

Approved Minutes of the
Ironworking
State Apprenticeship Advisory Committee

October 26, 2018
Local 383 Training Center
Madison, Wisconsin

Members Present	Organization / Employer
Cyganek, Brad (Co-Chair)	Ironworkers Local 8
Davies, Barry	Local 512 (MN)
Hanson, Rich	Ironworkers Local 8
Mayrhofer, Tony	Ironworkers Local 8
Shultis, Andrew	Ironworkers Local 383
Members Absent	Organization / Employer
DeMinter, Tim	Ironworkers Local 383
Hager, Ben (Co-Chair)	J.H. Findorff
Hooyman, Chad	SPE Little Chute
Riley, John	K.F. Sullivan Co.
Consultants and Guests	Organization / Employer
Johnson, Josh	Bureau of Apprenticeship Standards
Mayek, Mandy	Mid-State Technical College
Nakoul, Nancy	WTC
Schanke, Debbie	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards
Stern, Pete	Ironworkers Local 383

1. The meeting was called to order at 10:07 a.m. by Co-Chair Brad Cyganek, in conformance with the Wisconsin open meeting laws.
2. A roll call was conducted. A quorum was not present.
3. The committee reviewed the current roster. Owen Smith noted members absent.
4. **Old Business**

a. Review follow-up items from the previous meeting.

i. For action: approve the minutes

The minutes were approved as written.

ii. How is the new training center proceeding?

Josh Johnson inquired how the new training center was progressing. The committee replied that the facility works well and has been operational for a little bit now. Josh reminded the committee that the training center must be inspected and approved by the Bureau; he suggested that apprenticeship training representatives Debbie Schanke and Richard Badger conduct the inspection.

b. Implementing revisions to CFR 29.30

Josh reported the Bureau has yet to receive guidance from the U.S. Department of Labor and hopes to provide that guidance at the next meeting. Owen reminded attendees that all sponsors will have to revalidate their applicant assessments and noted that the Accuplacer Classic will be replaced by the Accuplacer Next Generation next January.

The committee expressed concern that scores do not correspond between the Accuplacer versions. The committee asked whether the Bureau will provide guidance to sponsors on how to compare scores. Josh confirmed that the Bureau will provide a crosswalk and policy guidance in an official letter in January. In the meantime, he suggested, local committees can contact Milwaukee Area Technical College to obtain the college's crosswalk.

c. Federal grants to expand apprenticeship

Josh reported that the Bureau received two grants. The WAGE\$ grant has met or exceeded their projected numbers. Through the grant, the Bureau has been expanding registered apprenticeship into advanced manufacturing, health care, and information technology occupations. The Expansion grant received \$1.8 million and is in the second phase. Josh stated BAS will assist the committees in the expansion, recruitment and retainment of women and minority apprentices.

Attendees did not have questions or comments.

d. Presidential executive order to expand 'apprenticeship'

Josh discussed Industry Recognized Apprenticeship Programs (IRAPS). He emphasized that IRAPs will be piloted in non-traditional occupations, not construction trades, and will not require minimum hours for on-the-job learning or related instruction. How IRAPs will be certified and by whom are unknown. All apprenticeships in Wisconsin will remain required to register with the Bureau.

Attendees did not have questions or comments.

e. BASERS

Josh reported that the next iteration of BASERS will allow sponsors to request contract actions.

Rich Hansen reported BASERS does not recognize immediate cancellations caused by apprentices quitting. He said the interim, paper procedure the Bureau implemented works. Peter Stern stated Local 383 is considering using the paper procedure, too. Both recommended that adding the procedure to BASERS would be much easier. Josh replied the next iteration will resolve the matter.

f. Apprenticeship Completion Award Program

Josh referred to the handout provided in the meeting packet. He further explained the reimbursement allotments available to pay for books and tuition.

g. Other

Attendees did not have additional topics.

5. New Business

a. 2018 National Apprenticeship Week

Josh reviewed that National Apprenticeship Week will be November 12-18, 2018. He reported that Wisconsin placed fifth nationally last year in the number of events held, with 46 events. As of today's date, Wisconsin has 49 events statewide scheduled.

