

April 25, 2023

TO: State Machine Tool Apprenticeship Advisory Committee Members and Consultants

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

SUBJECT: State Machine Tool Apprenticeship Advisory Committee Agenda

DATE: Tuesday, May 2, 2023

TIME: 1:00 p.m. – 3:00 p.m.

ATTEND: [Attend virtually.](#)

Attend via phone.

Call: 608-571-2209. Code: 404 290 703#

Attend in person.

Department of Workforce Development, Room F105
201 E. Washington Ave, Madison, 53703

AGENDA

1. Call the meeting to order.
2. Record attendance.
3. **Old Business**
 - a. Review the roster.
 - b. **Action:** approve the minutes.
4. **New Business**
 - a. Discuss five-year cyclical review of related instruction.
 - b. Review the revised template for state standards, approved by Policy & Standards Subcommittee:
 - i. Policies established in the *Wisconsin Apprenticeship Manual*
 - ii. Updated policies established by the Department of Labor
 - iii. Policies established by the state committee.
 - c. **Action:** verify policies established by the state committee are accurate.
 - d. **Action:** identify policies established by the state committee to revise further in fall, if needed.
 - e. Questions from the Director's Call.
 - f. Communicating state committee meetings to the public
 - g. Other
5. Review the program participants.
6. Adjourn.

Draft Minutes of the

Machine Tool

State Apprenticeship Advisory Committee

October 5, 2022

Department of Workforce Development, Madison
& Virtual

Members Present	Employer / Organization
Cisewski, Brad	Pointe Precision
Heins, Ken	KLH Industries
Hoban, Tom	JTD Enterprises of WI
Keefe, Rachel	Ariens
Members Absent	Employer / Organization
Brockelman, Doug	Stanek Tool
Haban, Eric	LDI
Ollhoff, Thomas	Greenheck
Rainey, Tony	Master Lock Company
Schneider, Roque	Mercury Marine
Consultants & Guests	Employer / Organization
Bader, Scott	Teel
Dragosh, Chris	Fox Valley Technical College
Gast, Brad	Northcentral Technical College
Grunewald, Jeff	Fox Valley Technical College
Jungwirth, Christina	Northeast Wisconsin Technical College
Krowas, Erich	Fox Valley Technical College
Metko, Katie	Northcentral Technical College
Polk, David	Bureau of Apprenticeship Standards
Schmidt, Cole	Midstate Technical College
Sherman, Julie	Chippewa Valley Technical College
Smith, Owen	Bureau of Apprenticeship Standards
Stuart, Dave	Milwaukee Area Technical College

1. The meeting was called to order at 10:03 a.m. by Randy Krouse, Committee Co-Chair, in conformance with the Wisconsin Open Meeting Law.
2. Attendees introduced themselves. Mr. Owen Smith, recorded attendance.
3. Mr. Smith welcomed the new members and thanked them for their interest and service. He reviewed that the previous iteration of the roster had declined sharply since the pandemic: the pandemic affected the manufacturing workforce more adversely than other sectors; several employers represented on the committee closed or were sold; and other members retired. He added that the new members attended an orientation with BAS prior to this meeting.

4. Discussions

a. Review the role of the state committee.

Mr. Smith explained that the state committee advises the Bureau on the policies and learning content of the registered apprenticeships it oversees, which are listed in the participant report. The policies established by the committee are the minimum standards for the occupation(s), which sponsors must meet and have the discretion to exceed. The minimum standards are captured in two primary documents: the state standards and the Exhibit A.

A general discussion followed on the members' work experience, familiarity with the industry, and appreciation of apprenticeship.

b. Review the status of registered apprenticeships advised by the committee.

Mr. Smith asked the state committee to share its perspectives on the status of the occupations it oversees.

A general discussion followed, and the committee stated the following:

- i. The number of contracts and cohorts in the northwest has declined.
- ii. Most new apprentices have very little experience with machinery.
- iii. Employers hire technical college graduates.
- iv. YA is a successful pipeline: many YA graduates ladder into a Machinist apprenticeship.
- v. Manufacturing isn't the same as it was; heavy manufacturing seems to have declined.

c. Follow-up questions regarding the BAS Director's Call with State Committees

Mr. Smith reviewed the premise of the Directors' Call.

The state committee asked to clarify the minimum age of an apprentice. Director Polk explained that the minimum age is 16 by law, and a state committee can establish a higher age, such as 18. Unlike registered apprentices, youth apprentices are not under a specific contract. Therefore, a youth apprentice can leave a YA program, without graduating, to sign a registered apprenticeship contract.

d. How is the industry preparing for infrastructure projects?

Director Polk asked whether the machining industry is preparing for infrastructure projects.

Attendees did not have questions or comments.

e. Reimbursements for on-the-job learning and supportive services

Director Polk reviewed the flier in the meeting packet, including the eligibility requirements.

Attendees did not have questions or comments.

f. Register National Apprenticeship Week events with the U.S. Department of Labor

Director Polk encouraged attendees to host events and, this year, register them through the new website.

