



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

February 15, 2023
201 E. Washington Ave
Madison, WI, w/ virtual option

Members Present	
Anthony, Jr., Ruben	Urban League
Blumer, Lindsay	WRTP/BIG STEP
Bukiewicz, Dan	Milwaukee Area Labor Council, AFL-CIO
Cook, Jim	NECA-IBEW
Daily, Michael	United Steel Workers District 2
Emrick, Leigh	Associated Builders & Contractors of WI
Gall, Corey	WI Pipe Trades Association
Giese, Rob	North Central States Regional Council of Carpenters
Hellenbrand, Callie	Alliant Energy
Hurt, Henry (Co-Chair)	Hurt Electric
O'Neill, Hollie	IBEW 2150, WI Electrical Power
Smith, Karin	Department of Public Instruction
Members Absent	
Jacobson, Gene	PDC Electrical Contractors
Lentz, Seth	Workforce Development Board of South Central WI
McHugh, Shaun	Wisconsin Operating Engineers
Pfannerstill, Kathleen	Toolcraft Co., Inc

Consultants & Guests	
Abbott, Nick	Bureau of Apprenticeship Standards
Caldie, Tom	Bureau of Apprenticeship Standards
Dorff, Brad	United Steel Workers
Herber, Ryan	Bureau of Apprenticeship Standards
Kasper, Andrew	Bureau of Apprenticeship Standards
Keckhaver, John	Bureau of Apprenticeship Standards
Konieczka, Kyle	
Madden, Caitlin	Department of Workforce Development, Legal Counsel
Nakkoul, Nancy	Wisconsin Technical College System
Nowak, Raquel	Bureau of Apprenticeship Standards
O'Shasky, Lynn	Bureau of Apprenticeship Standards
Polk, David	Milwaukee Area Technical College
Popp, Corey	Bureau of Apprenticeship Standards
Pusch, Liz	Bureau of Apprenticeship Standards
Reiter, Tim	United Steel Workers
Roddy, Elizabeth	ABC of WI
Sanger, Jenny	Bureau of Apprenticeship Standards
Schofield, Trina	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards
Stahlecker, Ben	Bureau of Apprenticeship Standards
Vang, Long	Bureau of Apprenticeship Standards
Wagner, Mike	Bureau of Apprenticeship Standards
Walsh, Julie	Mechanical Industries
Webster, Mackenzie	Bureau of Apprenticeship Standards

1. The meeting was called to order at 10:03 a.m. by Co-Chair Hurt.
2. Mr. Owen Smith recorded attendance. A quorum was present.
3. The Council reviewed the roster. The vacancies will be included in the discussion on the Council Bylaws.

4. For action: approve the minutes

The Council approved the minutes as revised: Lindsey Blumer was present.

5. Special Presentations

a. Historic achievement

Director Polk reviewed that Wisconsin Apprenticeship surpassed 15,000 apprentices last year for the second time in the program's history – and then established a new all-time high of more than 15,900 apprentices. The previous record was 15,757 apprentices in 2001. He thanked the Council and its consultants for their contributions to the success of registered apprenticeship. The Council applauded the achievement.

Several members asked what factors led to the new record. Director Polk stated that the record was achieved through a gradual increase in apprentices in traditional sectors, such as construction and manufacturing, coupled with the expansion of apprenticeship into new sectors, such as healthcare.

b. 2022 Annual Participant Report

Mr. Andrew Kasper presented year-end participant statistics from 2022. He reiterated Director Polk's statement that both traditional and new apprenticeships led to the new historical record. For example, the utility sector experienced a record year for new apprentices, and apprenticeships in emerging sectors continued to establish. Mr. Kasper noted that the report also compares apprentice participants to the state labor force.

Ms. Blumer asked whether the Bureau will incorporate other demographics information, such as "multi-racial," into its information management system. She reported that her organization has observed youth and young adults increasingly identifying with demographics not listed in the current report.

Mr. Kasper answered that the Bureau has been incorporating more demographic options into its surveys, some of which are included in the report. However, he noted that reporting demographics remains challenging: the Bureau uses federal categories, and apprentices self-identify and self-report, often across multiple categories or simply as "other."

Mr. Mike Wagner asked if the report is available online. Mr. Kasper replied that the report is on the BAS website.

c. 2020-21 WTCS Apprenticeship Completer Report

Chrystal Seeley-Schreck and Nancy Nakkoul presented noted that the report continued a steady, year-over-year increase in respondents; this iteration received a 28% response rate and featured a different method of reporting hourly and annual earnings.

Ms. Nakkoul gave a presentation on the report that she originally gave to the WTCS State Board in January, with the DWD Secretary present. She noted the board asked several questions regarding demographic and age data of apprentices. She emphasized that the report presents statistics of a subset within a subset, i.e. the subset of survey respondents within the subset of apprentices that completed their related instruction through the WTCS.

Ms. Nakkoul noted key statistics within the report, including average hourly and annual wages, and wage and employment data per sector.

Director Polk noted that the report showed an increase of survey respondents between the ages of 20 and 24.

He noted that is significant because, according to Bureau data across all apprenticeships, the average age of an apprentice is 29. He indicated the increase of respondents 20-24 years old may indicate the success of career pathway and outreach.

The Council applauded the report. Co-Chair Hurt commented that the report shows the fruit of stakeholders' collective efforts. Mike Wagner stated the report is important public information because it supports the effectiveness of registered apprenticeships to the federal and state legislators who support it.

6. Discussions

a. Delegate review of revised state standards to Policy & Standards Subcommittee

Owen Smith reviewed that last year's revisions to the *Wisconsin Apprenticeship Manual* must be implemented next into the templates for state standards and local standards. He explained that boilerplate language from *the Manual* constitutes approximately 90% of all standards; the remaining 10% of content includes policies established by the committee itself.

He added that the Bureau developed a new template for state standards that cites and separates policies into two sections: policies established in the Manual, and policies established by BAS and the state committee. For example, the membership of a state committee and its duties are established in the Manual; in contrast, the organizations that nominate members to the committee and the minimum qualifications for applicants are established by the state committee.

