

September 17, 2020

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: Wednesday, September 23, 2020

TIME: 10:00 a.m.

PLACE: <https://dwdwi.webex.com/dwdwi/j.php?MTID=m4d87fb08a13f25824b0a0db71b8ca64b>
Number: 145 931 4836
Password: RcBpQR3bk37
Join by phone: 1-855-282-6330 US TOLL FREE
Access code: 145 931 4836

TENTATIVE AGENDA

1. Call the meeting to order.
2. Introduce attendees.
3. Review the current roster.
4. Special topic: revising learning content for Architecture & Construction Youth Apprenticeship

4. Old Business

- a. **For action:** approve minutes from the prior meeting.
- b. Registered apprenticeship during COVID-19
- c. Implementing revisions to CFR 29.30
- d. Federal grants to expand registered apprenticeship
- e. Industry-Recognized Apprenticeship Programs
- f. Applicant outreach campaign and revisions to www.WisconsinApprenticeship.org
- g. Apprenticeship Completion Award Program
- h. Other

5. New Business

- a. Mandatory registration in BASERS
- b. **For action:** revising state standards, including applicant assessment requirements and ASVAB
- c. 2020 Meeting of National Association of State and Territorial Apprenticeship Directors (NASTAD)
- d. 2020 National Apprenticeship Week
- e. 2021 Biennial Apprenticeship Conference
- f. Revising Transition to Trainer and Teaching Transition to Trainer

- g. BAS leadership and personnel changes
- h. Other

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

Draft Minutes of the
Heat & Frost
State Apprenticeship Advisory Committee

October 30, 2019
Local 19
Pewaukee, WI

Members Present	Employer / Organization
Large, Brett (Co-Chair)	Heat & Frost Insulators Local 19
Stevens, Craig	Heat & Frost Insulators Local 19
Wicke, Jeremy	Local 127 Heat & Frost
Maluegge, Shane	Central State Mechanical Insulation
Members Absent	Employer / Organization
Peot, Roger (Co-Chair)	Insulation Industries
Consultants & Guests	Employer / Organization
Johnson, Josh	Bureau of Apprenticeship Standards
Kasper, Andrew	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards

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1. The meeting was called to order at 10:03 a.m. by Co-Chair Craig Stevens, in conformity with the Wisconsin Open Meeting Law.
 2. A sign-in sheet was distributed.
 3. The committee reviewed its current roster. A quorum was present. The vacancy on the Employer side is being held for a representative of Associated Builders & Contractor.

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. Assessing applicants with Accuplacer Next Generation

Mr. Owen Smith reviewed how the Bureau determined the Bureau used the ACT Math scores on various technical college crosswalks to determine the state committee's Next Generation Arithmetic score. He asked the state committee how well the score was working.

The state committee reported that the score works well.

b. Implementing revisions to CFR 29.30

Director Johnson updated attendees on the Bureau's progress:

- The Bureau's overall approach is to educate and assist sponsors, not punish them.
- BAS plans to meet with sponsors this spring and summer to discuss diversity and inclusivity activities and expectations. Those meetings will likely be held via webinar.
- BAS updated the apprentice application to include the opportunity to disclose disabilities.
- BAS is updating its policy and procedures manual, too.
- More information on the revisions, including links to the law and the anti-harassment video provide by the U.S. Department of Labor, is available on the Bureau website.
- Sponsors should email their questions to Mr. Andrew Kasper.

The state committee recommended that the link to the USDOL anti-harassment video be put in BASERS so apprentices can watch it prior to or after registering.

The state committee asked what sponsors and employers have to supply to an apprentice with a disability. Mr. Kasper replied that the apprentices must be able to perform the work with reasonable accommodations, which are determined by the employer and Dept. of Vocational Rehabilitation.

c. Industry-Recognized Apprenticeship Programs

Director Johnson reported that IRAPs have been implemented nationally and the construction sector was not included. The Bureau, as the approving agency of all apprenticeships in Wisconsin, will deny IRAPs in Wisconsin and instead discuss flexible options available through registered apprenticeship. More information is likely to come, so the Bureau will keep the state committees informed.

