

Approved Minutes of the  
**Heat & Frost**  
State Apprenticeship Advisory Committee

**March 11, 2021**  
Virtual

Members Present	Employer / Organization
Large, Brett (Co-Chair)	Heat & Frost Insulators Local 19
Peot, Roger (Co-Chair)	Insulation Industries
Potter, Robert	Heat & Frost Insulators Local 19
Skic, Mark	Taylor Insulation
Wicke, Jeremy	Local 127 Heat & Frost
Members Absent	Employer / Organization
Consultants & Guests	Employer / Organization
Badger, Richard	Bureau of Apprenticeship Standards
Guerrera, Candy	WRTP/BIG STEP
Johnson, Josh	Bureau of Apprenticeship Standards
Johnson, Josh	Bureau of Apprenticeship Standards
Johnston, Stephanie	WRTP/BIG STEP
Kasper, Andrew	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards

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1. The meeting was called to order at 1:04 p.m. by Co-Chair Brett Large, in conformity with the Wisconsin Open Meeting Law.
  2. Mr. Smith recorded attendance. A quorum was present.
  3. The committee reviewed its current roster. The committee welcomed two new members: Employer Member Mark Skic and Employee Member Robert Potter.

#### **4. Action Items**

**a. Approve the minutes**

The minutes were approved as written.

**b. Elect Employer Co-Chair.**

The state committee elected Roger Peot as Employer Co-Chair

**c. Review the state standards.**

Mr. Smith reported that he invites the state committee to review its state standards in full this year to ensure all content, such as recent law changes and policies unique to the committee, is accurate. He noted that the state committee had agreed, but not motioned, to leave all assessment scores to the discretion of the local committees.

The training coordinators volunteered to assist . They agreed that the local committees prefer to determine their own scores and that the state committee has not approved a related motion. They suggested discussing the matter during the review and recommending a course of action at the fall meeting.

#### **5. Discussion Items**

**a. Registered apprenticeship during COVID-19**

Mr. Smith reiterated that Wisconsin Apprenticeship supports sponsors and training facilities adjusting delivery as needed to ensure the safety of apprentices and staff. Director Johnson asked whether local committees were experiencing any difficulties that may need Bureau assistance.

The state committee replied that training is proceeding well.

A training coordinator asked whether federal grants are available to offset the additional training costs to provide virtual learning during the pandemic. Director Johnson agreed to research the matter.

**b. Mandatory registration in BASERS, effective July 1, 2021**

Mr. Smith reiterated that, effective July 1, all sponsors must do the following: register in BASERS; register all new contracts in BASERS; and experiment with performing all contract actions through BASERS and notify the Bureau of any technical or administrative difficulties.

The state committee reported that the southern local committee complied and the northern local committee continues to discuss BASERS with its third-party administrative and the Bureau.

The northern committee training coordinator reported that the committee and third-party administrator need more technical assistance with BASERS. Director Johnson replied that technical assistance can be provided by Apprenticeship Training representatives.

**c. Implementing revisions to CFR 29.30**

Mr. Andrew Kasper reviewed that the Bureau will begin conducting affirmative action plans with local committees once all new staff are training and staff are permitted to travel again.

Attendees did not have questions or comments.

**d. Biden Administration Bolsters Registered Apprenticeship**

Mr. Smith reviewed that the Biden administration discontinued industry-recognized registered apprenticeships and strongly supports registered apprenticeship.

The state committee expressed appreciation for the federal initiatives. A representative of the northern local committee reiterated that federal funding would help offset increased costs of providing virtual learning during the pandemic. The local committee has increased its participation three-fold.

Director Johnson and Mr. Kasper replied that the federal initiative would increase standing funding for registered apprenticeship, youth apprenticeship, and certified pre-apprenticeship, but it is not clear whether grants will become available for that purpose.

**e. National Apprenticeship Act 2021**

Mr. Smith reviewed the proposed legislation and noted the emphasis on youth apprenticeship and certified pre-apprenticeship, both of which are featured and integrated in Wisconsin.

Attendees did not have questions or comments.

**f. Wisconsin Apprenticeship Completer Report**

Mr. Smith reviewed the report design and results, noting the data from various construction apprentices. He shared that future versions will standardize wage and earnings across a 40-hour workweek to account for variations in overtime. He noted that the report presents data for apprentices that completed related instruction through a technical college.

