

March 13, 2020

TO: State Construction Craft Laborers Apprenticeship Advisory Committee  
Members & Consultants

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

SUBJECT: **State Construction Craft Laborers Apprenticeship Advisory Committee meeting**

DATE: **Wednesday, March 18, 2020**

TIME: **10:00 a.m.**

Place: **WEBINAR**  
Meeting [link](#)  
Meeting number: 927 222 460  
Meeting password: jTQ5E3s22xF  
Join by phone: 1-855-282-6330 US TOLL FREE  
Phone access code: 927 222 460

#### **TENTATIVE AGENDA**

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

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

- a. Review the follow-up items from previous meeting.
  - i. **For action:** approve the minutes.
  - ii. Assessing applicants with Accuplacer Next Generation
- b. Implementing revisions to CFR 29.30 (AA/EEO requirements)
- c. Federal grants to expand registered apprenticeship
- d. Revisions to [www.DWD.Wisconsin.gov](http://www.DWD.Wisconsin.gov) and [www.WisconsinApprenticeship.org](http://www.WisconsinApprenticeship.org)
- e. Apprenticeship Completion Award Program (ACAP)
- f. Other

#### **5. New Business**

- a. Lessons learned from DWD tour of Germany Apprenticeship Program
- b. 2021 Biennial Apprenticeship Conference
- c. 2020 National Apprenticeship Week
- d. Revising Transition to Trainer
- e. BAS leadership and personnel changes
- f. Other

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

**Draft Minutes of the  
Construction Craft Laborer  
State Apprenticeship Advisory Committee**

**September 20, 2019**  
Laborers Training Center  
De Forest, Wisconsin

<b>Members Present</b>	<b>Organization/Employer</b>
Dehnhoff, Brian	Laborers Local 268
Denewellis, Jennifer	Michels Corporation
Foye, Jim	Laborers Local 464
Griffith, Tracey	Payne & Dolan
Hoernke, Damien	McCabe Construction, Inc.
Jensen, Clark	Laborers Local 140
Marcelle, Tony	Laborers' Local 330
Miller, Kent	WI Laborers District Council
Neira, Anthony	Laborers Local 113
Peterson, Timothy	James Peterson Sons, Inc.
Schmitt, John (Co-Chair)	WI Laborers' District Council
Topp, John	ACEA
Zignego, Dan (Co-Chair)	Zignego Company (ABC)
<b>Members Absent</b>	<b>Organization/Employer</b>
Grohmann, Gert	AGC of Greater Milwaukee
<b>Consultants &amp; Guests</b>	<b>Organization/Employer</b>
Emrick, Leigh	Associated Builders & Contractors
Johnson, Joshua	Bureau of Apprenticeship Standards
Kasper, Andrew	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards
Wiatt, Ray	Laborers Training Center

1. The meeting was called to order at 10:00 a.m. by Dan Zignego, Committee Co-Chair, in conformance with the Wisconsin open meeting laws.
2. A roll call was conducted. A quorum was present. A sign-in sheet was circulated.
3. The committee reviewed the current roster. Associated Builders and Contractors will nominate an Employer member to replace Hunter Bohne. Labor will nominate an Employee member to replace Craig Zeigler.

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

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

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

The committee approved the minutes as written.

###### **ii. Revised State Standards**

Mr. Owen Smith informed attendees that he revised the State Standards for the Construction Craft Laborer Registered Apprenticeship as indicated at the prior meeting. He mailed an official notification to local committees to update their local standards accordingly.

##### **b. Implementing revision to CFR 29.30**

Mr. Andrew Kasper reviewed that revisions to CFR 29.30, which governs affirmative action and equal employment opportunity in registered apprenticeship, were passed in 2017 federally. The equivalent Wisconsin law is DWD 296. Initial revisions were passed as an emergency rule in January 2019. DWD submitted a permanent rule to the legislature in spring 2019. The permanent rule passed the rule approval process and will be implemented on October 1, 2019.

Mr. Kasper reported that the Bureau has begun the next phase of outreach to sponsors through webinars, emails, and regional meetings. In 2020, apprenticeship training representatives will begin visiting different sponsors to review their implementation and offer technical assistance. The Bureau anticipates that outreach will be a gradual educational process.

Mr. Kasper explained that the first phase of outreach and implementation will apply to all sponsors. Sponsors must designate an AA/EEO liaison and establish an internal compliance process. The second phase will apply to sponsors with five or more apprentices; these sponsors will be required to develop and submit an affirmative action plan. In addition, all individuals who work with apprentices will be required to complete anti-harassment training.