The state committee asked what drove the creation of IRAPs. Director Johnson replied that arguments for IRAPs have some merit; the process of registering an apprenticeship program or apprentice in some federal apprenticeship states can be very long because those states are understaffed. In addition, some industries prefer to have very little to no government oversight.

The state committee asked whether Wisconsin and other states will streamline their processes to compete with IRAPs. Director Johnson replied that Wisconsin will not permit IRAPs and will offer various flexible alternatives.

d. Federal grants to expand registered apprenticeship

The Bureau has three active federal grants. The first, WAGE\$, is proceeding well. The Bureau anticipates meeting all over its targets except total number of apprentices in new occupations, which is not a surprise because the first programs in new sectors grow slowly at first.

The second and third grants—the State Apprenticeship Expansion (SAE) grant and the Apprenticeship State Expansion (ASE) grant—will help integrate registered apprenticeship into the workforce system. Through the SAE grant, the Bureau will reimburse sponsors for hiring graduates of certified pre-apprenticeship programs. Through the ASE grant, the Bureau funded two full-time Apprenticeship Navigators in the Milwaukee area. The Navigators will connect registered apprenticeship sponsors with the workforce community—WIOA certified individuals, youth apprenticeships, certified pre-apprenticeships, offenders—and will reimburse registered apprenticeship sponsors for certain costs of on-the-job learning.

The state committee commented that grant funding might be better served by allocating it to sponsors that display double-digit growth. The committee asked whether grant funding could be allocated to sponsors for outreach. Director Johnson replied that the funding was not allocated for that purpose.

e. Revisions to www.WisconsinApprenticeship.org

Director Johnson reported that the Bureau received permission from the Department of Workforce Development to re-revise its website to look and function differently than the DWD template. The request was influenced by claims from featured sponsors that the recent redesign made their contact information more challenging to access. The Bureau will revise the site this summer.

The state committee commented that the new website is not user-friendly.

f. Apprenticeship Completion Award Program (ACAP)

Director Johnson reported that ACAP continues to be a strong example of bipartisan support for registered apprenticeship. He reviewed the most recent totals and noted that the denied reimbursements will always be greater than awarded reimbursements because the maximum reimbursement is 25% of total costs or \$1,000, whichever comes first. The Department will request including ACAP in the next biennial budget.

Attendees did not have questions or comments.

g. Other

Attendees did not have additional topics.

5. New Business

a. Lessons learned from DWD tour of Germany Apprenticeship Program

Director Johnson reported that he, Secretary Frostman, and several WI Apprenticeship stakeholders visited Germany to tour the Germany Apprenticeship Program. He stated the visit was invaluable in learning how WI Apprenticeship could improve and how it works very well already, within the U.S.

He noted several key take-aways:

- Apprenticeship in Germany is a socio-economic institution. Many, many industries and occupations train workers through registered apprenticeship, and students qualified for apprenticeships are tracked as early as fourth grade. These dynamics are possible due to greater government involvement in industries and the K-12 institutions.
- Similarly, apprenticeship in Germany focuses almost exclusively on preparing students and youth; apprenticeship is rarely used by adults to change careers because they would be far behind the skill level of youth. In contrast, Wisconsin Apprenticeship focuses mostly on helping

adults prepare for careers and Wisconsin Youth Apprenticeship focuses on broadly exposing participants to a career cluster or industry rather than prepare them in-depth for an occupation.

- WI Apprenticeship works very well within the contexts of U.S. society. Involving K-12 students in career and technical education is very important. Although the U.S. secondary school system would not accept "tracking" students early, students are now required to begin "academic career planning" in middle school. Therefore, the most feasible means of strategically positioning Wisconsin Apprenticeship in the K-12 system is to have it included as an option within academic career planning. Middle-school students could then prepare by taking the necessary academic subjects, such as math and science, and then pursue youth apprenticeship in high school.

Attendees did not have questions or comments.

b. 2021 Biennial Apprenticeship Conference

Director Johnson reported that the conference will be held February 22-24, 2021, at the Wilderness Hotel in the Wisconsin Dells. The planning team has begun meeting. The specific theme, workshops, and speakers are under discussion, but the primary focus will be that apprenticeship is for everyone, e.g. every sector, worker, student, partner, etc. The Apprenticeship Expo will be included. By summer the Bureau will launch the registration page and mail a save-the-date notice.

