

October 7, 2020

TO: State Machine Tool Apprenticeship Advisory Committee Members and Consultants

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

SUBJECT: State Machine Tool Apprenticeship Advisory Committee Agenda

DATE: Thursday, October 8, 2020

TIME: 1:00 p.m.

PLACE: <https://dwdwi.webex.com/dwdwi/j.php?MTID=m686fcbb7cccde5092e4c8097385faaa0>
Number: 145 862 2620
Password: 23YEf6fdnPR
Join by phone: 1-855-282-6330 US TOLL FREE
Access code: 145 862 2620

TENTATIVE AGENDA

1. Call the meeting to order.
2. Distribute the sign-in sheet.
3. Review the roster.
4. **Special topics**
 - a. Registered apprenticeship during COVID-19
 - b. Revising youth apprenticeship curriculum
5. **Old Business**
 - a. Review the follow-up items from previous meeting
 - i. **For action:** approve the minutes
 - ii. **For action:** review minimum hours of RI for remaining registered apprenticeships
 - iii. **For action:** adopt statewide minimum standards for Injection Mold Specialist
 - iv. Implementing the Industrial Metrologist registered apprenticeship
 - b. Implementing revisions to CFR 29.30
 - c. Federal grants to expand registered apprenticeship
 - d. Industry-Recognized Apprenticeship Programs
 - e. Applicant outreach campaign and revisions to www.WisconsinApprenticeship.org
 - f. Apprenticeship Completion Award Program
 - g. Other

6. New Business

- a. Mandatory registration in BASERS
 - b. **For action:** revising state standards
 - 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
7. WTCS Update
 8. Review the program participants.
 9. Schedule the next meeting.
 10. Adjourn.

Draft Minutes of the
Machine Tool
State Apprenticeship Advisory Committee

April 28, 2020
Virtual

Members Present	Organization / Employer
Dennis, Mark (Co-Chair)	Fox Valley Tool & Die
Haban, Eric (Co-Chair)	LDI Industries
Heins, Ken	KLH
Members Absent	Organization / Employer
Bates, Dan	Rexnord
Brockelman, Doug	Stanek Tool Corp
Johnson, Greg	PowerTest
Rainey, Tony	Master Lock Company
Schneider, Roque	Mercury Marine
Consultants and Guests	Organization / Employer
Conklin, Olivia	Bureau of Apprenticeship Standards
Dragosh, Chris	Fox Valley Technical College
Johnson, Joshua	Bureau of Apprenticeship Standards
Krowas, Eric	Fox Valley Technical College
Mayek, Mandy	Mid-State Technical College
Metko, Katie	Northcentral Technical College
Myles, Tommy	Bureau of Apprenticeship Standards
Nakkoul, Nancy	Wisconsin Technical College System
O'Shasky, Lynn	Bureau of Apprenticeship Standards
Polk, David	Milwaukee Area Technical College
Smith, Owen	Bureau of Apprenticeship Standards
Statz, Jacob	

1. The meeting was called to order at 10:05 a.m. by Co-Chair Mark Dennis in conformance with the Wisconsin Open Meeting Law.
2. A sign-in sheet was distributed.
3. The committee reviewed the current roster. A quorum was not present.
4. **Old Business**

a. Review the follow-up items from previous meeting

i. For action: approve the minutes

The minutes were approved as written.

ii. For action: review minimum hours of RI for remaining registered apprenticeships

A quorum was not present, but the Bureau did not want to table the decisions further. So, it asked the member present to advise on the related instruction hours of the remaining registered apprenticeships.

Action: the state committee advised that the RI hours for CNC Technician, EDM, Machinist, Tool and Die Maker, and Tool Maker did not need to be changed; the hours for Mold Maker should be modified to 512 and the additional hours could be added to local options.

iii. For action: adopt statewide minimum standards for Injection Mold Specialist?

Mr. Smith explained that the Bureau will research the sponsors and local Exhibit A's this summer to create an inclusive statewide Exhibit A.

iv. Developing the Industrial Metrologist registered apprenticeship

Mr. Smith explained that the project has begun: the DACUM was completed; a survey on minimum standards is active; and the next meeting will determine the minimum standards for the program. The project is projected to be completed this summer.

b. Implementing revisions to CFR 29.30

Mr. Johnson updated attendees on the Bureau's progress. BAS updated the apprentice application to include the opportunity to disclose disabilities and is planning to meet with sponsors this spring and summer to discuss diversity and inclusivity activities and expectations. The Bureau's approach is to educate and assist sponsors, not punish them. More information on the revisions, including links to the law and the anti-harassment video provided by the U.S. Department of Labor, is available on the Bureau website. Sponsors should email their questions to Mr. Andrew Kasper.

Attendees did not have questions or comments.

c. Industry-Recognized Apprenticeship Programs

Mr. Johnson reported that IRAPs have been implemented nationally. The Bureau, as the approving agency of all apprenticeships in Wisconsin, will deny IRAPs in Wisconsin and instead discuss the many flexible options available through registered apprenticeship.