Pete reported the Madison Area Ironworkers will hold an open house on November 14th. Locals 8 and 383 reported no one attended their events last year. Josh replied the Bureau will help outreach.

b. 2019 27th Biennial Wisconsin Apprenticeship Conference

Josh reported the 27th Biennial Wisconsin Apprenticeship Conference will be held March 12-13, 2019 at the Madison Marriott West in Middleton, WI. He said the theme for this conference is "Workforce Next". There will be approximately 30 workshops and give keynote speakers, but not an apprenticeship expo. BAS will also provide a technical assistance guide session on March 11th. The Bureau will mail "Save the Date" cards soon.

Attendees did not have questions or comments.

c. BAS website changes

Josh reported that the Bureau is updating its homepage. The current page is focused on resources for current sponsors and apprentices; the revisions will focus the website towards applicants. Owen Smith will be instrumental in leading the new design. The revisions will streamline the occupations-specific pages and feature information on sponsors that are recruiting apprentices. The page is projected to launch in early 2019.

Pete requested the Bureau revise address for the Madison Area Ironworkers and the section that incorrectly lists Associated Builders & Contractors as sponsoring Ironworker apprenticeships.

d. BAS personnel changes

Josh reported the following changes: Kathy O'Sullivan, apprenticeship training representative (ATR) for LaCrosse, retired; Rachell Faber, ATR for Eau Claire, accepted an external position; and Matt White, policy analyst in Madison, accepted an external position. Stephanie Haka was hired as an additional ATR for Wausau; she will focus primarily on manufacturing.

Attendees did not have questions or comments.

e. Other

i. Weekend work with different contractors

Tony asked if registered apprentices are permitted to work for one contractor during the work week and a separate contractor on the weekend. If so, which employer assumes liability? Pete concurred this happens frequently and there is no specific policy language to address it.

Josh replied confirmed apprentices are permitted to work for a different contractor on the weekend, if the apprentice returns to his or her primary employer on Monday. The liability follows the contractor employing the apprentice on the particular job.

Action: *Josh will research related policies and recommend language at the 2019 spring meeting.*

ii. Approving Madison Joint Apprenticeship Committee's curriculum for related instruction

Pete Stern requested Josh provide assistance in approving the related instruction curriculum for the Madison Area Ironworkers Apprenticeship Program. Pete originally submitted curriculum for approval in 2013 and has not received a response. He also noted that the curriculum is required to re-certify the Madison program with the Ironworkers International by the end of the year.

Pete also reported, on behalf of absent member Tim DeMinter, that if the Madison Area Ironworkers LU 383, did not receive assistance from BAS to address this issue, they will no longer participate on the State Ironworking Committee or follow BAS direction.

Pete made a personal appeal to Josh for assistance in resolving this matter. Pete explained the new ironworker curriculum has been modified but contains foundational content acknowledging industry changes. Tony also acknowledged this is problem for LU 8 ironworking committee.

Josh noted concerns and will provide follow up to the committee.

6. WTCS Update

Nancy Nakoul reported the Great Lakes Scholarship will be available for another year. She stated the application window recently closed for this period. Mandy Mayek, Mid-State Technical College requested the eligibility guidelines be clarified and shared.

Discussion was held on the WIDS repository for curriculum. Barry Davies asked if the ABC program had access to the union's curriculum. Nancy reported WTCS has control over who can access this repository. Nancy stated WIDS is a proprietary curriculum repository and not a public account. All committee members called for a caucus and briefly left the room. Members returned and Pete said they would contact Nancy for further discussion.

Action: *the Bureau will add this topic to the agenda for the next meeting.*

7. Participants included 286 apprentices and 60 employers with a contract in active or unassigned status on October 1, 2018. Barry reported LU 512 had 30 apprentices.
8. The committee requested the Bureau schedule the next meeting via electronic survey and include various Fridays in April and May as options. The Madison Training Center is the preferred location.
9. The committee adjourned at 11:47 a.m.

