



March 30, 2023

TO: State Ironworking Apprenticeship Advisory Committee Members and Consultants

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

SUBJECT: State Ironworking Apprenticeship Advisory Committee meeting

DATE: Tuesday, April 4, 2023

TIME: 1:00 – 3:00 p.m.

OPTIONS: [Attend virtually.](#)

Attend via phone only:

Call: 608-571-2209. Code: 924 021 818#

Attend in person:

Department of Workforce Development, Room F105
201 E Washington Ave
Madison, WI 53703

TENTATIVE AGENDA

1. Call the meeting to order.
2. Record attendees.

3. Old Business

- a. Review the roster.
- b. **Action:** approve the minutes.

4. New Business

- a. Review the revised template for state standards, approved by Policy & Standards Subcommittee:
 - i. Policies established in the *Wisconsin Apprenticeship Manual*
 - ii. Updated policies established by the Department of Labor
 - iii. Policies established by the state committee.
- b. **Action:** verify policies established by the state committee are accurate.
- c. **Action:** identify policies established by the state committee to revise further in fall, if needed.
- d. Questions from the Director's Call.
- e. Communicating state committee meetings to the public
- f. Other

5. Review the program participants.
6. Adjourn.

Draft Minutes of the
Ironworking
State Apprenticeship Advisory Committee

October 18, 2022
Department of Workforce Development
with virtual option

Members Present	Organization / Employer
Cyganek, Brad (Co-Chair)	Ironworkers Local 8
Davies, Barry	Local 512 (MN)
DeMinter, Tim	Ironworkers Local 383
Mayrhofer, Tony	Ironworkers Local 8
Riley, John	K.F. Sullivan Co.
Members Absent	Organization / Employer
Hager, Ben (Co-Chair)	J.H. Findorff
Hayes, Peter	Red Cedar Steel Erectors
Hooyman, Chad	SPE Little Chute
Shultis, Andrew	Ironworkers Local 383
Consultants and Guests	Organization / Employer
Badger, Richard	Bureau of Apprenticeship Standards
Hanson, Rich	Ironworkers Local 8
Polk, David	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards
Stern, Pete	Ironworkers Local 383
Tyson, Lindsey	Bureau of Apprenticeship Standards

1. The meeting was called to order at 10:03 a.m. by Mr. Owen Smith, in conformance with the Wisconsin open meeting laws.
2. Mr. Smith recorded attendance. A quorum was present.
3. The committee reviewed the current roster. Mr. Smith reported that Barry Scholz of Boldt Construction was nominated for the committee as an Employer Member.
4. **Action: approve the minutes.**
The state committee approved the minutes as revised: spell Tony's last name correctly.

5. Discussions

a. How has discontinuing applicant assessment scores worked to date?

The state committee reported that local committees has observed an increase in applications and a wider range of applicants. In addition, the local committees are able to select and assign apprentices faster. For example, a strong starting cohort in the past was 25 apprentices; this year, 75 apprentices started.

The state committee noted that more longitudinal data is needed; the recent cohorts have yet to complete their probationary period. A longer-term analysis would compare admittance rates to cancellation rates post-probation, and completion rates.

Director Polk He asked whether the local committees implemented remediation steps, such as tutoring.

The state committee reported that math continues to be a weak point for most applicants. Instructors have coordinated additional study time.

Director Polk complimented the model and congratulated the state committee on its success. He stated the committee should continue to examine the model's effects on recruitment, retainment, and participation of women and minorities, and remediation efforts.

b. Questions from the BAS Directors' Call with State Committees

The state committee did not have questions or comments.

c. How is the industry preparing for infrastructure funding and projects?

The state committee reported that the potential projects will not require new training, but additional workers. Therefore, local committees have bolstered their recruitment efforts via social media.

d. Reimbursements for on-the-job learning and supportive services.

Director Polks reviewed the reimbursement opportunities, qualifications, and points of contacts. He noted that apprentices must work for an employer for 90 days to qualify for reimbursements; and multiple employers cannot be reimbursed for training the same apprentice; and all reimbursements are first-come, first-serve.

The state committee asked if the opportunity will be extended through 2023. Director Polk stated that has not been determined at this time.

e. Register your National Apprenticeship Week event with the Department of Labor

Director Polk encouraged the state committee to host events during National Apprenticeship Week and register them directly with the Department of Labor.