Attendees asked whether sponsors could register themselves. Director Johnson answered that they could not; IRAPs must register with Standards Recognition Entities, which have not been determined. He reiterated that the Bureau will not permit IRAPs in Wisconsin.

Attendees asked how many states will recognize IRAPs. Director Johnson replied that IRAPs were implemented by the U.S. Department of Labor, so all states can implement them. The twenty-five states, that have their own state approving agencies, such as Wisconsin, can choose whether to permit or decline IRAPs. He stated that the first IRAPs will likely not be registered until fall.

Attendees asked whether NIMS would be considered an IRAP. Director Johnson replied that NIMS is curriculum and a credential that are built into an apprenticeship; it is not an apprenticeship.

A brief, general discussion followed on whether to discuss whether to implement NIMS in Wisconsin. The state committee agreed that the initial pilot was not successful and an insufficient number of employer support the credentials.

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—State Apprenticeship Expansion (SAE) and Apprenticeship State Expansion (ASE)—will help integrate registered apprenticeship throughout the workforce system. The SAE grant will, in part, reimburse sponsors for hiring certified pre-apprenticeship graduates. The ASE grant funded two full-time Apprenticeship Navigators which will connect registered apprenticeship sponsors with WIOA certified individuals, youth apprentices, certified pre-apprentices, and offenders. ASE will reimburse registered apprenticeship sponsors for certain costs of on-the-job learning.

Attendees did not have questions or comments

e. Revisions to www.WisconsinApprenticeship.org

Mr. 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.

Attendees did not have questions or comments

f. Apprenticeship Completion Award Program (ACAP)

Mr. 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.

Mr. Johnson shared that the Bureau is further automating its processing system to reduce its percent error. The Department will likely request that ACAP is included in the next biennial budget request.

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

Mr. Johnson reported that he, Secretary Frostman, and several WI Apprenticeship stakeholders visited Germany to tour the Germany Apprenticeship Program. The visit was invaluable in learning how WI Apprenticeship could improve and how well it works already.

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 used much less as a career change by adults. In contrast, Wisconsin Apprenticeship focuses mostly on helping adults enter careers and exposing youth to broad career clusters or industries rather than a specific 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 include it 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

Mr. 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. apprenticeship sectors, occupations, and partners, including youth apprenticeship, certified pre-apprenticeship, and the workforce system.

The Apprenticeship Expo will be included. By summer the Bureau will launch the registration page via EventBrite 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 November 8-14. Director Johnson encouraged the Arborists to host an event with their local stakeholders.

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.

Attendees did not have questions or comments

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 Landreman, Apprenticeship Training Representative for Appleton

f. Other

Attendees did not have additional topics.

6. WTCS Update

Ms. Nancy Nakkoul shared the latest version of the WTCS Apprenticeship Completer Report. She noted that it now includes occupations in new sectors, such Information Technology and Health Care, and will include more new occupations in the future. The data is low due to the low number of participants, but that will increase with future cohorts.

Attendees complimented Ms. Nakkoul for including questions in the report that pertain to the work environment, average hours per week, etc. Those factors are important to job satisfaction. Ms. Nakkoul replied that the WTCS may add questions pertaining to work-life balance in the future.

Attendees asked Ms. Mandy Mayek how Mid-State Technical College is preparing for the coming fall semester. She replied that the entire college is moving 80% of courses online. Moving the courses for Machining will be challenging because many competencies are hands-on. Faculty are preparing to bring students back to campus under social distancing guidelines.

Ms. Nakkoul commented that each technical college has the discretion to hold classes online or in-person in adherence with state and federal guidelines.

7. Program participants included 248 apprentices and 575 sponsors with a contract in active or unassigned status as of April 1, 2020
8. The Bureau will schedule the next meeting via electronic survey.
9. The meeting was adjourned at 12:25 p.m.

*Submitted by Owen Smith,
Bureau of Apprenticeship Standards*

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 State Machine Tool Committee

This summary counts employers and apprentices with a contract active or unassigned on 10/1/2020 in trade(s) associated with this committee.

Report is based on apprentice contracts where:

- Status is 'Active' or 'Unassigned'.
- Contract sector is 'Industrial' or 'Service'.
- Contract trade code matches a trade code assigned to committee.
- Contract sponsor is the employer.

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

Trade	Total # of Sponsors	Total # of Apprentices	Of Total Apprentices in Column 3, # who are...			
			Minority		Females	
			#	%	#	%
1	2	3	4	5	6	7
Report Total	233	550	36	6.5	12	2.2
CNC Machinist (0260028002215)	1	1			0	
CNC Technician (0260936001001)	5	5			0	
Electrical Discharge Machining Technician (0260938001003)	2	4			0	
Machinist (0260028002201)	91	197	13	6.6	4	2.0
Mold Maker (Die Cast) (Plastic) (0260128003001)	16	35	5	14.3	0	
Patternmaker All Around (0269328001401)	2	8	1	12.5	0	
Tool And Die Maker (0260126001001)	121	266	16	6.0	6	2.3
Tool Maker (0260128004201)	14	34	2	5.9	2	5.9