

Approved Minutes of the
Heat & Frost
State Apprenticeship Advisory Committee

May 4, 2018

Madison Area Technical College
Madison, WI

Members Present	Employer / Organization
Large, Brett (Co-Chair)	Heat & Frost Insulators Local 19
Peot, Roger	Insulation Industries
Stevens, Craig	Heat & Frost Insulators Local 19
Wicke, Jeremy	Local 127 Heat & Frost
Members Absent	Employer / Organization
Kufahl, Dan (Co-Chair)	Central State Mech. Insulation, LLC
Consultants & Guests	Employer / Organization
Pusch, Liz	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards

-
1. The meeting was called to order at 10:05 a.m. by Co-Chair Brett Large, in conformity with the Wisconsin Open Meeting Law.
 2. A sign-in sheet was distributed. A quorum was present.
 3. The committee reviewed its current roster. The committee recommended that the Bureau add Shane McLuegge as an Employee member. Owen noted that the contractor representing Associated Builders & Contractors resigned from the committee, so an additional contractor needs to be added to the Employer side of the roster.

4. Old Business

a. For action: approve the minutes

The minutes were approved as written.

b. Update on implementing revisions to CFR 29.30 (AA/EEO requirements)

Owen reported that the Bureau has yet to receive guidance from the U.S. Department of Labor. Therefore, the Bureau's message to the state committee and sponsors continues to be, "stay tuned."

To prepare for the revisions, the Bureau recently trained all apprenticeship training representatives (ATRs) affirmative action / equal employment opportunity matters, such as CFR 29.29 and how to conduct compliance reviews. The ATRs had various levels of experience with the subject and registered apprenticeship, so the training provided a strong baseline across the staff. The Bureau expects to receive the guidance before the committee's fall meeting.

Attendees did not have questions or comments.

c. Update on WI 2017 WI Act 148 (apprentice-to-journey worker ratio)

Owen reported that this law set the apprentice-to-journey worker ratio at 1:1 for all registered apprenticeships and removed the Bureau's ability to modify the ratio. However, the law does not supersede ratios established by collective bargaining agreements.

Attendees did not have questions or comments.

d. Update on federal grants to expand "registered apprenticeship"

Owen reported that the Bureau has almost begun the third year of the five-year WAGES grant. Through the grant, the Bureau has been expanding registered apprenticeship into advanced manufacturing, health care, and information technology occupations. It's additional focus is expanding the recruitment and retainment of women and minority apprentices. That is also a focus of the state expansion grant, for which the Bureau recently received an \$1.5 million extension. The expansion grant will focus on recruitment and retainment on large construction projects in Madison and Milwaukee. The Bureau's used its third grant, the state accelerator grant, to increase its capacity for administering programs, primarily by upgrading its information management system with BASERS.

The committee asked if the Bureau administers the state expansion grant through WRTP/BIG STEP. Owen replied that the Bureau does not work with WRTP/BIG STEP because it is a community-based organization; instead, grant funds are allocated to workforce development boards, which administer the funds for related projects in their respective areas.

e. Update on Presidential executive order to expand "apprenticeship"

Owen reviewed that the executive order will create an additional method for industries to create apprenticeships: "industry-recognized" apprenticeships, which will feature less government oversight and regulations for sponsorship.

He reported that the federal task force charged with recommending the overall implementation of the order submitted its final report to the executive office. The report is included in the state committee's meeting material. In accordance with its bylaws, the task force will disband within 30 days. It is unknown when the President's office will review the recommendations and make its final decisions.

Owen noted that industry-recognized apprenticeships will be piloted in industries new to apprenticeship, not in sectors that use registered apprenticeship. The Bureau does not have further details and is awaiting guidance from the Department of Labor.

Attendees did not have questions or comments.

f. Update on Bureau of Apprenticeship Standards Electronic Registration System (BASERS)

Owen reported that the Bureau has implemented the Bureau of Apprenticeship Standards Electronic Registration System (BASERS), an online application that allows sponsors to conduct application and contract actions entirely online. Many sponsors have already adopted it. It is not mandatory; it is optional. The Bureau believes sponsors will see its value and efficiency.