Attendees did not have questions or comments.

c. 2020 National Apprenticeship Week

The 2020 National Apprenticeship Week was not yet announced nationally, so the Bureau will observe Wisconsin Apprenticeship Week the week of November 8-14.

Attendees did not have questions or comments.

d. Revising Transition to Trainer

Director Johnson reported that the Bureau, Wisconsin Technical College System, and Worldwide Instructional Design System have begun revising "Transition to Trainer." The revisions will make the course more accessible to non-traditional apprenticeship occupations, update terminology and learning activities, and introduce on-line delivery of specific modules. The project is lead by WTCS and includes an industry focus group of trainers from traditional and new sectors.

The state committee strongly agreed that the course needed to be revised.

e. BAS leadership and personnel changes

Director Johnson thanked attendees for their letters of support for his acceptance as Bureau Director. He emphasized that his vision is to innovate registered apprenticeship by integrating it further with certified pre-apprenticeship, youth apprenticeship, technical diplomas, and more.

Additional personnel changes include the following:

- Tommy Myles, Apprenticeship Navigator
- Dawn Pratt, Apprenticeship Navigator
- Milton Rogers, Apprenticeship Training Representative for Madison
- Corey Popp, Apprenticeship Training Representative for Madison
- Melissa Kendhammer, Apprenticeship Training Representative for La Crosse

- Chris Landerman, Apprenticeship Training Representative for Appleton

Attendees did not have questions or comments.

f. Other

Mr. Owen Smith reported that the WI Dept. of Health Services will reimburse training centers for lead abatement training for apprentices and journey workers through its Lead Safe Homes program. He asked representatives of local committees and training centers if they would be interested in learning more. He is informally gauging interest during the state committee season and will email an official letter, background information, and interest survey in May.

The local committees stated that they do not perform the work regularly but will review the information.

6. The Bureau will email the current participant report to the state committee.
7. The Bureau will schedule the next meeting via electronic survey.
8. The meeting adjourned at noon.

Submitted by Owen Smith, Program & Policy Analyst

WAGE\$ Apprentices and Sponsors by Occupation Fall 2020 Committee Update

The Wisconsin Apprenticeship Growth and Expansion Strategies (WAGE\$) grant is a 5-year, \$5 million grant from the US Department of Labor. The purpose is to expand Registered Apprenticeship in Advanced Manufacturing and develop new programs in Information Technology and Health Care. The grant started October 1, 2015, and will conclude September 30, 2020.

- The overarching goal is 1,000 apprentices in the occupations selected for grant support.
- The table below shows the number of apprentices by occupation and underrepresented population.
- Employ Milwaukee, Inc., applied for and was granted the same type of grant that BAS applied for. Therefore, BAS and EMI entered into an agreement by which EMI would be able to count certain apprentices for its own grant. As of the date of this report, the following number of apprentices are included in EMI's grant, not the WAGE\$ grant.
 - 9 Industrial Manufacturing Technician apprentices
 - 4 IT Service Desk Technician apprentices
 - 9 Pharmacy Technician apprentices

WAGE\$ Apprentices by Occupation and Underrepresented Status October 1, 2015 - September 2, 2020				
This report includes apprentice records for the report period: Industrial Manufacturing Technician; Maintenance Technician; Mechatronics Technician; Welder - Fabricator; Welder / Automated Welding; Software Developer; Medical Assistant; IT Service Desk Technician; Data Analyst; Broadband Service Technician; Cybersecurity Analyst; Pharmacy Technician; Medical Assistant (WTCS),				
Apprentices claimed by Employ Milwaukee have been removed.				
Occupation Name	Count	Female	Minority	Veteran
Report Total:	678	67	110	50
Industrial Manufacturing Technician - 77 completed; 32 cancelled; 9 apprentices counted by Employ Milwaukee	146	21 (14%)	42 (29%)	6 (4%)
Maintenance Technician - 21 completed; 88 cancelled	360	5 (1%)	36 (10%)	31 (9%)
Mechatronics Technician - 19 cancelled	90	2 (2%)	5 (6%)	9 (10%)
Welder / Automated Welding & Fabricator - 5 completed; 5 cancelled	36	1 (3%)	4 (6%)	3 (8%)
Broadband Service Technician	1			
Data Analyst - 4 apprentices counted by Employ Milwaukee				
IT Service Desk Technician : 3 completed	4	1 (25%)	1 (20%)	
Software Developer	2	2 (100%)		
Medical Assistant - 14 completed; 2 cancelled	39	35 (90%)	22 (56%)	1 (2%)
Pharmacy Technician – 9 apprentices counted by Employ Milwaukee				

195 (29%) of the apprentices identify with at least one of the underrepresented populations.

