

March 1, 2021

TO: State Ironworking Apprenticeship Advisory Committee Members and Consultants

FROM: Owen Smith, Bureau of Apprenticeship Standards  
(608) 266-2491; [Owen.Smith@dwd.wisconsin.gov](mailto:Owen.Smith@dwd.wisconsin.gov)

SUBJECT: State Ironworking Apprenticeship Advisory Committee meeting

DATE: Tuesday, March 9, 2021

TIME: 1:00 PM

ACCESS: <https://dwdwi.webex.com/dwdwi/j.php?MTID=m1f2979d2e1fbd8db7d44be50e2610847>

Mtg number: 145 002 7121  
Password: MJmkKuSM848  
Join by phone: 1-855-282-6330 US TOLL FREE  
Access code: 45 002 7121

#### **TENTATIVE AGENDA**

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

#### **4. For action:**

- a. Approve the minutes.
- b. Review applicant assessment requirements.
- c. Review state standards.

#### **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. Implementing Transition to Trainer and Teaching Transition to Trainer
- h. Supportive services and OJL reimbursement for registered apprentices
- i. Applicant outreach campaign and revisions to [www.WisconsinApprenticeship.org](http://www.WisconsinApprenticeship.org)
- j. Apprenticeship Completion Award Program
- k. BAS leadership and personnel changes
- l. Other

6. WTCS Update
7. Review the program participants.

8. Schedule the next meeting.
9. Adjourn.

**Draft Minutes of the  
Ironworking  
State Apprenticeship Advisory Committee**

**September 16, 2020**  
Virtual

<b>Members Present</b>	<b>Organization / Employer</b>
Cyganek, Brad (Co-Chair)	Ironworkers Local 8
Davies, Barry	Local 512 (MN)
DeMinter, Tim	Ironworkers Local 383
Hager, Ben (Co-Chair)	J.H. Findorff
Hayes, Peter	Red Cedar Steel Erectors
Mayrhofer, Tony	Ironworkers Local 8
Riley, John	K.F. Sullivan Co.
Shultis, Andrew	Ironworkers Local 383
<b>Members Absent</b>	<b>Organization / Employer</b>
Hooyman, Chad	SPE Little Chute
<b>Consultants and Guests</b>	<b>Organization / Employer</b>
Hanson, Rich	Ironworkers Local 8
Johnson, Josh	Bureau of Apprenticeship Standards
Nakkoul, Nancy	WI Technical College System
Smith, Owen	Bureau of Apprenticeship Standards
Stern, Pete	Ironworkers Local 383

1. The meeting was called to order at 10:05 a.m. by Co-Chair Ben Hager, in conformance with the Wisconsin open meeting laws.
2. Mr. Smith recorded attendance. A quorum was present.
3. The committee reviewed the current roster. The contractor organization, ACEA, will nominate a new Employer member to replace Ms. Otte from Boldt.

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

##### **a. For action: approve the minutes**

The minutes were approved as written.

##### **b. Registered apprenticeship during COVID-19**

Director Johnson reported that 1,000 less apprentices are registered than this time last year. The most noticeable declines are in the service and utility sectors; construction was affected the least. He noted that the decline more represents the absence of new apprentice contracts than the cancellation of existing contracts.

Director Johnson noted that Bureau staff have been working from through since March and will continue through 2020. He thanked all attendees for their organizations' support for virtual meetings and continuing business as usual, to the extent possible.

The state committee reported that it has adapted on-the-job learning and related instruction procedures to ensure the safety of apprentices.

##### **c. Implementing revisions to CFR 29.30**

Director Johnson reported the Bureau's current efforts to implement CFR 29.30. The Bureau continues to update the Wisconsin Apprenticeship Manual with laws that were passed since the manual was last revised, such as CFR 29.30. The Bureau drafted the new discrimination and harassment complaint form and disability disclosure form for apprentices and revised the quality assessment for all sponsors.

The discrimination form and quality assessment form will be reviewed by the WI Apprenticeship Advisory Council at its year-end meeting. The disability disclosure form has been in circulation for the past few months and the response rate has been high.

Attendees did not have questions or comments.

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

Director Johnson reported that the WAGE\$ grant concluded in September. The Bureau met most of its goals with exception of enrollment in some new occupations, which is not a surprise because enrollment in new occupations grows slowly.