He reviewed that the template affects all state committees; therefore, it is appropriate for review by the Council. He asked the Council to task the Policy and Standards subcommittee with reviewing the revised template and either grant final approval authority to the subcommittee or ask it to report back to the Council in May.

A general discussion followed on state standards, the general timeline of implementation, and the forthcoming peak work and hiring periods in the construction sector.

Corey Gall and Rob Giese asked Director Polk to include them. Director Polk agreed.

Action: *the Council approved a motion for the Policy & Standards Subcommittee to review the revised template and make a final recommendation directly to the Bureau.*

Mr. Smith will convene the subcommittee in early March and projects to conclude the template in time for spring committee meetings.

b. Adhere to Council ByLaws policies for term limits for membership.

Director Polk reviewed that the Bureau will ask the Council to review its By-laws this year to ensure they are accurate and to ensure the Council adheres to the current policies for term limits.

Mr. Smith added that the review was prompted by the record number of vacancies on the Council, which were caused by retirements and changes in employment. He displayed an analysis of members and vacancies by sector.

A general discussion followed on the these topics: term limits, consecutive term limits, and how best to approach the Council as representative of all apprenticeship. The general consensus of the Council was two-fold: registered apprenticeship and its career ladders have changed significantly since the Bylaws were revised in 2017; and many current and recent members have served multiple, consecutive terms. Therefore, the Council expressed openness to reviewing its processes to ensure membership is diverse, representative, and accessible.

c. Review Council By-Laws policies for subcommittees

Mr. Smith reviewed that the forthcoming review of the Bylaws will also focus on ensuring processes for the subcommittees are current and accurate. For example, the Bylaws do not reflect the Council's decision to condense its five subcommittees into three subcommittees, and provide for an executive committee which has not been convened in more than ten years.

In addition, Mr. Smith noted that due to the revisions of the Manual, stakeholder interest in serving on a subcommittee increased to paralleling the interest and complexity of the roster of the Council itself. This appeared to the Bureau to overlook that the subcommittees are subordinate to the Council, and the entire process of subcommittee and Council meetings is public; no opportunity for input is lost by not serving as a voting member.

A general discussion followed on the process of public meetings and public comment. Several Council members supported the fact that non-voting members have opportunity to comment and believe that should remain a critical part of subcommittee and Council meetings. Other members asked how the Bureau appoints members to a subcommittee. Director Polk replied that he appoints members of subcommittees.

At 12:45 p.m., the Council paused for five minutes and then resumed for a working lunch until 1:15.

d. Update on Directors' Call with State Committees

Mr. Smith announced the date of the upcoming Directors' Call with State Committees. He reviewed that the call provides a single, virtual forum for the Bureau to report apprenticeship-wide updates to all state committees. As a result, each state committee's agenda focuses only on its unique policies and training.

Director Polk thanked the Council for supporting the Call and reported that stakeholder continue to tell him how helpful they find the format.

Mike Wagner asked if the Bureau will invite local committees. Owen replied that the Bureau will uphold the intent of the call by inviting only state committee members and consultants. The meeting is public, so committee members and consultants are welcome to forward the invitation to others, if needed.

e. Update on discussing CPA policies with appropriate subcommittee

Liz Deputy Director Liz Pusch reported that the Bureau has nearly completed the first round of required technical reviews with all programs. This review revealed several areas for process improvement. She plans to review and discuss them with the Career pathways subcommittee once the Bureau resolves several current enforcement questions with other state programs.

She elaborated that the review revealed that other state employment and training programs had misinterpreted the program documents as stating BAS regulates CPA programs. As such, other program administrators assumed CPA programs had been vetted by BAS and therefore determined them as qualified for other assistance. The Bureau explained that it has no statutory authority to regulate CPAs; rather, BAS verifies the training content is linked to registered apprenticeship.

Co-Chair Hurt and Nancy Nakkoul asked the Bureau to clarify its role with CPA providers. Nancy shared that the National Apprenticeship Act established administrative authority over CPA programs.

Liz reiterated that the Bureau does not have regulatory or statutory authority over CPAs; rather, the Bureau only certifies that the CPA content is aligned with the training needs of registered apprenticeship. She reviewed that the Bureau "certifying" the programs had been interpreted by other state agencies as the Bureau "regulating" or "vetting" the programs, which opened doors to additional assistance. The Bureau and other parties want to be on the same page moving forward so CPA programs are not misperceived as being exempt from other programs' qualifications for assistance.

The Council agreed that once the current confusion is resolved, the Bureau should update the Career Pathway subcommittee.

f. Update on mentorship resources for local committees

Director Polk reported that the Bureau is in the final stages of signing contracts with two entities that will support mentorship efforts in registered apprenticeship. The first entity, EmpowHer, will provide a statewide mentoring platform for women in construction occupation. The second entity, Mentor Greater Milwaukee, will provide training templates, and technical assistance to local committees to build mentoring programs at the local level. Both programs are opportunities to bolster recruitment and retention of applicants and apprentices who may not apply or complete due to issues external to apprenticeship, e.g. home life, personal life, etc.

Co-Chair Hurt applauded both efforts as necessary to identify and mitigate challenges early.

A general discussion ensued on average retention rates per sector and common points in time during an apprenticeship, e.g. probation period, first-year, etc. The Council also discussed how the factors may compare to attrition in the general workforce.

g. Other

Attendees did not have questions or comments.

7. Youth Apprenticeship Update

John Keckhaver presented an overview of youth apprenticeship participation and program updates. He emphasized that program participation has tripled over the past eight years, and currently offers 75 occupational pathways. The two fastest growing pathways are construction and marketing.

John reported that Youth Apprenticeship offers programs in 11 of 16 career clusters and continues to develop programs in the remaining five clusters. Currently, YA is developing programs in the clusters of education and training and businesses management and administration. Next year, YA will begin developing programs in human services, government and public administration, and law, public safety, corrections, and security.