*Submitted by Debbie Schanke, Apprenticeship Training Representative,
Bureau of Apprenticeship Standards*

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Scott Walker, Governor
Ray Allen, Secretary
Chytania Brown, Division Administrator

October 16, 2018

TO: State Iron Worker Apprenticeship Advisory Committee Members & Consultants

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

SUBJECT: State Iron Worker Apprenticeship Advisory Committee Meeting

DATE: Friday, October 26, 2018

TIME: 10:00 AM

PLACE: Local 383 Training Center
5501 Manufacturers Dr.
Madison, WI 53704

TENTATIVE AGENDA

1. Call the meeting to order.
2. Introduce attendees.
3. Review the roster.
4. **Old Business**
 - a. Review the follow-up items from the previous meeting:
 - i. **Action:** approve the minutes.
 - ii. How is the new training center proceeding?
 - b. Implementing revisions to CFR 29.30 (AA/EEO requirements)
 - c. Federal grants to expand "registered apprenticeship"
 - d. Presidential executive order to expand "apprenticeship"
 - e. Bureau of Apprenticeship Standards Electronic Registration System (BASERS)
 - f. Apprenticeship Completion Award Program
 - g. Other
5. **New Business**
 - a. 2018 National Apprenticeship Week
 - b. 2019 27th Biennial Wisconsin Apprenticeship Conference
 - c. BAS website changes
 - d. BAS personnel changes
 - e. Other

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



WAGE\$ Grant Metric Update

Fall Committee Updates

9-4-18

Background

Wisconsin Apprenticeship Growth and Expansion Strategies (WAGE\$) is part of the American Apprenticeship Initiative - a competitively awarded federally funded 5-year grant being implemented between October 1, 2015, through September 30, 2020. WAGE\$ will accelerate the introduction of Registered Apprenticeship into Advanced Manufacturing, IT, and Healthcare statewide. The overarching goal is to sign on at least 1,000 apprentices into the WAGE\$ occupations by the end of the grant. Grant partners include the Wisconsin Technical College System and the eleven workforce development boards (WDBs.) Each WDB supervises at least one apprenticeship liaison who coordinates local activities and works with ATRs to conduct business outreach.

WAGE\$ trades/occupations (as of August 2018)

1. Advanced Manufacturing (all Adv Mfg trades are completed = no additional occupations being developed for WAGE\$)
 - Industrial Manufacturing Technician (existing before WAGE\$)
 - Maintenance Technician (existing before WAGE\$)
 - Welder – Fabricator (existing before WAGE\$)
 - Welder – Automated Welding (existing before WAGE\$)
 - Mechatronics Technician (newly created under WAGE\$)
2. Information Technology (IT) – all newly created under WAGE\$
 - Software Developer (completed, NCWWDB/Midstate begins fall 2018)
 - IT Service Desk Technician (launched August 2018; Waukesha Technical College is lead college. Program will become available statewide through interested technical colleges)
 - Data Analyst (anticipated launch Fall 2018; Chippewa Valley Technical College is lead college. Program will become available statewide through interested technical colleges)
 - IT #4 = TBD
 - IT #5 = TBD
3. Health Care
 - Community Health Worker (was developed by Dept of Health Services; considered newly created; no participation to date)
 - Pharmacy Technician (development in progress; expected completion late 2018; lead undetermined)
 - Medical Assistant (development in progress; expected completion fall 2018; UW-Health is leading development and will conduct the training which will be open to apprentices from the three large healthcare providers in the Madison area; the program will become available statewide through interested technical colleges following resolution of a certification issue.

Status of Main Grant Deliverables

The following table shows the status of the main grant deliverables. Statistics are usually calculated quarterly and after allowing time for parties to input their information. The statistics below were reported for the period ending August 24, 2018, except as otherwise noted. It is expected that the rate of increase in programs and sponsors will increase as more programs are developed and offered.