The state committee commented that one of its two local committees uses BASERS and finds it very efficient and helpful.

g. Update on Apprenticeship LEADERS Initiative

Owen reviewed that the LEADERS initiative launched during the 2017 National Apprenticeship Week. It recently made its first recommendation to the Bureau: an interactive web-based map of apprenticeship stakeholders. The map would have multiple layers that correspond to categories of stakeholders, e.g. LEADERS members, technical colleges, workforce development boards, etc. The user would select a layer; stakeholders, their locations would appear across the map; and the user would click on a stakeholder's icon for contact information. Josh concluded by noting that the LEADERS program is still accepting participants and participants can choose their level of involvement.

Attendees did not have questions or comments.

h. Update on Apprenticeship Completion Award Program

Owen reported that the program was renewed last fall for an additional two years, as part of the Governor's biennial budget. Apprentices that became eligible between the conclusion of the first iteration and the renewal will be grandfathered in. The program will conclude on June 30, 2020.

Attendees did not have questions or comments.

i. Other

Attendees did not have additional topics.

5. New Business

a. National Association of State & Territorial Apprenticeship Directors Conference

Owen reported that the National Association of State & Territorial Apprenticeship Directors will hold its annual summer conference in Milwaukee from July 29 – August 3. Regional directors of the U.S. Department of Labor will attend a portion of the conference. NASTAD is seeking event sponsors.

Attendees did not have questions or comments.

b. Registered apprenticeship on JobCenterOfWisconsin.com

Josh reported that registered apprenticeship sponsors can now post apprenticeship opportunities on JobCenterOfWisconsin.com for free, and the posting will be denoted with the Wisconsin Apprenticeship "A" logo. These features are the product of efforts between JCW and Bureau staff to promote registered apprenticeship opportunities to employers and career seekers alike. The two staffs are improving the search function to yield only official registered apprenticeship opportunities.

Attendees did not have questions or comments.

c. Registered apprenticeship in correctional facilities

Owen informed attendees that the Bureau is researching opportunities to expand registered apprenticeships in correctional facilities. The effort resulted from a recent visit to correctional facilities in Ohio, which have 2,500 registered apprentices compared to Wisconsin's 52. The Bureau will research work-release programs at minimum-security facilities and then combining training in the facility with training upon release.

The state committee expressed concern that developing relationships with correctional facilities may be challenging at this time due to the political climate. However, labor representatives may be interested in the future in advising the Department of Corrections on what training may be helpful to prepare offenders for work in the trade upon release. Liz Pusch commented that many of Ohio's employment and training programs for offenders are offered in-house; others combine in-house training with training upon release.

d. Learning exchanges with Japan and Mississippi

Owen reported that the Bureau hosted separate learning exchanges with delegations from a prefecture (state) government in Japan and the registered apprenticeship program in Mississippi. Both delegations were exploring solutions to the skills gap and were impressed with employer involvement in and the flexibility of Wisconsin's program.

Attendees did not have questions or comments.

e. BAS website changes

Owen reported that the Bureau is revising its homepage based on input from Job Center of Wisconsin staff that the page was difficult for career seekers to navigate. The Bureau agreed because the page was designed to serve the Bureau's primary customers, sponsors. The revised homepage will feature boxes for three user groups, e.g. job seekers, employers, and current apprentices and sponsors; each box with feature links to the top two tasks performed by each group; and the top of the homepage will feature and a drop-down menu for quickly accessing webpages to specific registered apprenticeships.

f. BAS personnel changes

Owen reported the following changes: Hafeezah Ahmad, apprenticeship training representative (ATR) for Milwaukee, retired; Vincent Rice, policy analyst in Madison, accepted an external position; and the Bureau will receive three new ATR positions from the state legislature. The new ATRs for Milwaukee are Nick Abbott and Steve Vander Heyden. The new policy analyst in Madison is Matthew White. The new ATR positions will focus specifically on the manufacturing sector and will be in Appleton, Milwaukee, and Wausau.

Attendees did not have questions or comments.

g. Other

The state committee suggested that the Bureau focus its outreach efforts persuading high school guidance counselors to advise students on registered apprenticeship opportunities. Owen and Liz replied that educating K-12 staff on registered apprenticeship and career and technical education opportunities is an ongoing component of many statewide and local outreach efforts.

6. Review program participants.

Participants include 76 apprentices and 18 employers with a contract active or unassigned on May 1, 2018.