Co-Chair Hurt asked whether youth apprentices are still prohibited from performing certain occupations. John answered that youth apprenticeship adheres to employment of minor laws and continually works with the Equal Rights Division to identify occupations and tasks that youth apprentices can perform. He noted that the question will always remain about what work a minor is able to perform.

Rob Giese asked whether the Architecture and Construction youth apprenticeship requires OSHA 10 or OSHA 30. John confirmed that OSHA 10 is required, but stated OSHA 20 can be substituted.

8. Wisconsin Technical College System Update

Nancy Nakkoul stated the WTCS had no further items to report.

9. The Council adjourned at 2:30 pm.

Submitted by Mr. Owen Smith, BAS Senior Analyst

February 13, 2023

Wisconsin Apprenticeship Advisory Council

Wednesday, February 15, 2023

10:00 AM – 3:00 PM

[Attend the meeting virtually.](#)

Attend via phone only:

+1 608-571-2209; 528 220 891#

Attend in person.

Department of Workforce Development, **Room H103**
201 E. Washington Ave,
Madison, 53703

Tentative Agenda

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

4. Action: approve the minutes.

5. Special presentations

- a. Historic achievement
- b. 2022 Annual Participant Report
- c. [2020-21 WTCS Apprenticeship Completer Report](#)

6. Discussions

- a. Delegate review of revised state standards to Policy & Standards Subcommittee.
 - b. Adhere to Council By-Laws policies for term limits for membership.
 - c. Review Council By-Laws policies for Council subcommittees.
 - d. Update on Directors' Call with State Committees.
 - e. Update on discussing CPA policies with appropriate subcommittee.
 - f. Update on mentorship resources for local committees.
 - g. Other
7. Youth Apprenticeship Update
 8. Wisconsin Technical College System Update
 9. Adjourn

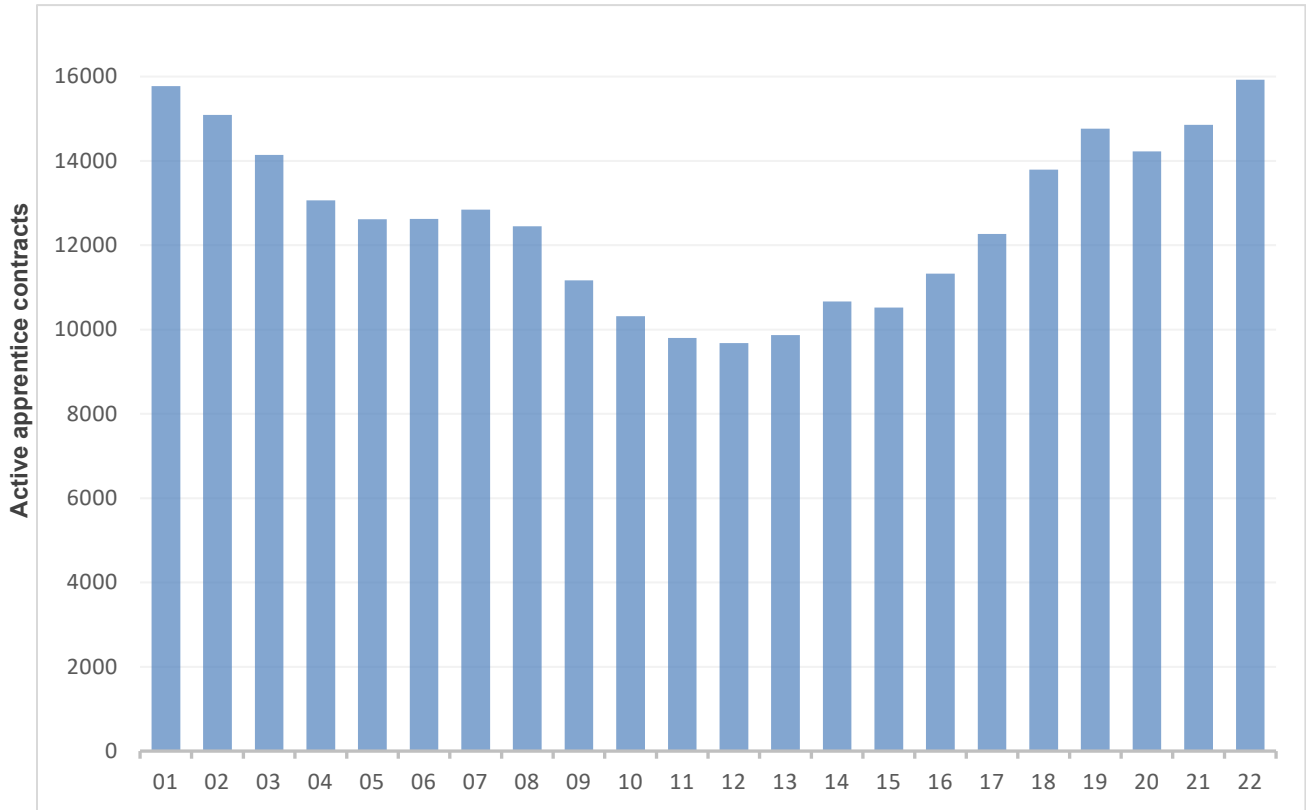
Wisconsin Registered Apprenticeship Report

Jan. 1 – Dec. 31, 2022

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State Apprenticeship Participation

In 2022, active registered apprenticeship contracts rose to an all-time high, surpassing 15,900 apprentices and eclipsing the previous high-water mark set in 2001. Save for 2015 and 2020 (coronavirus pandemic), apprenticeship contracts in Wisconsin have increased each year since 2012.



