



**Approved Minutes of the
Wisconsin Apprenticeship Advisory Council
to DWD, Bureau of Apprenticeship Standards & Wisconsin Technical College System Board**

November 12, 2019
Moraine Park Technical College
West Bend, WI

Members Present	
Barker, Daniel	Ariens Company
Branson, Dave	Building Trades Council, Madison
Cook, Jim	NECA-IBEW Electrical Apprenticeship
Daily, Michael	United Steel Workers District 2
Emrick, Leigh	Associated Builders & Contractors of WI
Griffith, Tracey	WI Transportation & Builders Association
Grohmann, Gert	Associated General Contractors, Milwaukee
Hayden, Terry (Co-Chair)	Wisconsin Pipe Trades Association
Hellenbrand, Callie	Alliant Energy
Hurt, Henry (Co-Chair)	Hurt Electric
Jacobson, Gene	PDC Electrical Contractors
Lentz, Seth	Workforce Development Board of South Central WI
McHugh, Shawn	Wisconsin Operating Engineers
O'Neill, Hollie	IBEW 2150, WI Electrical Power
Wieseke, Mark	UAW, Region 4

Members Absent	
Anthony Jr., Ruben	Urban League
Kessenich, Mark	WI Regional Training Partnership
Kindred, Brent	WI Department of Public Instruction
Mortenson, Brandon	IAMAW District 10
Pfannerstill, Kathleen	Toolcraft Co., Inc.
Reader, Chris	Wisconsin Manufacturers & Commerce
Seeley-Schreck, Chrystal	Wisconsin Technical College System
Consultants and Guests	
Landreman, Chris	Bureau of Apprenticeship Standards
Johnson, Joshua	Bureau of Apprenticeship Standards
Kasper, Andrew	Bureau of Apprenticeship Standards
Nakkoul, Nancy	Wisconsin Technical College System
Pusch, Liz	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards
Walsh, Julie	Madison Area Plumbing & Sheet Metal Contractors

1. Call to Order

The meeting was called to order at 10:10 a.m. by Co-Chair Terry Hayden.

2. Action: *the Council approved the minutes as revised; Seth Lentz and Brent Kindred were in attendance, not absent.*

3. Pre-Apprenticeship received award for affirmative action

Mr. Joshua Johnson reported that the Wisconsin Certified Pre-Apprenticeship Program received the Wisconsin State Affirmative Action Council's annual diversity award for its efforts in creating access for underrepresented populations into the workforce. Mr. Johnson attend the awards banquet and accept the award on behalf of the WI Apprenticeship Advisory Council. Governor Evers attended, marking the first time a governor attended a legacy award event for state service.

4. For Action: review the Council roster.

a. Discuss renewing all roster members.

Mr. Johnson reported that half of the Council members' terms expired prior to the meeting and the Bureau renewed them.

b. Discuss expanding Council membership to include representatives of new sectors.

Mr. Johnson asked whether the Council preferred to expand its membership to include representatives from new sectors, such as information technology and healthcare. He noted that the Council expanded its membership to include educational members after CFR 29.29 was implemented.

Ms. Tracey Griffith voiced support for including new sectors and asked if expanding membership would also include additional representatives of traditional sectors.

Ms. Nancy Nakkoul echoed a similar question; she suggested the larger question is, "How should the Council specify its roster?"

Mr. Johnson agreed. He clarified that he is seeking the Council's input on how to include representatives of non-traditional sectors.

Co-Chair Hurt recommended the Council reserve seats by sector and fill then when available.

Mr. Owen Smith suggested the Bureau research the growth of apprenticeship in new sectors and propose a minimum standard of program participants to qualify for Council membership. Ms. Nakkoul supported the idea of minimum standards for membership, such as number of occupations in the sector.

Mr. Seth Lentz cautioned that the overall size remains feasible and not become unwieldy. He

added that the Council would have to revise its quorum ratio, too.

