-435-1 Industrial Pipefitter Apprentice
- ▶ 50-502-1 Cosmetologist Apprentice
- ▶ 50-502-5 Barber Apprentice
- ▶ 50-151-2 IT Cybersecurity
- ▶ 50-156-1 IT-Data Analyst
- ▶ 50-451-3 Broadband Service Technician Apprentice
- ▶ 50-620-1 Mechatronics Technician Apprentice

5

Review Process

Share plan with State Trade Committees in the Spring

- Discussion or survey to identify employer concerns

Create Instructor Teams

- All colleges approved to offer the program are invited to identify 1-2 instructors

Gather Feedback from Instructors

- Share course review packet
- Gather feedback via a survey

Conduct Web Meeting Reviews (1-3)

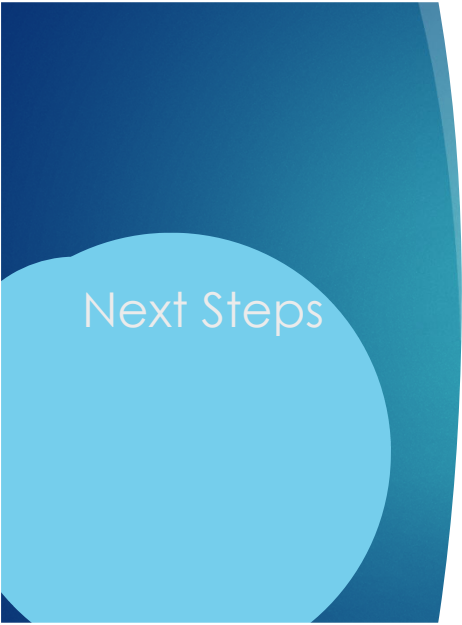
- Make changes to Course Outcome Summaries as needed
- Explore potential alignments to full-time program courses, pre-apprenticeship, and youth apprenticeship
- Explore potential alignment of work-based learning to FT program credits
- Discuss ways to maximize credit for prior learning credit

Obtain Feedback and Approvals



- WTCS Approvals
- Share with State Trade Committees

Publish project for Use from the WTCS Repository

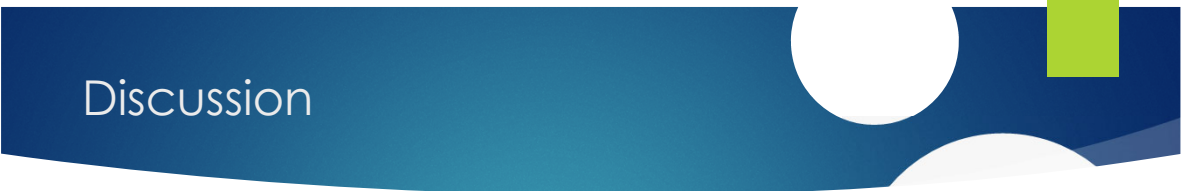
6



Next Steps

-  Feedback
-  Identify potential concerns or areas for discussion

7



Discussion

Share your thoughts and concerns about the related instruction courses

- ▶ Are you finding apprentices need more or less time for learning in some areas?
- ▶ Is anything missing from the related instruction?
- ▶ Is anything not needed anymore?

8

March 1, 2021

Dear Apprenticeship Sponsor:

Last summer, our agency advised you via letter that within one year, by July 1, 2021, all apprenticeship sponsors will be required to register in the Bureau of Apprenticeship Standards Electronic Registration System (BASERS) and use the interface to enroll incoming apprentices. At its February 9, 2021 meeting, the Wisconsin Apprenticeship Advisory Council affirmed its support for our agency's BASERS policy and the July 1 deadline.

Sponsors who have not yet registered in BASERS, or those who need further assistance using the platform, should contact their Apprenticeship Training Representative promptly. The ATRs can provide the necessary technical assistance to meet the July 1, 2021 deadline.

BASERS is an intuitive, self-service website for sponsors developed as part of a national initiative toward registered apprenticeship expansion and modernization. The ongoing COVID-19 pandemic has only underscored the benefits of conducting business through a virtual system like BASERS, which connects stakeholders across the state without the need for face-to-face contact.

The benefits of BASERS, once a sponsor has registered, are as follows:

- Faster creation and approval of contracts;
- Increased access to information about a sponsor's own program;
- The capacity to initiate and track contract actions such as cancellations, work assignments, and completions;
- The ability to ensure records are accurate before finalization.

Thank you for your continued support of Wisconsin Apprenticeship.

Sincerely,



Joshua A. Johnson, State Director
Wisconsin Apprenticeship

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.