Active Contracts

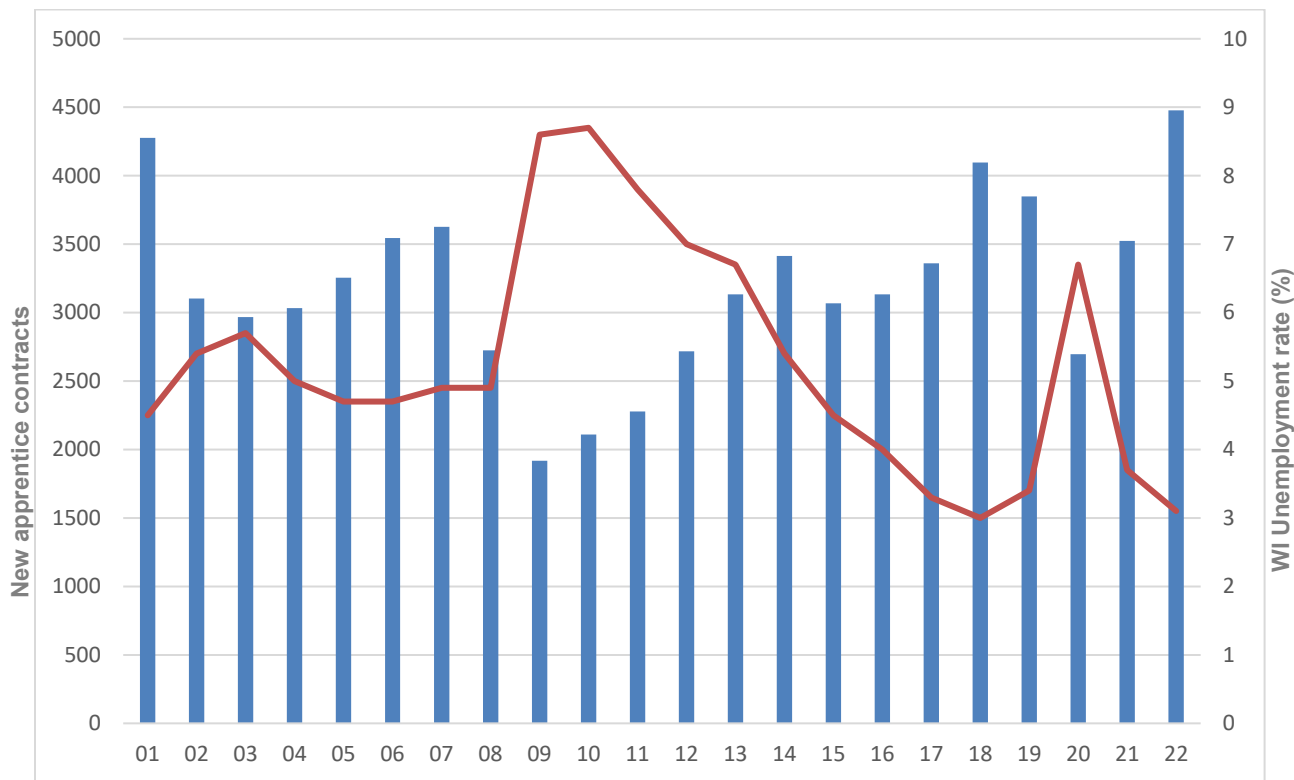
2022	15,925
2021	14,856
2001	15,777
21-year low (2012)	9,681
21-year high (2022)	15,925

2022 Benchmarks

Change from 2021	7.2%
Change from 2020	11.9%
Change from 2012	64.5%
Change from 20019%

New Apprentice Contracts vs. Unemployment

As evidenced by the graph below, there is an inverse relationship between the state unemployment rate and new apprentice contracts. There were nearly 4,500 new apprentice contracts in 2022, the highest since 2000. Meanwhile, the state unemployment rate dropped further in 2022, to an annual average of 3.1 percent, after reaching nearly 7 percent in 2020, during the coronavirus pandemic. In 2022, the state registered almost 1,000 more apprentice contracts than in 2021 and 1,800 more than 2020. (Note: the Wisconsin 2022 unemployment rate is a preliminary estimate.)



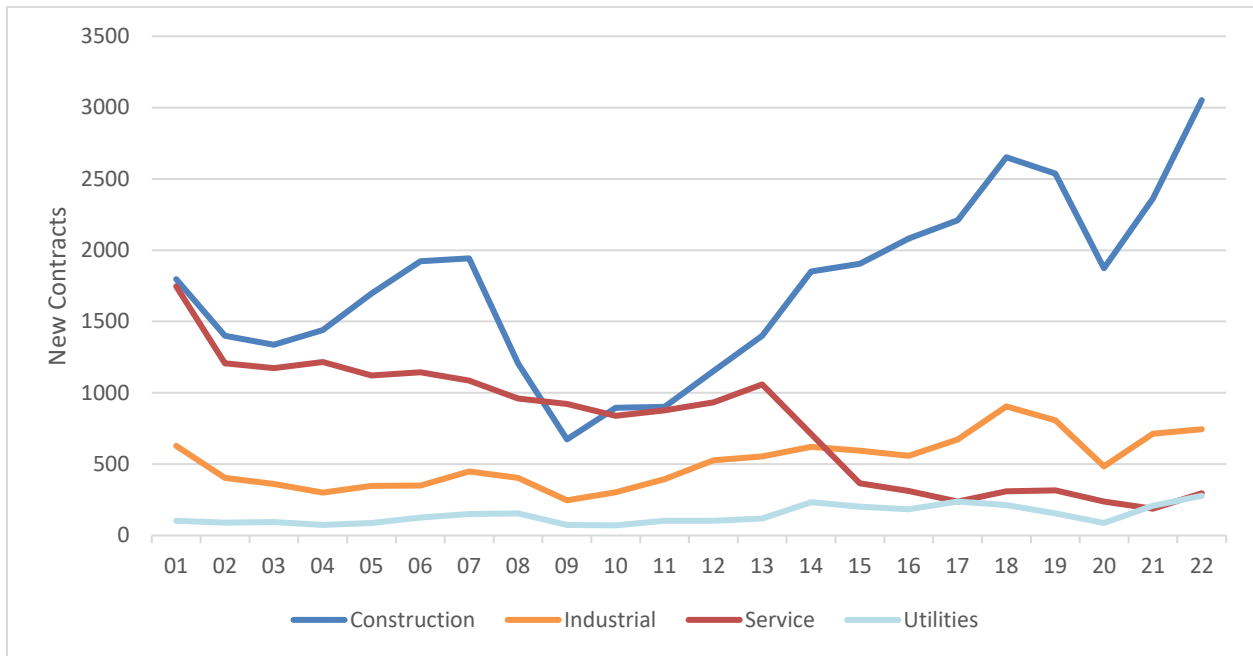
This table provides a snapshot of state unemployment rates in recent years and the corresponding number of new apprentice contracts. The Wisconsin annual unemployment rate averaged nearly 7 percent in 2020 and then fell for two consecutive years, corresponding with a sharp uptick in new apprentice registration.