The state committee did not have questions or comments.

f. Other

The state committee requested that the Bureau reinstate the apprentice contract number on apprentice contracts because it project managers need it to determine appropriate wage; its absence has had adverse effects on processing payroll.

Director Polk thanked the committee for bringing that to his attention. He reported the reasons for removing the number was to safeguard identifying information from third-parties. However, Bureau staff have reported numerous concerns from stakeholders. The Bureau continues to research solutions with information technology staff.

6. The state committee reviewed the participant statistics and did not find discrepancies. Director Polk congratulated the committee for contributing to Wisconsin Apprenticeship having more than 15,000 active apprentices, the second time in its history.

The committee asked which factors influenced growth. Director Polk cited overall growth across traditional sectors and more apprenticeships in emerging sectors, such as healthcare.

7. The committee adjourned at 11:11 a.m.

Submitted by Owen Smith, Senior Analyst, Wisconsin Apprenticeship



This summary counts employers and apprentices, between 3/30/2023 and 3/30/2023 with contract status as Active & Unassigned in occupation(s) associated with this committee.

Report is based on apprentice contracts where:
-Contract sector is 'Construction'.
-Contract occupation code matches a occupation code assigned to committee.
-Contract sponsor is the employer.

Note: Employers active in more than one occupation or committee can cause Column #3 totals at the Committee or State level to deviate from the summed total of the individual occupation or committee rows.

Occupation	Apprentices									Employers				
	Total	Minority		Females		Union		Non-Union		Total	Union		Non-Union	
		#	%	#	%	#	%	#	%		#	%	#	%
1	2	3	3a	4	4a	5	5a	6	6a	7	8	8a	9	9a
Report Total	295	61	20.7	12	4.1	295	100.0	0	0	49	49	100.0	0	0
Iron Worker (47-2221.00)	291	60	20.6	12	4.1	291	100.0	0	0	49	49	100.0	0	0
Ironworker (Assembler, Metal Buildings) (51-2041.00)	4	1	25.0	0	0	4	100.0	0	0	2	2	100.0	0	0

State Committee Report by Sponsor & Occupation



This summary counts employers and apprentices, between 3/30/2023 and 3/30/2023 with contract status as Active & Unassigned in occupation(s) associated with this committee.

Report is based on apprentice contracts where:

- Contract sector is 'Construction'.
- Contract occupation code matches a occupation code assigned to committee.
- Contract sponsor is the employer.

Note: Employers active in more than one occupation or committee can cause Column #7 totals at the Committee or State level to deviate from the summed total of the individual occupation or committee rows.

Sponsor Name Occupation	Apprentices										Employers			
	Total	Minority		Females		Union		Non-Union		Total	Union		Non-Union	
		#	%	#	%	#	%	#	%		#	%	#	%
1	2	3	3a	4	4a	5	5a	6	6a	7	8	8a	9	9a
Report Total	295	61	20.7	12	4.1	295	100.0	0	0	49	49	100.0	0	0
Madison Area Ironworking JAC	125	25	20.0	5	4.0	125	100.0	0	0	23	23	100.0	0	0
Iron Worker (47-2221.00)	125	25	20.0	5	4.0	125	100.0	0	0	23	23	100.0	0	0
Milwaukee Area Ironworking JAC	170	36	21.2	7	4.1	170	100.0	0	0	38	38	100.0	0	0
Iron Worker (47-2221.00)	166	35	21.1	7	4.2	166	100.0	0	0	37	37	100.0	0	0
Ironworker (Assembler, Metal Buildings) (51-2041.00)	4	1	25.0	0	0	4	100.0	0	0	2	2	100.0	0	0

Historical Report by Year

Report Period: 2023* and Previous -10 Years

*Current year is YTD data as of Run Date: 03/30/2023		
Run Date: 03/30/2023		
State Ironworking Committee		
Sponsored Trade Group(s): Construction		
Year	Active Apprentices	Active Employers
2013	123	43
2014	118	38
2015	198	52
2016	261	58
2017	312	57
2018	299	61
2019	304	57
2020	282	51
2021	245	48
2022	234	47
2023	299	48