7. The committee tentatively scheduled its next meeting for Friday, November 2.
8. The meeting adjourned at 11:30 a.m.

Submitted by Owen Smith, Bureau of Apprenticeship Standards

Department of Workforce Development
Employment and Training Division
Bureau of Apprenticeship Standards
201 E. Washington Ave., Room E100
P.O. Box 7972
Madison, WI 53707-7972
Telephone: (608) 266-3332
Fax: (608) 266-0766
Email: DWDEET@dwd.wisconsin.gov



Scott Walker, Governor
Raymond Allen, Secretary
Chythania Brown, Division Administrator

May 1, 2018

TO: State Insulation Worker (Heat & Frost) Apprenticeship Advisory Committee
Members and Consultants

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

SUBJECT: **State Insulation Worker (Heat & Frost) Apprenticeship Advisory Committee meeting**

DATE: **Friday, May 4, 2018**

TIME: 10:00 a.m.

PLACE: Madison Area Technical College – Commercial Avenue Campus
2125 Commercial Avenue, Room 240
Madison, WI

TENTATIVE AGENDA

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

4. Old Business

- a. Review follow-up items from the previous meeting:
 - i. **For action:** approve the minutes.
- b. Update on implementing revisions to CFR 29.30 (AA/EEO requirements)
- c. Update on WI 2017 WI Act 148 (apprentice-to-journey worker ratio)
- d. Update on federal grants to expand "registered apprenticeship"
- e. Update on Presidential executive order to expand "apprenticeship"
- f. Update on Bureau of Apprenticeship Standards Electronic Registration System (BASERS)
- g. Update on Apprenticeship LEADERS initiative
- h. Update on Apprenticeship Completion Award Program
- i. Other

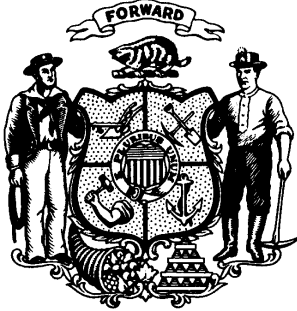
5. New Business

- a. National Association of State & Territorial Apprenticeship Directors (NASTAD) Conference
- b. Registered apprenticeship on JobCenterOfWisconsin.com
- c. Registered apprenticeship in correctional facilities

5. New Business, *continued*

- d. Learning exchanges with Japan and Mississippi
 - e. BAS website changes
 - f. BAS personnel changes
 - d. Other
6. Review the program participants.
7. Schedule the next meeting.
8. Adjourn.

State of Wisconsin



2017 Assembly Bill 508

Date of enactment: **March 28, 2018**
Date of publication*: **March 29, 2018**

2017 WISCONSIN ACT 148

AN ACT *to repeal* 106.02 and 106.025 (4); *to amend* 106.01 (1), 106.01 (9), 106.01 (11) (intro.), 106.025 (1) and 106.025 (2); and *to create* 106.015 of the statutes; **relating to:** apprentice-to-journeyworker ratios in apprenticeships and the minimum duration of carpentry and plumbing apprenticeships.

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

SECTION 1. 106.01 (1) of the statutes is amended to read:

106.01 (1) FORMATION OF APPRENTICE CONTRACT. Any person 16 years of age or over may enter into an apprentice contract binding himself or herself to serve as an apprentice as provided in this section. ~~Except as provided in ss. 106.02 and 106.025, the~~ The term of service of an apprenticeship shall be for not less than one year. Every apprentice contract shall be in writing and shall be signed by the apprentice, the department, and the sponsor or an apprenticeship committee acting as the agent of the sponsor. If the apprentice has not reached 18 years of age, the apprentice contract shall also be signed by one of the apprentice's parents or, if both parents are deceased or legally incapable of giving consent, by the guardian of the apprentice or, if there is no guardian, by a deputy of the department. The department shall specify the provisions that are required to be included in an apprentice contract by rule promulgated under sub. (11).

SECTION 2. 106.01 (9) of the statutes is amended to read:

106.01 (9) AUTHORITY OF DEPARTMENT. The department, subject to s. 106.015, may investigate, fix reasonable classifications, issue rules and general or special

orders, and hold hearings, make findings, and render orders upon its findings as necessary to carry out the intent and purposes of this section. The investigations, classifications, hearings, findings, and orders shall be made as provided in s. 103.005. Except as provided in sub. (8), the penalties specified in s. 103.005 (12) apply to violations of this section. Orders issued under this subsection are subject to review under ch. 227.