	2001	...	2009	...	2020	...	2022
New Apprentice Contracts	4,276	-	1,919	-	2,696	-	4,480
Wisconsin Unemployment	4.5%	-	8.6%	-	6.7%	-	3.1%

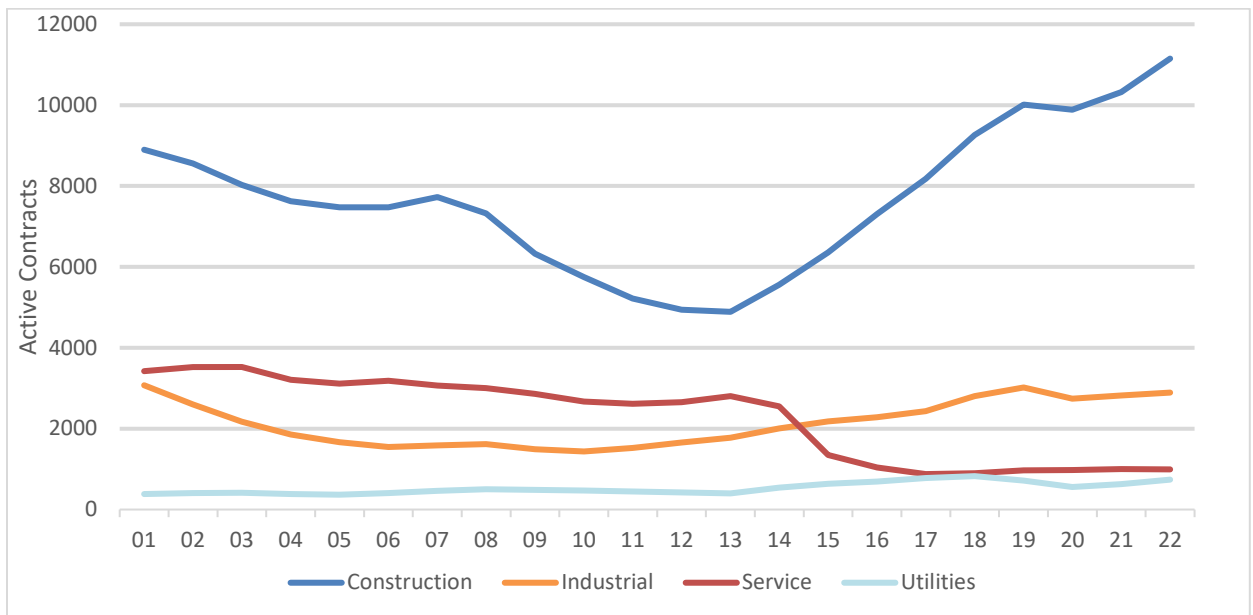
Sector Changes

All major sectors added more apprentice contracts in 2022 than in 2021. The construction and utilities sectors added more apprentice contracts in 2022 than in any past year. As for active contracts, construction continued its record-breaking streak and the industrial sector reached levels in 2022 only surpassed by 2019 and 2001.

New Apprentices by Sector



Active Apprentices by Sector



2022 Emerging Sector Activity

	Active Contracts	New Contracts	Completed Contracts	Cancelled Contracts	Active Employers	Change from 2021 (contracts)	
Healthcare	86	74	5	7	13	+47	+121%
IT	37	15	6	8	11	+10	+37%
Agriculture	16	11	4	2	11	+9	+129%
Transportation	7	5	0	4	6	+5	+250%

Top Occupations by Sector (3-Year Comparison)

2020		2021		2022	
Healthcare					
Medical Assistant	37	Pharmacy Technician	23	Medical Assistant	39
Pharmacy Technician	9	Medical Assistant	9	Pharmacy Technician	27
Direct Support Professional	2	Direct Support Professional	7	Caregiver	15
				Direct Support Professional	3
				Medical & Clinical Lab Technologist	2
Agriculture					
Organic Vegetable Farm Manager	3	Organic Vegetable Farm Manager	7	Organic Vegetable Farm Manager	16
Transportation					
		Freight Forwarding	2	Diesel Technician	3
				Freight Forwarding	2
				Heavy Truck Driver	2
Information Technology					
IT Service Desk Technician	5	Software Analyst	19	Software Analyst	31
Data Analyst	3	Broadband Service Technician	4	Broadband Service Technician	4
Software Developer	2	Data Analyst	3	Data Analyst	1
Broadband Service Technician	1	Software Developer	1	IT Service Desk Technician	1

Top Apprenticeship Occupations (3-Year Comparison)