The committee and its consultants made the following comments:

- *The new regulations may be business as usual for large contractors but they present a roadblock to smaller contractors hiring new personnel, especially the requirements to educate their entire workforce on anti-harassment.*

Mr. Johnson acknowledged the concern and emphasized that the Bureau will provide technical assistance to contractors, especially with invocative outreach practices. In addition, the Bureau is well aware that the required anti-harassment training for all personnel will be a substantial undertaking. Therefore, the Bureau will emphasize technical assistance rather than a punitive approach.

- *Do sponsors and employers have to watch the anti-harassment video provided by the U.S. Department of Labor or can they substitute a related video?*

Mr. Johnson verified that employers and sponsors can substitute a related anti-harassment video.

- *Some committee members countered that small contractors may be making "mountains out of molehills" because every contractor has required OSHA training or group events in which the video could be displayed easily. Therefore, the committee recommended the Bureau ensure it emphasizes that complying is not a time-consuming, complicated process; rather, compliance measures can be easily incorporated into existing business practices.*

#### **c. Assessing applicants with Accuplacer Next Generation**

Mr. Smith reminded the committee that it requested the Bureau implement a statewide minimum Arithmetic score for Accuplacer Next Generation based on crosswalks developed by local technical colleges; the Bureau implemented the score this summer. He asked the committee how well the score has been working.

Ms. Leigh Emrick said not enough applicants have submitted Next Generation scores for her organization to determine the effectiveness of the score. Representatives of joint apprenticeship committees agreed.

**Action:** *the Bureau will keep the item on the agenda.*

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

Mr. Josh Johnson reported that the first and second rounds of the state expansion grant will conclude in one year. The Bureau received a third round but under a different name; the third round will conclude in 2022. The Bureau used the first and second round to expand registered apprenticeship opportunities in construction occupations to underrepresented populations; develop the first registered apprenticeships for biotechnology and financial service occupations; and support certified pre-apprenticeship programs.

The Bureau will use the third round to hire two "navigator" positions that will liaise between the workforce development system and registered apprenticeship sponsors to connect graduates of certified pre-apprenticeship programs with registered apprenticeship sponsors. Although all certified pre-apprenticeship programs are connected to a registered apprenticeship occupation and sponsor, they often have no connection to the broader industry. That likely contributes to the fact that only 14% of certified pre-apprenticeship graduates have entered registered apprenticeships.

Round three will include \$2.2. million over one year. So, the Bureau is considering creative means of spending the funding in a short time frame. One possibility will be reimbursing employers that hire certified pre-apprenticeship graduates up to \$1500.

The committee and consultants responded as follows:

- *Will the grant grandfather in pre-apprentices hired prior to the grant period?*

Mr. Johnson confirmed that the grant will not grandfather in pre-apprentices hired prior to the grant period but may grandfather pre-apprentices hired after the beginning of the calendar year. The grant will likely require that the pre-apprentices be hired and employed for at least 90 days prior to requesting reimbursement. If the funding is continued for a second iteration, the grant will likely require that pre-apprentices pass probation period before the sponsor can request reimbursement.

- *How will local committees learn about certified pre-apprenticeship graduates? No local committee has been contacted by graduates.*

Mr. Johnson acknowledged that the Bureau needs to help network certified pre-apprenticeship programs with local committees. The Bureau is discussing creative means of facilitating those working relationships, which will be a priority of the new navigator positions.

The committee thanked Mr. Johnson. Several members commented that certified pre-apprenticeship programs are very valuable in evaluating individuals' worth ethic and preparing them to qualify for a registered apprenticeship. Training certified pre-apprentices is much more efficient than hiring new registered apprentices who have no exposure to construction or the specific occupation.

**e. Pending revisions to [www.WisconsinApprenticeship.org](http://www.WisconsinApprenticeship.org)**

Mr. Johnson explained that DWD will revise its entire website by the end of the year to make all pages more intuitive for all user groups.

Attendees did not have questions or comments.

**f. Apprenticeship Completion Award Program (ACAP)**

Mr. Johnson reported that ACAP continues to receive strong bi-partisan support in the state legislature. He reviewed the current reimbursement statistics and noted that denied reimbursements will always exceed approved reimbursements because apprentices often request more than the maximum award.

Attendees did not have questions or comments.

**g. Other**

Mr. Johnson reported that the national rule received 300,000 comments; the previous record for public comments received by a rule was 24,000. DWD Secretary Caleb Frostman issued a statement in support of registered apprenticeship. The overwhelming public response was likely influenced by the late decision to include construction occupations in the scope of IRAPs and the pending question of how IRAPs will be certified. Mr. Johnson concluded that the implementation timeline is unknown.

Attendees did not have questions or comments.