Action: *Co-Chair Hayden summarized that the Council supports expanding its size to include non-traditional sectors however the Department of Workforce Development sees fit. Mr. Johnson stated he will share the Council's input with the DWD Secretary's Office for guidance.*

5. State Apprenticeship Council Alliance Update

Co-Chair Hayden reported that the Alliance has not met since the Council last met, so he does not have an update.

Mr. Johnson reported that the U.S. Department of Labor cancelled two training and employment notices (TENs) regarding industry-recognized apprenticeship programs (IRAPs). TENs had not been eliminated before, so the cancellations sparked discussion. Some stakeholders suggest the TENs were cancelled due to opposition to IRAPs; other stakeholders suggested the remaining aspects of IRAPs may be implemented.

Attendees did not have questions or comments.

6. For action: approve applications for Certified Pre-Apprenticeship Programs.

a. Concurrency

Mr. Johnson explained that Concurrency, a Waukesha-based information technology company, proposed a pre-apprenticeship program in information technology that targets juniors and seniors in college. The company is also preparing to become a registered apprenticeship sponsor, too. Concurrency works with Forward Careers, an arm of the Waukesha-Ozaukee-Washington Workforce Development Board. The board received funding from the WAGE\$ grant to pre-apprenticeships.

The Council commented as follows:

- Co-Chair Hurt noted the proposed targets women and minorities based on historical data.
- Co-Chair Hayden agreed that the proposed program is based on data.
- Mr. Grohman praised the quality of the application, but recommended Concurrency broaden its target audience beyond college juniors and seniors.
- Ms. Nakkoul noted that the curriculum exceeds that of the registered apprenticeship.

The Council concurred on the following: the application is an important effort, but it was received too late and has notable concerns for a final decision at this time.

Action: *the Bureau will grant the Council additional time to review the application, convene the Council via conference call for a final decision after the new year, and invite Concurrency to the conference call and next meeting.*

b. Building Maintenance and Construction, WI Dept of Corrections & Madison College

Ms. Liz Pusch reported that the Council approved a similar program with a similar name; she explained that the Department of Corrections has several programs that are similar but vary in some curriculum and delivery by technical college, so they are treated individually. Therefore, she noted, this program is similar in many respects to the program the Council approved previously but differed enough to warrant individual approval.

***Action:** A motion to approve the program was made by Ms. Griffith, seconded by Mr. Lentz, and approved by the Council.*

5. For action: approve documents for Certified Pre-Apprenticeship programs

Mr. Johnson showed the final draft of the certified pre-apprenticeship program guidelines and program review guide to the Council. Both drafts incorporated the Council's input from its previous meeting.

Mr. Dan Barker asked how involved apprenticeship training representatives will be with certified pre-apprenticeship. Mr. Johnson replied that apprenticeship training representatives work with registered apprenticeship sponsors, not certified pre-apprenticeship programs. Certified pre-apprenticeship programs are aligned with registered apprenticeships, but they are part of the workforce development system; they are delivered by community-based organizations and brought forward by workforce development boards through grants.

***Action:** a motion to approved both documents was passed by the Council.*

6. Sub-committee Updates

Mr. Johnson reported that the Bureau did not convene the subcommittees since the Council last met. The Bureau will convene the subcommittees after the Bureau Director position is filled. The Bureau will likely convene the policy and procedure subcommittee first to discuss the implementation of DWD 296.

The Council asked when the Bureau will convene the Biennial Conference planning team. Mr. Johnson replied that he will convene the planning team in early 2020.

7. WTCS Update

Ms. Nakkoul reported she is attending on behalf of Ms. Seeley-Schrek. She discussed current enrollment trends across technical colleges and the registered apprenticeship scholarships available.

Attendees did not have questions or comments.

The Council broke for lunch at 11:30 a.m. and resumed at 12:30 p.m.

8. BAS Update

a. Youth Apprenticeship

Ms. Cathy Crary reported that the state youth apprenticeship staff is modernizing its curriculum. The staff also hired two new analysts: Olivia Conklin and Craig Hendrikson. They replaced Jamie Bernthal and John Keckhaver, both of whom accepted other positions.