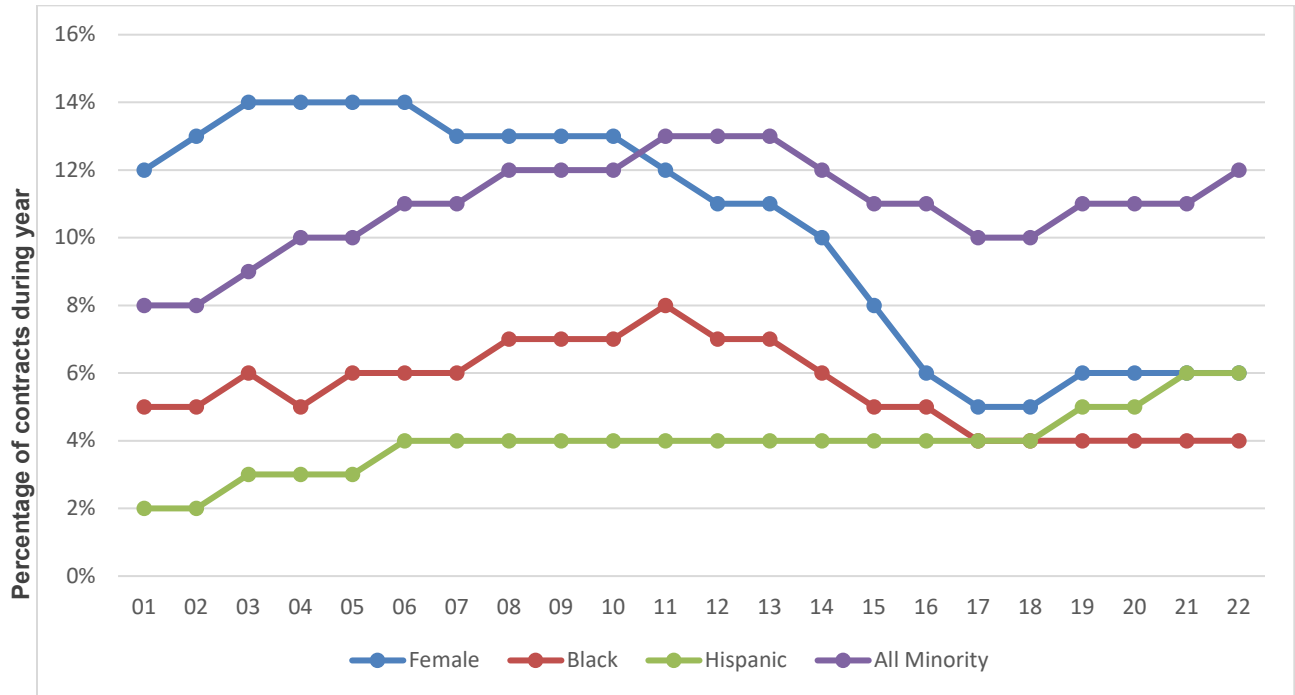
Construction continues to dominate the top occupations in Wisconsin apprenticeship, with construction electrician and plumber steadily growing over the past few years. Cosmetologist re-entered the top 15 occupations after two years of depressed participation beginning around 2020.

Jan. 1, 2021		Jan. 1, 2022		Jan. 1, 2023	
Construction Electrician	2,009	Construction Electrician	2,111	Construction Electrician	2,256
Plumber	1,457	Plumber	1,558	Plumber	1,669
Carpenter (Construction)	973	Carpenter (Construction)	889	Carpenter (Construction)	891
Operating Engineer	637	Operating Engineer	663	Operating Engineer	860
Sheet Metal Worker	516	Sheet Metal Worker	522	Sheet Metal Worker	513
Steamfitter (Construction)	451	Steamfitter (Construction)	422	Steamfitter (Construction)	445
Construction Craft Laborer	331	Industrial Electrician	346	Construction Craft Laborer	395
Industrial Electrician	305	Construction Craft Laborer	311	Industrial Electrician	340
Maintenance Mechanic	265	Tool and Die Maker	268	Iron Worker	296
Maintenance Technician	256	Maintenance Technician	265	Steamfitter (Service/Refrigeration)	280
Steamfitter (Service/Refrigeration)	249	Maintenance Mechanic	262	Electric Line Worker	275
Tool and Die Maker	246	Electric Line Worker	260	Maintenance Mechanic	272
Electric Line Worker	244	Steamfitter (Service/Refrigeration)	258	Maintenance Technician	262
Iron Worker	243	Iron Worker	229	Tool And Die Maker	258
Firefighter	210	Funeral Director	215	Cosmetologist	210

Minority and Female Participation in Apprenticeship

Female, Black and Hispanic apprentice participation remained relatively steady in from 2021 to 2022, with overall minority participation increasing by about one percentage point.

WI Apprentice Demographics



2022 Apprentice Data

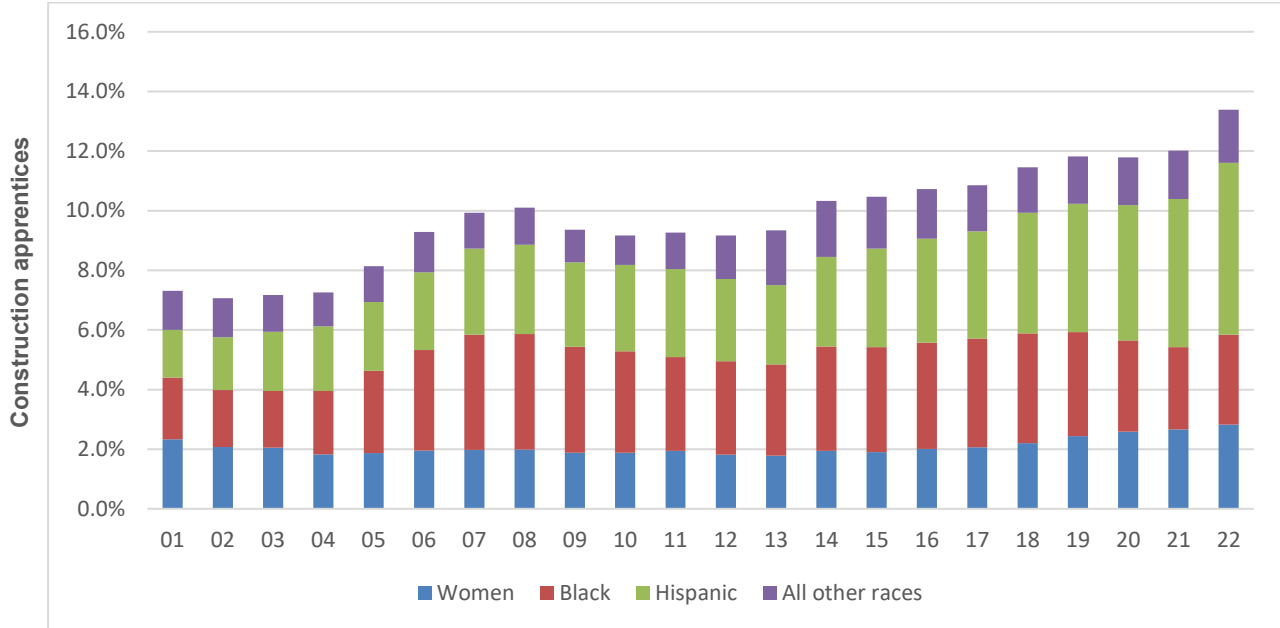
2022 Apprentice Data		WI Labor Force
Female	6.5%	48.1%
Black	3.8%	4.9%
Hispanic	6.3%	6.2%
Native Hawaiian/ Pacific Islander	.2%	.04%
Asian	1.2%	2.8%
American Indian/ Alaska Native	1.1%	.7%
Individuals with Disabilities	1.7%	5.2%