SECTION 3. 106.01 (11) (intro.) of the statutes is amended to read:

106.01 (11) RULES. (intro.) The department, subject to s. 106.015, shall promulgate rules to implement this section, including rules providing for all of the following:

SECTION 4. 106.015 of the statutes is created to read:

106.015 Apprentice-to-journeyworker ratios.

(1) Except as provided in sub. (2), the department may not prescribe, enforce, or authorize, whether through the promulgation of a rule, the issuance of a general or special order, the approval of an apprenticeship program or apprentice contract, or otherwise, a ratio of apprentices to journeyworkers for apprenticeship programs or apprentice contracts that requires more than one journeyworker for each apprentice.

(2) The prohibition under sub. (1) does not apply with respect to apprentices whose employment is governed by a collective bargaining agreement.

* Section 991.11, WISCONSIN STATUTES: Effective date of acts. "Every act and every portion of an act enacted by the legislature over the governor's partial veto which does not expressly prescribe the time when it takes effect shall take effect on the day after its date of publication."

2017 Wisconsin Act 148

– 2 –

2017 Assembly Bill 508

SECTION 5. 106.02 of the statutes is repealed.

SECTION 6. 106.025 (1) of the statutes is amended to read:

106.025 (1) The department may prescribe the conditions under which a person may serve a plumbing apprenticeship, as to preliminary and technical college attendance requirements, level of supervision of an apprentice, the character of plumbing work in accordance with ch. 145, and the credit for school attendance in serving the apprenticeship.

SECTION 7. 106.025 (2) of the statutes is amended to read:

106.025 (2) Every person commencing a plumbing apprenticeship shall enter into an apprentice contract under s. 106.01. ~~The term of a plumbing apprentice is 5 years, but the department may upon application of the apprentice, the apprentice's employer, or both, extend the term for up to one additional year.~~

SECTION 8. 106.025 (4) of the statutes is repealed.



WAGE\$ Grant Metrics Update

(as of Dec. 31, 2017)

Presented to various state committees
Spring 2018 meetings

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

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)**
 - Software Developer (newly created under WAGE\$, completed, NCWWDB/Midstate begins fall 2018)
 - IT Service Desk Technician (launch planned August 2018 contingent upon approval by WTCS Board; Waukesha Technical College is lead college. Program will become available statewide through interested technical colleges)
 - Data Analyst (launch planned August 2018 contingent upon approval by WTCS Board; Waukesha Technical College is lead college. Program will become available statewide through interested technical colleges)
 - Data Analyst (development in progress; expected completion late 2018; lead undetermined)
 - 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 SSM and Unity apprentices; the program will become available statewide through interested technical colleges)



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 December 2017. It expected that rate of increase in programs and sponsors will increase as more programs are developed and offered. As of December 31, 2017, only the five Advanced Manufacturing programs were active with Mechatronics having just started getting apprentices signed.

As of Dec. 31, 2017:

**Proposed through 9/30/18 and
Actual as of 12/31/17**

Capacity Building & Employer Metrics	To Date (end of reporting Q)		Total proposed to end of grant
	Proposed to end of Year 3*	Actual to 12/31/17**	
Total # of Employers to Benefit from the Grant Program	130	71	383
Total # of Promotional/ Outreach Activities to Employers	1,975	1,681	3,000
Total # of Newly Registered American Apprenticeship Programs (new trades developed with grant funds)	49	3**	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	83	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)	2500	33,834	10,000
Total # of New Apprentices Registered	145	184***	1,000

* Year 3 ends 9/30/18

** As of 4/5/18, there are 13 sponsors for Mechatronics Technician and 33 Mechatronics Technician apprentices with signed contracts. Although Software Developer was completed, no apprentices had signed contracts yet due to the program not being fully implemented yet.

*** As of 4/5/18, there have been 259 contracts signed under the WAGE\$ grant. This number is not corrected for transferred contracts (WAGE\$ trade to WAGE\$ trade or sponsor) of which there are approximately 5.