As of August 24, 2018:

Proposed through 9/30/18 and Actual
as of 8/24/18 unless otherwise noted

Capacity Building & Employer Metrics	To Date		Total proposed to end of grant
	Proposed to end of Year 3 ¹	Actual to 8/24/18	
Total # of Employers to Benefit from the Grant Program	130	129	383
Total # of Promotional/ Outreach Activities to Employers (through June 30, 2018)	1,975	1,997	3,000
Total # of Newly Registered American Apprenticeship Programs (new trades developed with grant funds)	49	24 ²	100
Total # of Existing Registered Apprenticeship Programs to be Expanded (existing trades when the grant began but the trade having new apprentices in the grant performance period)	59	112 ³	90
Employment & Training Metrics			
Total # of Participants to Receive Services Under this Grant (e.g includes participants served in pre-apprenticeship, apprenticeship, and by other grant activities) – through 6/30/18	4800	46,454	10,000
Total # of New Apprentices Registered ⁴	330	358	1,000

¹ Year 3 ends 9/30/18

² As of 8/24/18, there were 24 sponsors for Mechatronics Technician and 57 Mechatronics Technician apprentices with signed contracts. Although Software Developer was completed, no apprentices had signed contracts. The number of new sponsors and programs does not reflect a new IT Service Desk Technician sponsor and apprentice signed after the report was generated.

³ Count is the best available considering manual process of removing duplicate sponsor/programs.

⁴ Count is for apprentices, not contracts, as of 8/24/18. This number was calculated by # of contracts less the # of transferred contracts from a WAGE\$ occupation to another WAGE\$ occupation or a new/different sponsor.

WAGE\$ Trades and Contracts by Technical College		
Report Total: 365 contracts		
Technical College	# contracts	Trade
Blackhawk Technical College - Milton Campus - 22 Contracts		
	13	Mechatronics Technician
	8	Maintenance Technician
Chippewa Valley Tech. College - Chippewa Falls - 5 Contracts		
	5	Welder - Fabricator
Fox Valley Technical College - 59 Contracts		
	59	Maintenance Technician
Fox Valley Technical College Local 400 - 2 Contracts		
	2	Maintenance Technician
Gateway Technical College-Sturtevant - 8 Contracts		
	8	Maintenance Technician
Lakeshore Technical College - 100 Contracts		
	45	Industrial Manufacturing Technician
	44	Maintenance Technician
	11	Mechatronics Technician
Madison College - 12 Contracts		
	12	Maintenance Technician
Madison College-Truax Campus - 1 Contract		
	1	Maintenance Technician
Mid-State Technical College - 7 Contracts		
	7	Maintenance Technician
Milwaukee Area Technical College - 2 Contracts		
	2	Maintenance Technician
Nicolet Area Technical College - 2 Contracts		
	2	Welder - Fabricator
Northcentral Technical College - 24 Contracts		
	24	Maintenance Technician
Northeast Wisconsin Technical College - 19 Contracts		
	10	Maintenance Technician
	3	Welder / Automated Welding
	6	Welder - Fabricator
Southwest Wisconsin Technical College - 9 Contracts		
	9	Mechatronics Technician
Waukesha County Technical College - 78 Contracts		
	26	Maintenance Technician
	6	Welder - Fabricator
	24	Industrial Manufacturing Technician
	22	Mechatronics Technician
Western Technical College - 15 Contracts		
	15	Maintenance Technician

WAGE\$ Contracts by Trade through August 24, 2018

Trade Name	Count	Female	Minority & Race/Ethnicity*		
			Minority**	Black	Hispanic
Report Total:	365	10 (3%)	44 (12%)	13 (4%)	17 (5%)
Industrial Manufacturing Technician	68	6 (9%)	18 (26%)	9 (13%)	6 (9%)
Maintenance Technician	218	3 (1%)	21 (10%)	4 (2%)	7 (3%)
Mechatronics Technician	57	1 (2%)	4 (7%)	()	3 (5%)
Welder / Automated Welding	3	()	()	()	()
Welder - Fabricator	19	()	1 (5%)	()	1 (5%)