Statewide, female and certain minority demographics lag in registered apprenticeship participation when compared to their representation in the state's civilian labor force.

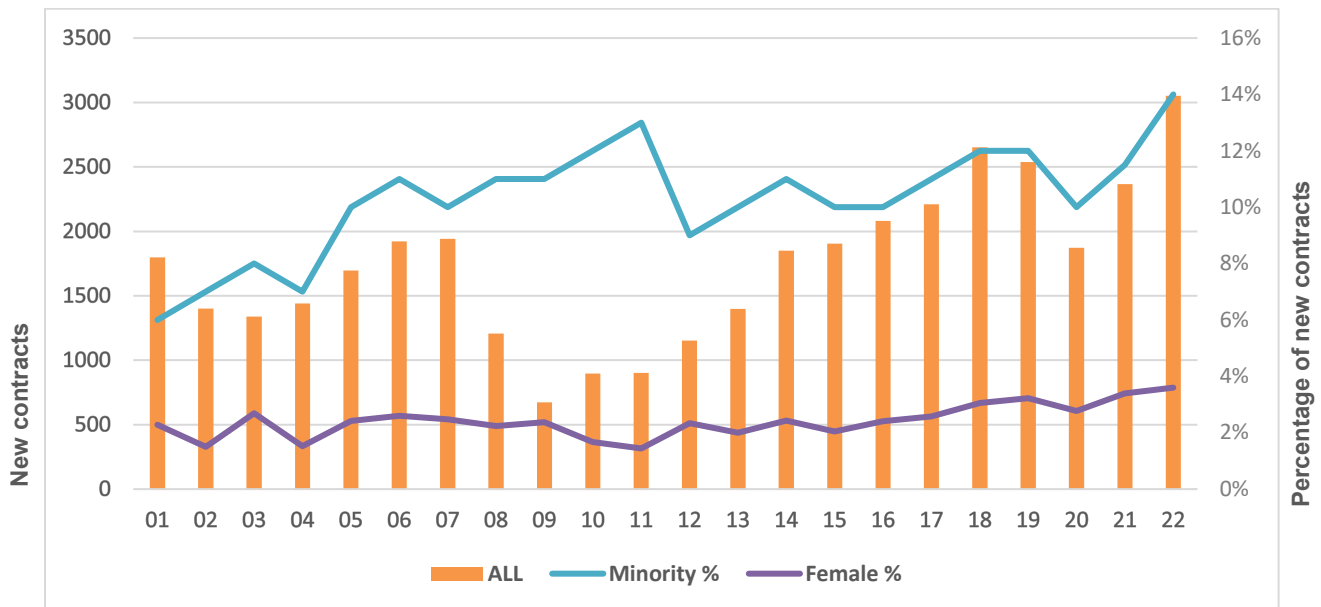
Minorities and Women in Construction

There were 45 more women in construction in 2022 than in 2021. Similarly, there 58 more black apprentices, 143 Hispanic apprentices, and 36 apprentices from other minority races in 2022. This translates to higher levels of participation for female and minority apprentices in 2022 than any prior year. Women and minority apprentices comprised higher levels of new construction contracts in 2022 than seen in over two decades.