The first and second rounds of the state expansion grant expire on October 30. Round two includes reimbursements to sponsors that hire underrepresented populations and graduates of certified pre-apprenticeship programs; the reimbursements cover certain costs of on-the-job learning.

Reimbursements will be issued on a first come, first served basis. The related policies are pending approval of the Department of Administration populations.

The Bureau received a fourth round of federal grant funding, totaling \$9 million. The grant goals include the following: register 3,000 new apprentices; increase underrepresented populations in registered apprenticeship; align related instruction for specific registered apprenticeships with curriculum in technical diploma and associate degree programs; incentivize sponsoring registered apprentices; fund an extensive, applicant-focused outreach campaign; and hire an Apprenticeship Navigator for the northeast and four new Apprenticeship Training Representatives for specific sectors, excluding construction.

Director Johnson noted that he was excited that the Department of Labor awarded the grant to the Bureau after the retirement of former director, Karen Morgan. He considered the grant a sign of faith in his leadership. Forty-two states received a base of \$450,000, and only eight states received more than \$8 million.

Attendees did not have questions or comments.

**e. Industry-Recognized Apprenticeship Programs (IRAPs)**

Director Johnson reported that IRAPs were implemented this year and the standards recognition entities, or approving bodies, were announced on the Department of Labor website this September. The Bureau, with the support of the WI Department of Workforce Development, maintains it will not approve IRAPs in Wisconsin. Instead, the Bureau will offer flexible registered apprenticeships.

Attendees did not have questions or comments.

**f. Applicant outreach campaign and revisions to [www.WisconsinApprenticeship.org](http://www.WisconsinApprenticeship.org)**

Director Johnson reported that the applicant outreach campaign to be funded by the new federal grant will include a complete redesign of the Bureau website. The new website will look and function like a business website, not a government website, and be much more user-friendly to career seekers, potential sponsors, and current sponsors and apprentices.

The state committee expressed concern that the current website is not user-friendly. Several members asked why the previous version was discontinued. Director Johnson answered that the current version was implemented by the Department of Workforce Development as part of a system-wide redesign that unified user groups across all DWD programs.

**g. Apprenticeship Completion Award Program**

Director Johnson reviewed the most recent reimbursement statistics. He reiterated that ACAP has continued to be a clear example of bipartisan support for registered apprenticeship for several years.

**h. Other**

Attendees did not have questions or comments.

**5. New Business**

**a. Mandatory registration in BASERS**

Director Johnson reported that he has proposed that all current and future sponsors must register in and perform contract actions through BASERS as of July 1, 2021. Sponsors that do not comply will not be permitted to register new apprentices. He will discuss the proposal with the WI Apprenticeship

Advisory Council at its upcoming meeting. The objective of the proposal is to position BASERS as the central contract and communication portal between the Bureau and all sponsors, now and in the future.

The state committee reported that both local committees registered in BASERS and conduct all contract actions through it. Both local committees believe the program is very helpful.

**b. For action: revising state standards, including applicant assessments and ASVAB**

Mr. Smith reported that all state committees will review their state standards throughout 2021 to ensure all recent legislative and policy updates have been incorporated and all content is current.

The review will also include current applicant assessment requirements and whether to adopt the Armed Services Vocational Aptitude Battery. Several state construction committees have asked the Bureau to research whether the ASVAB would be a helpful tool in streamlining the application process for veterans. Mr. Smith reported, however, that the ASVAB is a categorically different assessment than the Accuplacer and ACT and is not used by the Wisconsin Technical College System. If implemented, the ASVAB may create unequal requirements for veterans and civilians.

The state committee reported that the current assessments work fine but not smoothly; Mr. Stern proposed that the process will be smoother once Accuplacer Classic fully phases out and the five-year acceptance period of scores expires. Mr. Stern reiterated that assessment scores are one part of the application process; the interview is another.

Mr. Mayerhof reported that he and his local committee propose removing the assessments because they are not pertinent to construction and do not predict the most important factors: attendance and soft skills.

Mr. Smith stated that discontinuing applicant assessments would be a decision of the state committee, not a local committee. Director Johnson encouraged attendees to consider that assessments predict the applicant's ability to succeed in related instruction; discontinuing assessments may set up applicants to have difficulty with related instruction.