Attendees complimented the report.

**g. Implementing Transition to Trainer and Teaching Transition to Trainer**

Mr. Smith explained the requirements for T2T instructors certified prior to 2021 and instructors who want to become certified to teach the course. He reviewed the website that hosts the requirements and schedule of upcoming courses.

Mr. Smith reported that certified instructors who have not taken the required refresher can continue teaching the old curriculum until they complete the refresher.

The training coordinators reported that all instructors have taken the refresher or are scheduled to do so.

**h. Supportive services and OJL reimbursement for registered apprentices**

Mr. Smith explained the reimbursement opportunities, eligibility criteria, and points of contact.

Attendees did not have questions or comments.

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

Mr. Smith reported that the campaign, "Apprenticeship: A Different Kind of Classroom," targets women and minorities and establishes the Bureau's new brand, "Wisconsin Apprenticeship. The campaign features billboards, social and electronic media, and a new website for the Bureau.

Attendees did not have questions or comments.

**j. Apprenticeship Completion Award Program**

Mr. Smith reported that the program continues to be an example of strong bipartisan support for registered apprenticeship. He reviewed the reimbursement statistics.

Attendees did not have questions or comments.

**k. BAS leadership and personnel changes**

Mr. Smith reported that new employees Ryan Herber and Raquel Nowak joined the bureau as Apprenticeship Training Representatives.

Attendees did not have questions or comments.

**l. 2021 National Apprenticeship Week**

Mr. Smith reported that if U.S. Department of Labor does not announce the national dates by summer, the Bureau will announce Wisconsin Apprenticeship Week for the week November 14.

Attendees did not have questions or comments.

**m. Other**

Attendees did not have questions or comments.

7. Participants included 78 apprentices and 25 employers with contracts in active or unassigned status on March 1, 2021.
8. The Bureau will schedule the next meeting via electronic survey.
9. The meeting adjourned at 2.30 p.m.

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*Submitted by Owen Smith, Program & Policy Analyst*

March 3, 2021

TO: State Heat & Frost Apprenticeship Advisory Committee Members and Consultants

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

SUBJECT: **State Heat & Frost Apprenticeship Advisory Committee meeting**

DATE: **Thursday, March 11, 2021**

TIME: **1:00 PM**

ACCESS: <https://dwdwi.webex.com/dwdwi/j.php?MTID=mc3376edb1101170a388b9e79e0922e8e>  
Mtg number: 145 129 0130  
Password: gY2QgNuRm32  
Join by phone: 1-855-282-6330 US TOLL FREE  
Access code: 145 129 0130

#### **TENTATIVE AGENDA**

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

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

- a. Elect Co-Chairs
- b. Approve the minutes
- c. Establish statewide minimum scores for ACT and Accuplacer?
- d. 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. 2021 National Apprenticeship Week
- m. Other

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

# Employment and Salary Data

## 2018-19 Apprenticeship Completion



1

## Employment Location



Employment Location 2016-17



Employment Location 2017-18



Employment Location 2018-19



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## 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

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## 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



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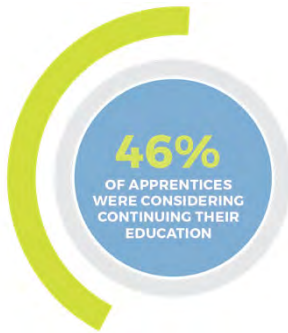
## Continuing Education



2016-17 Apprenticeship Completers

2017-18 Apprenticeship Completers

2018-19 Apprenticeship Completers



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## 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)

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## 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>

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February 24, 2021

Dear Apprenticeship Employers:

The [link](#) is now live to access information on applying for on-the-job learning reimbursements through Wisconsin Apprenticeship grant funds. Follow the instructions offered in the [link](#) and review the information in this email regarding eligibility. The deadline for submitting questions regarding this announcement is March 5<sup>th</sup> at 2 p.m. CST. Awards may be made as soon as March 15<sup>th</sup>. Applications will be reviewed in the order in which they are received. Questions can be sent to our grants mailbox at [dwddetgrants@dwd.wisconsin.gov](mailto:dwddetgrants@dwd.wisconsin.gov).