Demographics of Construction Apprentices



New Construction Contracts



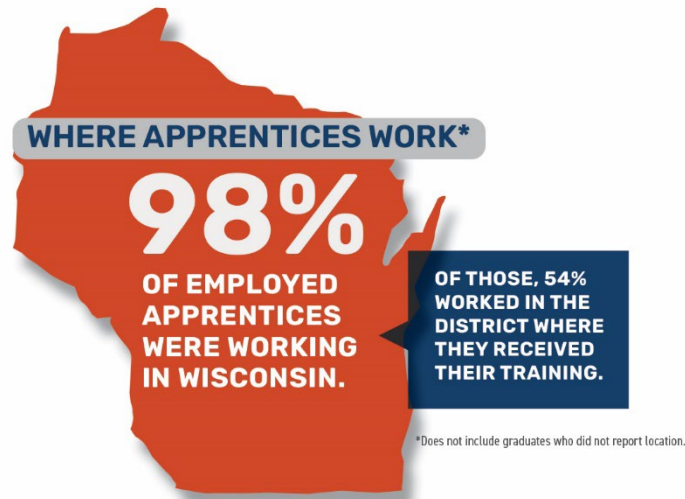
Employment and Salary Data

2020-21 Apprenticeship Completion

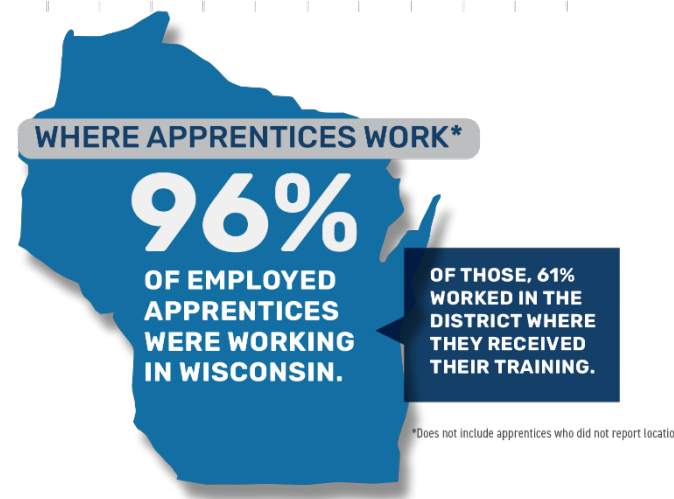


Employment Location

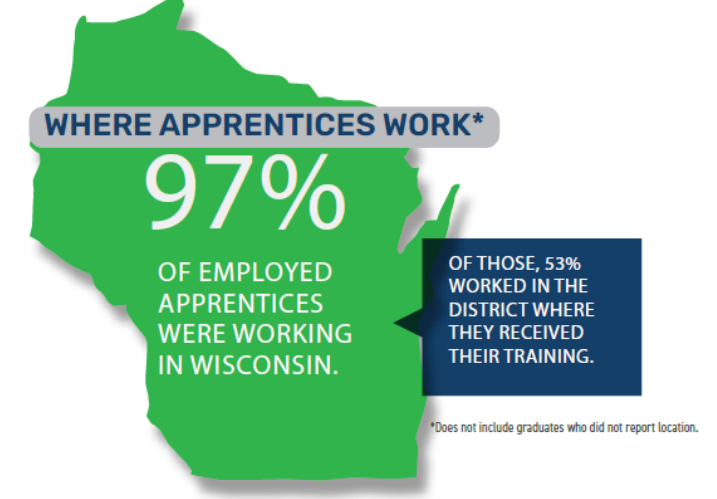
Employment Location 2018-19



Employment Location 2019-20



Employment Location 2020-21



Earnings Data Comparison

2018-19



\$87,145
MEDIAN SALARY FOR
CONSTRUCTION SECTOR

\$85,273
MEDIAN SALARY FOR
SERVICE SECTOR

\$69,259
MEDIAN SALARY FOR
INDUSTRIAL SECTOR

2019-20



\$81,114
MEDIAN ANNUAL
EARNINGS FOR
CONSTRUCTION SECTOR

\$89,100
MEDIAN ANNUAL
EARNINGS FOR
ALL OTHER SECTORS

\$74,633
MEDIAN ANNUAL
EARNINGS FOR
INDUSTRIAL SECTOR

2020-21



\$85,000
MEDIAN ANNUAL
EARNINGS FOR
CONSTRUCTION SECTOR

\$96,000
MEDIAN ANNUAL
EARNINGS FOR
ALL OTHER SECTORS

\$80,000
MEDIAN ANNUAL
EARNINGS FOR
INDUSTRIAL SECTOR

Training & Instruction Satisfaction

2018-19 Apprenticeship Completers



2019-20 Apprenticeship Completers



2020-21 Apprenticeship Completers



Continuing Education

2018-19 Apprenticeship Completers

2019-20 Apprenticeship Completers

2020-21 Apprenticeship Completers



Looking ahead...

Emerging new apprentice occupations, not yet reflected in the WTCS Apprenticeship Completion Report:

Biotechnology Lab Support Assistant
Cook-Chef
Culinary
Cybersecurity Analyst
Dairy Grazier
Data Analyst
Diesel Technician
Early Childhood Educator

Facility Maintenance Technician
Financial Services Professional
Freight Forwarding
Industrial Metrology Technician
IT - Software Developer
Medical Assistant
Medical Laboratory Technician
Organic Vegetable Farm Manager
Roadway Maintenance Technician

Visit dwd.wisconsin.gov/apprenticeship for more info on their new and emerging programs

Distribution

- Report will be shared with:
 - DWD - Bureau of Apprenticeship Standards
 - Wisconsin Apprenticeship Advisory Council
 - State Trade Committees (Apprenticeship Advisory)
 - WTCS Board Members
 - WTCS Apprenticeship Coordinators
 - College Marketing Teams
 - Wisconsin High Schools - Counselors
- Online:
 - www.WTCSsystem.edu/ApprenticeshipReport



Contact: nancy.nakkoul@wtcsystem.edu

WTCS Systemwide Activity Update January 2023

2023 WTCS-BAS Apprenticeship Completion Report

The [2023 Apprenticeship Completion Report](#) is now available online on the Wisconsin Technical College System Publications website. The report contains employment, wage and training satisfaction outcomes for apprentices completing their programs in 2020-21.

- Of the 1385 completers surveyed, 426 (31%) responded. In the prior year report, there were 1220 completers and the response rate was 28%.
- The number of apprenticeship completers receiving related instruction through a WTCS college has steadily increased over the past five years, from 847 in 2016-17 to 1,385 in 2020-21.
- Respondents reported a 92% satisfaction rate for on-the-job training and 95% for classroom instruction.
- Median annual earnings for all completers grew from \$80,000 last year to \$84,238 in the current year's report.
- 37% of respondents indicated an interest in continuing education beyond apprenticeship which is consistent with prior year reports.

Apprenticeship in New Sectors: New Programs in Past Six Years

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 NWD	Medical Assistant NTC	Biotechnology Lab Support Assistant MDSN	Press Set-Up Operator GTC
2020	Facilities Maintenance Technician MILW	Cybersecurity Analyst MDSN	Pharmacy Technician MILW	Early Childhood Educator MILW LTC CVTC FVTC NWTC
2021	Roadway Maintenance Technician CVTC	Industrial Metrology Technician FVTC CVTC	Culinary Apprentice MILW GTC	
2022	Diesel Technician NTC	Freight Forwarding MILW	Medical Laboratory Technician MILW	