## **5. New Business**

**a. BAS leadership and personnel changes**

Mr. Johnson reviewed several personnel changes:

- BAS Director Karen Morgan retired in September. The director position is non-appointed, so it will be posted to the public in early October. Until the position is filled, Mr. Johnson will oversee registered apprenticeship, Ms. Cathy Crary will oversee youth apprenticeship, and the Division of Employment and Training will oversee both staffs.
- Three apprenticeship training representatives are current open in Appleton, Madison, and Milwaukee. Former Appleton ATR Lisa Perkofski accepted a position with the carpenters; former Madison ATR Debbie Schanke retired; and former Milwaukee ATR Steve Vander Heyden accepted a promotion with Unemployment Insurance.

- When the Bureau receives the third round of the expansion grant, it will hire three additional positions: a grant manager and two navigators.

**b. National Apprenticeship Week 2019**

Mr. Johnson reported that this year's National Apprenticeship Week will occur November 11-17. The Bureau encourages all sponsors and stakeholders to plan local events and is planning special events for veterans and pre-apprenticeship programs.

Attendees did not have questions or comments.

**c. Other**

Mr. Johnson noted that the 2021 Biennial Wisconsin Apprenticeship Conference will be held February 22-24 at the Wilderness Hotel in the Wisconsin Dells.

Attendees did not have questions or comments.

**6. Review the program participants.**

Program participants include 404 apprentices and 134 employers with a contract in active or unassigned status on September 1, 2019.

**7. Schedule the next meeting.**

The committee tentatively scheduled its next meeting for Wednesday, March 18, at 10:00 a.m. at the Laborers Training Center in De Forest.

**8. The meeting adjourned at 10:30 a.m.**

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*Submitted by Owen Smith, Program & Policy Analyst*





## WAGE\$ Apprentices and Sponsors by Occupation Spring 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 and sponsors in each occupation.
- Community Health Worker and Cybersecurity Specialist are in development.
- Pharmacy Technician was recently completed.
- Data Analyst has four apprentices that are being counted by Employ Milwaukee, Inc.'s sister grant. There is one Data Analyst sponsor.

<b>WAGE\$ Apprentices by Occupation</b> <b>Cumulative 10/01/2015 - 03/08/2020</b> <small>This report includes apprentice contract records which, during the selected report period, match the following criteria: CONTRACT DISTRICT= ALL, CONTRACT SECTOR= ALL, CONTRACT TRADE=Industrial Manufacturing Technician;Maintenance Technician;Mechatronics Technician;Welder - Fabricator;Welder / Automated Welding;Software Developer;Pharmacy Technician, Retail Store;Medical Assistant;IT Service Desk Technician;Data Analyst;Broadband Service Technician;Cybersecurity Analyst, CONTRACT TYPE(s)=Apprentice, APPR SEX= ALL, APPR MINORITY= ALL, APPR RACE(s)= ALL, ER WDA= ALL, ER COUNTY= ALL, ER NAME= ALL, ER UI= ALL, INMATE= ALL, SCHOOL NAME= ALL, SPONSOR TYPE(s)= ALL, SPONSOR NAME(s)= ALL, TRANSFER TO= ALL, TRANSFER FROM= ALL</small>				
Occupation Name	Count Sponsors	Count App	Female	Minority
<b>Report Total:</b>	<b>Total 205 sponsors</b>	<b>633</b>	<b>63 (10%)</b>	<b>99 (16%)</b>
<b>Industrial Manufacturing Technician</b>	<b>12 sponsors</b>	135	19 (14%)	37 (27%)
<b>Maintenance Technician</b>	<b>131 sponsors</b>	329	4 (1%)	30 (9%)
<b>Mechatronics Technician</b>	<b>37 sponsors</b>	90	2 (2%)	6 (6%)
<b>Welder / Automated Welding and Welder - Fabricator</b>	<b>15 sponsors</b>	34	1 (3%)	4 (12%)
<b>Broadband Service Technician</b>	<b>1 sponsor</b>	1	0 (0%)	0 (0%)
<b>Data Analyst</b> (4 apprentices but all are counted by Employ Milwaukee)	<b>1 sponsor</b>	0		
<b>IT Service Desk Technician</b>	<b>4 sponsors</b>	4	1 (25%)	1 (25%)
<b>Software Developer</b>	<b>3 sponsors*</b>	2	2 (100%)	0 (0%)
<b>Medical Assistant</b>	<b>1 sponsor</b>	38	34 (89%)	21 (55%)
*Number of sponsors is greater than the number of apprentices because one apprentice left one job and started with a different sponsor				



# All ACAP Reimbursement Requests Processed (Time Period) - Summary

Apprenticeship Completion Award Program (ACAP)