WAGE\$ Contracts by Trade through May 15, 2018

Trade Name	Count	Female	Minority & Race/Ethnicity*		
			Minority**	Black	Hispanic
Report Total:	289	10 (3%)	36 (12%)	13 (4%)	13 (4%)
Industrial Manufacturing Technician	68	6 (9%)	18 (26%)	9 (13%)	6 (9%)
Maintenance Technician	165	3 (2%)	14 (8%)	4 (2%)	4 (2%)
Mechatronics Technician	40	1 (3%)	3 (8%)	()	2 (5%)
Welder / Automated Welding	3	()	()	()	()
Welder - Fabricator	13	()	1 (8%)	()	1 (8%)

WAGE\$ Contracts by Trade through August 24, 2017

Trade Name	Count	Female	Minority & Race/Ethnicity*		
			Minority**	Black	Hispanic
Report Total:	169	4 (2%)	24 (14%)	11 (7%)	7 (4%)
Industrial Manufacturing Technician	37	2 (5%)	12 (32%)	9 (24%)	2 (5%)
Maintenance Technician	115	2 (2%)	10 (9%)	2 (2%)	3 (3%)
Mechatronics Technician	3	()	1 (33%)	()	1 (33%)
Welder / Automated	3	()	()	()	()
Welder - Fabricator	11	()	1 (9%)	()	1 (9%)

All ACAP Reimbursement Requests Processed (Time Period) - Summary

Apprenticeship Completion Award Program (ACAP)

Bureau of Apprenticeship Standards

Division of Employment and Training

9/5/18 08:12 AM

Filters Applied: Determination Date between 6/11/18 and 9/5/18, Fiscal Year(s)= FY19

Type	Fiscal Year	# of RRs	\$Approved	\$Denied
Year One	19		\$45,520.37	\$236,907.58
Year One Totals		208	\$45,520.37	\$236,907.58
Completion	19		\$67,315.84	\$421,393.17
Completion Totals		124	\$67,315.84	\$421,393.17
Report Totals		332	\$112,836.21	\$658,300.75



WTCS System-Wide Activity Update for August 2018

- **WTCS Apprenticeship Enrollment Trend:** For the 2017-18 academic year, WTCS enrollments for all apprenticeship programs increased from 6528 to 6783 unduplicated, and 7124 to 7279 duplicated, students. That is a 3.9% and 2.2% increase, respectively, for the 2017-18 year, as compared to 6.5% and 7.4% for the prior year.
- **WTCS Program Expansion under the WAGE\$ grant:** From March 2016 through July 2018, nineteen apprenticeship program approvals were obtained by various WTCS District for WAGE\$ targeted programs. Currently, 12 out of 16 Districts offer instruction for one or more of these programs.
- **Great Lakes Tools of the Trade/WTCS Apprenticeship Scholarships:** The Great Lakes Higher Education Foundation Board has once again committed to awarding 200 scholarships at \$1500 each for industrial and construction sector apprentices for the 2018-19 academic year.
- **Active WTCS-BAS Apprenticeship Programs, By Sector, Occupation, and College:** The master chart of all apprenticeship programs with related instruction offered through the WTCS can be found here via the following link. "Active" is defined as approved programs with enrollments in the past two years.
<https://mywtcs.wtcsystem.edu/wtcsinternal/cmsspages/getdocumentfile.aspx?nodeguid=2b3fe9c1-681d-4ceb-a612-f474b04aaa8b>

State Committee Report - Construction

State Ironworking Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 10/1/2018 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	286	46	16.1	13	4.5	286	100.0			60	60	100.0		
Madison Area Ironworking JAC	105	11	10.5	5	4.8	105	100.0			26	26	100.0		
Iron Worker (180138101401)	105	11	10.5	5	4.8	105	100.0			26	26	100.0		
Milwaukee Area Ironworking JAC	181	35	19.3	8	4.4	181	100.0			48	48	100.0		
Iron Worker (180138101401)	181	35	19.3	8	4.4	181	100.0			48	48	100.0		