Attendees did not have questions or comments.

b. Federal grants to expand registered apprenticeship

Mr. Johnson reported that the WAGE\$ grant is progressing very well; the grant has served 585 registered apprentices, including women and minorities. The grant also funded the development of registered apprenticeships in healthcare and information technology. The Medical Assistant registered apprenticeship, sponsored by UW Health, launched during National Apprenticeship Week.

The state expansion grant is proceeding well, too. The Bureau recently submitted a final budget modification to the U.S. Department of Labor, which includes a proposal to reimburse sponsors for hiring graduates of certified pre-apprenticeship programs. The grant is now in its third round of extensions. The third round includes funding for two navigators within the Bureau and two navigators in the Madison and Wausau workforce development boards. The third round will touch all sectors and introduce a new sector, transportation.

Attendees did not have questions or comments.

c. DWD 296

Mr. Andrew Kasper reported that the rule is now a permanent regulation. The Bureau conducted staff training for apprenticeship training representatives in December and is now briefing state committees. The same information will be posted on the Bureau website soon. The Bureau assumes sponsors are abiding by some of the new regulations, such as the expanded categories of protected workers. After the new year, the Bureau will expect sponsors to be aware of all the regulations and abiding by them. The Bureau intends to help sponsors comprehend and abide by the regulations, not be punitive up front.

Co-Chair Hurt commented that he would assume that sponsors should be aware of the regulations by now, so why would the Bureau not be punitive, if necessary? Mr. Kasper replied that the Bureau is waiting for that guidance and leadership from the next Bureau Director. The Bureau also always emphasized voluntary compliance and technical assistance, rather than punishing sponsors.

Mr. Johnson confirmed that the Bureau can only do so much until the new director is hired. do.

Mr. Jim Cook commented that the electrical occupation's national industry association implemented revise affirmative action materials in anticipation of CFR 29.30 and asked him to ask to the Bureau whether sponsor should wait to submit the materials for approval until the BAS director is appointed. Mr. Johnson replied that sponsors can submit their materials now.

Mr. Cook then asked the same question about sponsors' affirmative action plans. Mr. Kasper answered that the plans will be part of the second round of revisions, which will go into effect after the new year. The regulations in effect now are simpler and apply to all sponsors.

Attendees did not have questions or comments.

a. National Apprenticeship Week 2019

Mr. Johnson reported that 60 events are scheduled for this year's National Apprenticeship Week, a testimony to the work of the Council and apprenticeship training representatives.

Attendees did not have questions or comments.

b. ACAP

Mr. Johnson reported that ACAP continues to receive strong bipartisan report and use from sponsors and apprentices. He explained that the statistical report will always include more funds denied than reimbursed because apprentices submit all their related instruction expenses in order to qualify for the limited percentage for which they can be reimbursed.

Attendees did not have questions or comments.

9. Review participant data.

Mr. Kasper explained that the statistics compare all apprentices with a contract in active or unassigned status on this date to this date last year. Currently, more than 14,000 apprentices are active this year, which is nearing the record of 15,000 apprentices in 2001. He noted that the percentage of female apprentices is still low statewide, but several sponsors across the state achieve or surpass their diversity targets.

Co-Chair Hurt asked how the percentages of female and minority apprentices might be affected by DWD 296. Mr. Kasper replied that the Bureau projects it DWD 296 will contribute to a 10% increase in minority apprentices and a six percent increase in female apprentices. Those percentages are calculated on demographics for the surrounding workforce development areas. The stated goals or target percentages per workforce development area are calculated by the U.S. Department of Labor using population and labor market data.

10. Schedule the next meeting.

The Council tentatively scheduled its next meeting for Tuesday, February 4, at 10:00 a.m, at Zenith Tech in Waukesha.

11. Adjourn

The Council adjourned at 1:15 p.m.

Submitted by Owen Smith, Program and Policy Analyst