Bureau of Apprenticeship Standards

Division of Employment and Training

3/5/20 10:27 AM

Filters Applied: Determination Date between 7/1/19 and 3/5/20, Fiscal Year(s)= FY20

Type	Fiscal Year	# of RRs	\$Approved	\$Denied
Year One	20		\$127,224.23	\$616,354.68
<b>Year One Totals</b>		<b>618</b>	<b>\$127,224.23</b>	<b>\$616,354.68</b>
Completion	20		\$164,478.91	\$1,026,716.02
<b>Completion Totals</b>		<b>376</b>	<b>\$164,478.91</b>	<b>\$1,026,716.02</b>
<b>Report Totals</b>		<b>994</b>	<b>\$291,703.14</b>	<b>\$1,643,070.70</b>





## **WTCS System-Wide Activity Update March 2020**

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### **WTCS-BAS 20 Apprenticeship Completion Report**

The 2020 WTCS-BAS Apprenticeship Completer Report is now available online. The report contains employment, wage and training satisfaction outcomes for apprentices completing their programs in 2016-17. It can be found here: [2020 WTCS-BAS Apprentice Completer Report](#)

- Of the 1,143 completers surveyed, 488 (43%) responded. (In the prior year report, 847 completers were surveyed and response rate was 39%.)
- Respondents reported a 92% satisfaction rate for on-the-job training and 96% for classroom instruction.
- Median salary across all trades increased to \$80,344. This is up from \$77,753 and \$71,624 in the two prior reporting years.
- Respondents indicating an interest in continuing education beyond apprenticeship remained steady at 44%.

### **WTCS Apprenticeship Enrollment Trend**

WTCS enrollments across all apprenticeship programs increased from 6903 to 7588 unduplicated, and 7450 to 7696 duplicated, students by the end of 2018-2019 academic year. That is a 9.9% and 3.3% increase, respectively, in one year. A current mid-year snapshot for 2019-20 is showing 7524 enrolled apprentices. Confirmed actual enrollment for the 2019-20 academic year will not be available until August 2020.

### **Active WTCS-BAS Apprenticeship Programs, By Sector, Occupation, and College as of January 2019**

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 March 2020 \(Color Chart\)](#)



# Apprentice Related Instruction



## Active WTCS/BAS Programs by Sector and Occupation - February 2020

	BLACKHAWK	CHIPPEWA VALLEY	FOX VALLEY	GATEWAY	LAKESHORE	MADISON AREA	MID-STATE	MILWAUKEE AREA	MORAINES PARK	NICOLET AREA	NORTH CENTRAL	NORTHEAST WI	SOUTHWEST WI	WAUKESHA	WESTERN	WI INDIANHEAD
<b>Construction Sector Apprentice Related Instruction</b>																
Bricklaying/Masonry																
Carpentry																
Concrete Finishing/Cement Mason																
Drywall Finisher																
Electrical																
Electronic Systems Tech/Voice-Data-Video																
Glazing																
HVAC/Environmental Service																
Ironworking																
Operating Engineer/Heavy Equipment																
Painting & Decorating																
Plumbing																
Roofing																
Sheet Metal																
Sprinkler Fitting																
Steamfitting Construction																
Steamfitting Service/Refrigeration																
<b>Industrial Sector Apprentice Related Instruction</b>																
Electrical & Instrumentation/Instrumentation Tech																
Industrial Electrician																
Industrial Manufacturing Technician																
Injection Mold Set-Up (Plastic)																
Machinist																
Maint Mech/Millwright/Lube Tech/Machine Repair																
Maintenance Technician																
Mechatronics																
Metal Fabricator/Industrial Sheetmetal																
Pipe Fabricator/Welder																
Pipefitter																
Resilient Floor																
Tool & Die/Patternmaker/Moldmaker																

# Apprentice Related Instruction



## Active WTCS/BAS Programs by Sector and Occupation - February 2020

	BLACKHAWK	CHIPPEWA VALLEY	FOX VALLEY	GATEWAY	LAKESHORE	MADISON AREA	MID-STATE	MILWAUKEE AREA	MORAINES PARK	NICOLET AREA	NORTH CENTRAL	NORTHEAST WI	SOUTHWEST WI	WAUKESHA	WESTERN	WI INDIANHEAD
Service Sector Apprentice Related Instruction																
Arborist																
Barber/Cosmetologist																
Broadband Service Technician																
Cook/Chef																
Electrical Line Worker																
Facilities Maintenance Technician																
IT-Data Analyst																
IT-Service Desk Technician																
IT-Software Developer																
Metering Technician																
Substation Electrician																
Wastewater Treatment Operator																