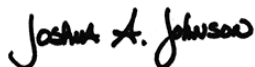
The on-the-job learning reimbursements are part of a Wisconsin grant initiative, using federal grant funds, to help defray the extraordinary costs of training apprentices. Employers may be eligible for up to a \$1,000 reimbursement for each apprentice that they hired between July 1, 2019 and January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

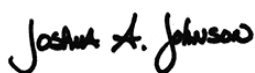
All other Wisconsin counties

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

ACAP Reimbursement Requests With Approvals Processed During (Time Period) - Summary

Apprenticeship Completion Award Program (ACAP)

Bureau of Apprenticeship Standards

Division of Employment and Training

3/2/21 08:40 AM

Filters Applied: Determination Date between 7/1/20 and 3/2/21, Fiscal Year(s)= FY21

Type	Fiscal Year	# of RRs	\$Approved	\$Denied
Year One	21		\$97,137.35	\$328,547.82
Year One Totals		404	\$97,137.35	\$328,547.82
Completion	21		\$179,424.43	\$771,505.80
Completion Totals		329	\$179,424.43	\$771,505.80
Report Totals		733	\$276,561.78	\$1,100,053.62



WTCS System-Wide Activity Update February 2021

2021 WTCS-BAS Apprenticeship Completion Report

The 2021 WTCS-BAS Apprenticeship Completer Report is now available online. The report contains employment, wage and training satisfaction outcomes for apprentices completing their programs in 2018-19. It can be found here: <https://wtcsystem.edu/impact/publications/apprenticeship-completion-report/>

- Of the 1,195 completers surveyed, 365 (31%) responded. In the prior year report, 1143 completers were surveyed and response rate was 43%.
- Respondents reported a 95% satisfaction rate for on-the-job training and 97% for classroom instruction.
- Median salary across all trades increased to \$81,072, an increase of approximately \$800 more than the prior year.
- Respondents indicating an interest in continuing education beyond apprenticeship decreased from 44% last year to 35% this year.

MyWTCS Website Re-Design and Launch: New Apprenticeship Resources for [Preparing to Teach Transition to Trainer \(PT2TT2T\)](#)

MyWTCS is an intranet site for the Wisconsin Technical College System and stakeholders. Launched in February 2021, the newly re-designed site includes a new look and improved functionality and features, including additional apprenticeship resources such as the administrative guidance and teacher trainer course offerings for the Transition to Trainer course. The site can be found at: <https://mywtcs.wtcsystem.edu/>

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

Starting in 2021, the WTCS and BAS have 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.

2020-21	2021-22
<ul style="list-style-type: none">• Carpentry (All)• Wastewater Treatment• Electrical (All)• Industrial Manufacturing Technician• IT-Service Desk• IT-Software Developer	<ul style="list-style-type: none">• HVAC (ABC)• Industrial Pipefitter• Mechatronics• Barber/Cosmetology• Bricklaying/Masonry• IT Cybersecurity• IT Data Analyst• Broadband Technician

Apprenticeship in New Sectors: Snapshot of Program Growth Past Five and Current Years

New Wisconsin Apprenticeship Programs in New Industries

2016	Arborist MILW MSTC	Mechatronics Tech WCTC BTC GTC LTC MILW SWTC MPTC CVTC	IT-Software Developer MSTC CVTC NTC MPTC MDSN	
2017				
2018	Organic Vegetable Farm Manager NWTC	Data Analyst CVTC NTC MILW MDSN MPTC	IT-Service Desk Technician WCTC CVTC NTC MDSN MPTC	Financial Services Representative MILW CVTC MPTC
2019	Broadband Technician WITC	Medical Assistant NTC	Biotechnology Lab Support Assistant MDSN	
2020	Facilities Maintenance Technician MILW	Cybersecurity Analyst MDSN	Pharmacy Technician MILW	
2021	Roadway Maintenance Technician CVTC	Industrial Metrology Technician FVTC	Culinary Apprenticeship MILW	



State Committee Report State Industrial Mech & Fluid Maint Comm

This summary counts employers and apprentices with a contract active or unassigned on 4/1/2021 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
Report Total	190	598	38	6.4	15	2.5
Industrial Manufacturing Technician (0261636002202)	10	51	6	11.8	7	13.7
Industrial Pipefitter (0286228102202)	12	18	2	11.1	1	5.6
Lubrication Technician (0269968701804)	3	3			0	
Machine Repair (0263826103001)	9	16	3	18.8	0	
Maintenance Mechanic (0263828101401)	85	258	14	5.4	4	1.6
Maintenance Mechanic/Pipefitter (0263828101409)	5	36	1	2.8	1	2.8
Mechatronics Technician (0282826102202)	33	69	4	5.8	1	1.4
Millwright (0263828101801)	47	115	6	5.2	1	.9
Millwright/Pipefitter (0263828101803)	1	15	1	6.7	0	
Welder - Fabricator (0281936101003)	9	17	1	5.9	0	