Attendees did not have questions or comments.

g. Other

Nancy Nakkoul reviewed that the WTCS continues to conduct a five-year cyclical review of related instruction. The Machine Tool related instruction was reviewed in 2021. The committee is welcome to review the curriculum further, out of cycle.

The state committee inquired to what extent the related instruction is delivered virtually. Nancy explained that most related instruction is developed assuming face-to-face delivery, unless otherwise specified. The modality of delivery is negotiated with sponsors at the district level.

The state committee inquired into the German Partnership. Mr. Smith explained that it is a pilot project between Wisconsin, Germany, and a small group of manufacturing sponsors.

5. Review the participant data.

The state committee did not have questions or comments about the participant reports.

7. The meeting adjourned at 2:15 p.m. The Bureau will schedule the next meeting via electronic survey.

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

FY23-24 WTCS Apprenticeship Related Instruction Review Plan

Machine Tool State Apprenticeship Advisory Committee Meeting

May 2, 2023



Related Instruction (RI) Review Goals:

1. Update course documentation to ensure curriculum is accurate
2. Examine potential alignments with other credentials
3. Review ways to maximize Credit for Prior Learning

Proposed Apprenticeship Programs for review during FY 23-24:

- 50-420-1 Injection Mold Set-Up (Plastic) Apprentice
- 50-420-2 Machinist Apprentice
- 50-420-6 Machine Repair Apprentice
- 50-439-1 Tool Maker Apprentice
- 50-439-3 Tool & Die Apprentice
- 50-439-4 Tool & Die Technologies Apprentice
- 50-439-5 Mold Maker Apprentice
- 50-444-1 CNC Machine Operator Apprentice

Annual Timeline for Review of RI

Timeline	Project Groups	Activities
Spring '23	Share plan-State Apprenticeship Advisory Committees	Initial Discussions
Late Summer/ Fall '23	Create Instructor Teams	<ul style="list-style-type: none"> • All colleges approved to offer program(s) invited to identify 1-2 instructors • Sponsor Survey to identify employer needs/concerns
Fall '23/ Spring '24	Gather Feedback from Instructors	<ul style="list-style-type: none"> • Share current Curriculum Standard and Related Instruction • Survey faculty and college apprentice program leadership • Share sponsor survey results
Fall '23/ Spring '24	Conduct RI review meetings (online)	<ul style="list-style-type: none"> • Amend course outcome summaries as needed • Explore potential alignments with FT programs/courses, pre-apprenticeship, and youth apprenticeship • Explore alignment of work-based learning to FT program credits • Discuss ways to maximize credit for prior learning
Spring '24	Obtain feedback and approvals	<ul style="list-style-type: none"> • WTCS approvals • Share with State Apprenticeship Advisory Committees
Spring/Summer '24	Publish project for use to the WTCS Repository	



This summary counts employers and apprentices, between 4/25/2023 and 4/25/2023 with contract status as Active & Unassigned in occupation(s) associated with this committee.

Report is based on apprentice contracts where:

- Contract sector is 'Industrial'.
- 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	497	59	11.9	19	3.8	98	19.7	399	80.3	196	26	13.3	171	87.2
CNC Machinist (00-0000.00)	8	2	25.0	1	12.5	0	0	8	100.0	4	0	0	4	100.0
CNC Technician (00-0000.00)	5	0	0	0	0	0	0	5	100.0	4	0	0	4	100.0
Electrical Discharge Machining Technician (00-0000.00)	2	1	50.0	0	0	0	0	2	100.0	1	0	0	1	100.0
Industrial Metrology Technician (51-9061.00)	2	0	0	0	0	0	0	2	100.0	1	0	0	1	100.0
Machinist (00-0000.00)	162	15	9.3	11	6.8	14	8.6	148	91.4	76	8	10.5	69	90.8
Mold Maker (Die Cast) (Plastic) (00-0000.00)	40	7	17.5	1	2.5	2	5.0	38	95.0	15	1	6.7	14	93.3
Patternmaker All Around (00-0000.00)	5	1	20.0	0	0	5	100.0	0	0	1	1	100.0	0	0
Tool And Die Maker (00-0000.00)	252	29	11.5	4	1.6	67	26.6	185	73.4	103	16	15.5	87	84.5
Tool Maker (00-0000.00)	21	4	19.0	2	9.5	10	47.6	11	52.4	9	1	11.1	8	88.9



Historical Report by Year

Report Period: 2023* and Previous -10 Years

*Current year is YTD data as of Run Date: 04/25/2023		
Run Date: 04/25/2023		
State Machine Tool Committee		
Sponsored Trade Group(s): Industrial		
Year	Active Apprentices	Active Sponsors
2013	283	156
2014	366	185
2015	424	206
2016	472	218
2017	498	223
2018	525	235
2019	564	248
2020	586	249
2021	505	220
2022	524	220
2023	522	204