All ACAP Reimbursement Requests Processed (Time Period) - Summary

Apprenticeship Completion Award Program (ACAP)

Bureau of Apprenticeship Standards

Division of Employment and Training

4/6/18 08:07 AM

Filters Applied: Determination Date between 9/4/17 and 4/6/18, Fiscal Year(s)= FY18

Type	Fiscal Year	# of RRs	\$Approved	\$Denied
Year One	18		\$64,842.15	\$352,010.20
Year One Totals		329	\$64,842.15	\$352,010.20
Completion	18		\$94,041.26	\$487,402.45
Completion Totals		159	\$94,041.26	\$487,402.45
Report Totals		488	\$158,883.41	\$839,412.65



WTCS System-Wide Activity Update for Spring 2018

- WTCS Apprenticeship Completion Report:** The WTCS published the new Apprenticeship Completion Report in February 2018 with data from completers from 2015-16.
<http://www.wtcsystem.edu/wtcsexternal/cmspages/getdocumentfile.aspx?nodeguid=b3153b83-19ff-41d4-8527-39fe0e9c845c>
 - Of 908 apprentice completers surveyed, 331 responded for a 36% response rate.
 - 98% indicated they were employed in the trade for which they received training, up 3% from the prior report.
 - Annual median earnings of \$71,624 was reported across all sectors, a 6% increase from the prior year's report.
 - 97% indicated that they were very satisfied or satisfied with their paid-related instruction. For On-The-Job Training, 95% reported they were very satisfied or satisfied.
 - 43% are considering continuing their formal education, up significantly from 34% from the prior year's survey (i.e., Technical Studies Journey Worker AAS, associate degree, bachelor's degree)
- WTCS Apprenticeship Enrollment Trend:** WTCS enrollments across all apprenticeship programs increased from 6128 to 6527 unduplicated, and 6633 to 7123 duplicated, students by the end of June 2017. That is a 6.5% and 7.4% increase, respectively, in one year. A current mid-year snapshot for 2017-18 is showing 6199 and 6634 enrollees. Confirmed actual enrollment for the 2017-18 academic year will not be available until August 2018.
- Great Lakes Tools of the Trade/WTCS Apprenticeship Scholarships:** In a surprise announcement in December 2017, the Great Lakes Higher Education Foundation Board decided to increase the apprenticeship scholarship amount to \$1500 per individual, and they are once again awarded 200 scholarships for industrial and construction sector apprentices in February 2018.
- System-Wide Curriculum:** Collaborative work between all stakeholders continues for the following new or substantively revised system-wide apprenticeship curriculum during the 2017-18 Academic year.

NEW	Organic Vegetable Farm Manager	Auto Body Collision and Repair	IT-Data Analyst	IT-Service Desk	Pharmacy Technician	Financial Services Rep.
Revisions & Crosswalks	Electrical & Instrumentation	Plumbing Below the Line Courses	Crosswalk of Mechatronics to Electromechanical and Automated Systems	Crosswalk between Machinist Technical Diploma and Apprenticeship	ABC Electrical	

State Committee Report - Construction

State Insulation Workers (Heat & Frost)

This summary counts employers and apprentices with contract(s) active or unassigned on 5/1/2018 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	76	9	11.8	3	3.9	76	100.0			18	18	100.0		
Northern WI Area Heat & Frost JAC	29	0		1	3.4	29	100.0			11	11	100.0		
Insulation Worker (Heat & Frost) (186336401402)	29	0		1	3.4	29	100.0			11	11	100.0		
Southern WI Heat & Frost Insulators JAC	47	9	19.1	2	4.3	47	100.0			10	10	100.0		
Insulation Worker (Heat & Frost) (186336401402)	47	9	19.1	2	4.3	47	100.0			10	10	100.0		

Wisconsin Bureau Of Apprenticeship Standards
State Ind Mech & Flu Maint Committee
Historical Report by Year
Report Period: 2017* and Previous 10 Years



*Current year is YTD data as of Run Date: 04/04/2017		
Run Date: 04/04/2017		
State Ind Mech & Flu Maint Committee		
Sponsored Trade Group(s): Industrial		
Year	Active Apprentices	Active Sponsors
2007	389	173
2008	394	161
2009	346	148
2010	346	144
2011	374	145
2012	401	150
2013	475	165
2014	528	168
2015	596	178
2016	568	179
2017	521	171