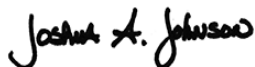
The on-the-job learning reimbursements are part of a Wisconsin grant initiative, using federal grant funds, to help defray the extraordinary costs of training apprentices. Employers may be eligible for up to a \$1,000 reimbursement for each apprentice that they hired between July 1, 2019 and January 30, 2021, as long as the apprentice meets one of the following criteria:

- The apprentice previously completed a Wisconsin Youth Apprenticeship program in any career cluster; or
- The apprentice previously completed a state certified pre-apprenticeship program in any job sector. A detailed list of Wisconsin certified pre-apprenticeship programs can be found [here](#); or
- The apprentice was hired to work in the IT, Healthcare, Bio-Tech, Transportation, Agriculture or Financial Services sectors.

Employers may only receive one on-the-job learning reimbursement per apprentice that meets the qualifying criteria and cannot request reimbursement for the same apprentice more than once.

Thank you for being valued Wisconsin apprenticeship employers and sponsors.

Sincerely,



Joshua Johnson, State Director  
Wisconsin Apprenticeship

Dear Wisconsin Apprentices:

Wisconsin Apprenticeship has federal grant funds available to provide supportive services to registered apprentices. Up to \$600 may be available to each Wisconsin registered apprentice to assist with the following apprenticeship-related costs:

- Uniforms or work clothing
- Tools
- Required physicals
- Books
- Test fees
- Mileage
- Bus passes
- Parking permits
- Childcare
- Rent & housing costs

Apprentices who began their apprenticeship between July 1, 2019 and March 31, 2022 are eligible. Reimbursements will be awarded to applicants through March 31, 2022, or until the funding runs out. Apprentices must contact the following organizations, according to location, to determine if they qualify:

**Milwaukee, Racine, Kenosha, Walworth,  
Washington, Waukesha and Ozaukee  
counties**

Employ Milwaukee  
Jose Galvan  
[Jose.galvan@employmilwaukee.org](mailto:Jose.galvan@employmilwaukee.org)  
2342 North 27<sup>th</sup> Street  
Milwaukee, WI 53210

**Office 414-270-1743**  
**Cell 414-852-1914**

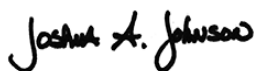
**All other Wisconsin counties**

South Central Workforce Development Board  
Jeff Kennedy  
[jkennedy@wdbscw.org](mailto:jkennedy@wdbscw.org)  
3513 Anderson Street Ste 104  
Madison, WI 53704

**Office 608-249-9001 Ext. 230**

Thank you for being valued Wisconsin apprentice.

Sincerely,



Joshua Johnson, State Director  
Wisconsin Apprenticeship

# ACAP Reimbursement Requests With Approvals Processed During (Time Period) - Summary

## Apprenticeship Completion Award Program (ACAP)

### Bureau of Apprenticeship Standards

### Division of Employment and Training

3/2/21 08:40 AM

Filters Applied: Determination Date between 7/1/20 and 3/2/21, Fiscal Year(s)= FY21

Type	Fiscal Year	# of RRs	\$Approved	\$Denied
Year One	21		\$97,137.35	\$328,547.82
<b>Year One Totals</b>		<b>404</b>	<b>\$97,137.35</b>	<b>\$328,547.82</b>
Completion	21		\$179,424.43	\$771,505.80
<b>Completion Totals</b>		<b>329</b>	<b>\$179,424.43</b>	<b>\$771,505.80</b>
<b>Report Totals</b>		<b>733</b>	<b>\$276,561.78</b>	<b>\$1,100,053.62</b>





## WTCS System-Wide Activity Update February 2021

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### 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 Heat & Frost 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	78	7	9.0	7	9.0	72	92.3	6	7.7	25	22	88.0	3	12.0
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		0	0.0	29	100.0			13	13	100.0		
Insulation Worker (Heat & Frost) (0186336401402)	29	0		0	0.0	29	100.0			13	13	100.0		
Southern WI Heat & Frost Insulators JAC	43	7	16.3	6	14.0	43	100.0			11	11	100.0		
Insulation Worker (Heat & Frost) (0186336401402)	43	7	16.3	6	14.0	43	100.0			11	11	100.0		