- 164 of them identify with one of the populations.
- 30 identify with two of them.
- 1 of them identifies with all three.

All ACAP Reimbursement Requests Processed (Time Period) - Summary

Apprenticeship Completion Award Program (ACAP)

Bureau of Apprenticeship Standards

Division of Employment and Training

9/9/20 03:02 PM

Filters Applied: Determination Date between 7/1/19 and 7/13/20, Fiscal Year(s)= FY20

Type	Fiscal Year	# of RRs	\$Approved	\$Denied
Year One	20		\$143,372.43	\$673,638.86
Year One Totals		707	\$143,372.43	\$673,638.86
Completion	20		\$207,219.76	\$1,281,497.76
Completion Totals		479	\$207,219.76	\$1,281,497.76
Report Totals		1,186	\$350,592.19	\$1,955,136.62



WTCS System-Wide Activity Update September 2020

WTCS Apprenticeship Enrollment Trend

WTCS enrollments across all apprenticeship programs increased from 7588 to 7910 unduplicated, and 7696 to 8038 duplicated, students by the end of 2019-2020 academic year. That is a 4.1% and 4.25% increase, respectively, in one year.

Ascendium Education Group Tools of the Trade Scholarships Increased Again in 2020

For the 2020-21 academic year, Ascendium Education Group has committed to awarding an additional 50 scholarships to industrial and construction sector apprentices who receive their related instruction through a WTCS college. A total of 250 awards of \$1500 apiece will be granted statewide in March 2021, with the scholarship application period open from late August until mid-October 2020.

WTCS Systemwide Apprenticeship Curriculum and Course Development Projects Summary FY 2019-20

New Program Systemwide Curriculum Standards	Major Curriculum Revision	Below-the-Line Courses with virtual modality option	Crosswalks between apprenticeship & technical diploma or AAS programs
<ul style="list-style-type: none">• Industrial Metrology• Roadway Maintenance Technician• Biotechnology Lab Support Tech• Pharmacy Technician• Medical Assistant• Cybersecurity Analyst• Facilities Maintenance Technician	Early Childhood Educator	<ul style="list-style-type: none">• Arborist (2)• Machine Tool (1)• Plumbing (2 URI)• IT-Software Developer (4)• IT-Service Desk (3)• IT-Data Analyst (5)• DC Theory Common Core• AC Theory Common Core	<ul style="list-style-type: none">• IT-Software Developer• IT-Service Desk• Cybersecurity Analyst• Metal Fabricator / Welder

Active WTCS-BAS Apprenticeship Programs, By Sector, Occupation, and College as of August 2020

The master chart of all apprenticeship programs with related instruction offered through the WTCS colleges can be found here via the following link. "Active" is defined as approved programs with enrollments in the past two years. The color-coded chart can be found on the MyWTCS website here: [WTCS Active Apprenticeship Programs Snapshot - Color Chart](#)

State Committee Report - Construction

State Heat & Frost Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 9/1/2020 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	82	6	7.3	7	8.5	76	92.7	6	7.3	26	23	88.5	3	11.5
ABC of Wisconsin (All)	6	0		1	16.7			6	100.0	3			3	100.0
Insulation Worker (Heat & Frost) (0186336401402)	6	0		1	16.7			6	100.0	3			3	100.0
Northern WI Area Heat & Frost JAC	29	0		1	3.4	29	100.0			13	13	100.0		
Insulation Worker (Heat & Frost) (0186336401402)	29	0		1	3.4	29	100.0			13	13	100.0		
Southern WI Heat & Frost Insulators JAC	47	6	12.8	5	10.6	47	100.0			11	11	100.0		
Insulation Worker (Heat & Frost) (0186336401402)	47	6	12.8	5	10.6	47	100.0			11	11	100.0		