Mr. Davies cautioned that eliminating the assessments would cause trouble for applicants and the local committees down the road; committees need a benchmark for equitability and inclusion or otherwise are vulnerable to legal action. Mr. Davies stated that his local committee in Minnesota uses several tests and combines them with interview scores.

A general discussion followed on the value of assessments and the appropriate balance between assessments and interview scores.

**Action:** the state committee approved a motion to review applicant assessment procedures at the 2021 spring meeting.

**c. 2020 Meeting of National Association of State and Territorial Apprenticeship Directors**

Director Johnson reported that the NASTAD Conference will be held virtually throughout the week of September 29. Topics will include the effects of COVID-19, industry-recognized apprenticeship programs, updates from various states, and more.

Attendees did not have questions or comments.

**d. 2020 National Apprenticeship Week**

Director Johnson reported that National Apprenticeship Week will occur the week of November 8. Sponsors and stakeholders are encouraged to host virtual events and provide the access information to the Bureau for inclusion on the master calendar.

Attendees did not have questions or comments

**e. 2021 Biennial Apprenticeship Conference**

Director Johnson reported that he and the WI Apprenticeship Advisory Council voted to postpone the conference until the spring of 2022 due to COVID-19.

Attendees did not have questions or comments

**f. Revising Transition to Trainer and Teaching Transition to Trainer**

Director Johnson reported that the Wisconsin Technical College System is revising both courses to align them with current training needs, remove outdated content, enhance their delivery online, and broaden the pool of potential instructors. The project is scheduled to finish by the end of the year; the courses are projected to be implemented in early 2021.

Attendees did not have questions or comments

**g. BAS leadership and personnel changes**

Director Johnson reported several personnel changes: ATR Chris Landreman accepted a new position with DWD Job Service; Darla Burton from youth apprenticeship accepted a new position; and Liz Pusch is the new BAS section chief. The Bureau will hire six new positions through its recent grant award.

Attendees did not have questions or comments

**h. Other**

Attendees did not have questions or comments

**6. WTCS Update**

Ms. Nakkoul reviewed the written update with attendees.

Attendees did not have questions or comments

**7. Review the participants.**

Participants included 250 apprentices and 48 employers with a contract in active or unassigned status as of September 1, 2020. The Bureau noted the Ironworkers' high percentages of minority and female apprentices: 14.8 % minorities and 4.4% female.

8. Mr. Smith will schedule the next meeting via online survey. The meeting will be virtual.

9. The committee adjourned at 11:40 a.m.





# Employment and Salary Data

## 2018-19 Apprenticeship Completion



1

## Employment Location



Employment Location 2016-17



Employment Location 2017-18



Employment Location 2018-19



Inspire ♦ Innovate

Collaborate ♦ Transform

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

Inspire ♦ Innovate

Collaborate ♦ Transform

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



Inspire ♦ Innovate

Collaborate ♦ Transform

4

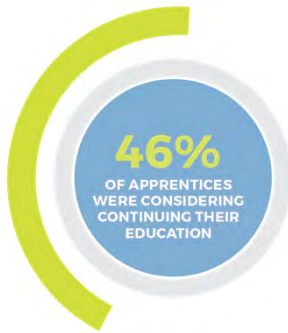
## Continuing Education



2016-17 Apprenticeship Completers

2017-18 Apprenticeship Completers

2018-19 Apprenticeship Completers



Inspire ♦ Innovate

Collaborate ♦ Transform

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](mailto:nancy.nakkoul@wtcsystem.edu) or [dan.arneson@wtcsystem.edu](mailto: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](http://www.wtcsystem.edu)->About Us->Publications and Resources

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

Inspire ♦ Innovate

Collaborate ♦ Transform



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

## 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 - Construction

### State Ironworking Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 3/1/2021 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	232	31	13.4	10	4.3	232	100.0			46	46	100.0		
Madison Area Ironworking JAC	64	6	9.4	2	3.1	64	100.0			19	19	100.0		
Iron Worker (0180138101401)	64	6	9.4	2	3.1	64	100.0			19	19	100.0		
Milwaukee Area Ironworking JAC	168	25	14.9	8	4.8	168	100.0			38	38	100.0		
Iron Worker (0180138101401)	165	25	15.2	8	4.8	165	100.0			38	38	100.0		
Ironworker (Assembler, Metal Buildings) (0180138101001)	3	0		0	0.0	3	100.0			2	2	100.0		