

October 11, 2021

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

FROM: Owen Smith, Bureau of Apprenticeship Standards; Owen.Smith@dwd.wisconsin.gov

SUBJECT: State Heat & Frost Apprenticeship Advisory Committee meeting

DATE: Thursday, October 14, 2021

TIME: 10:00 AM

VIRTUAL: [Join the virtual committee meeting](#)
Audio Only: 608-571-2209
Audio Code: 806 451 515#

TENTATIVE AGENDA

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

4. Action

- a. Approve the minutes.
- b. Review the state standards.
- c. Determine applicant assessment scores.

5. Discussion

- a. Mandatory registration in BASERS, effective July 1, 2021
- b. Implementing revisions to CFR 29.30
- c. Implementing Transition to Trainer and Teaching Transition to Trainer
- d. Supportive services and OJL reimbursement for registered apprentices
- e. Applicant outreach campaign and revisions to www.WisconsinApprenticeship.org
- f. 2021 National Apprenticeship Week
- g. 2022 Biennial Apprenticeship Conference
- h. Apprenticeship Completion Award Program
- i. BAS leadership and personnel changes
- j. Other

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

Draft 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

-
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

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 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.

Submitted by Owen Smith, Program & Policy Analyst

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 5th at 2 p.m. CST. Awards may be made as soon as March 15th. 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.

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
2342 North 27th Street
Milwaukee, WI 53210

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

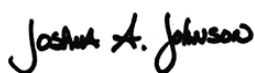
All other Wisconsin counties

South Central Workforce Development Board
Jeff Kennedy
jkennedy@wdbscw.org
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



WTCS System-Wide Activity Update September 2021

WTCS Apprenticeship Enrollment Trend

WTCS enrollments across all apprenticeship programs decreased from 7923 to 7630 unduplicated, and 8053 to 7720 duplicated, students by the end of 2020-2021 academic year. That is a 3.7% and 4.1% decrease, respectively, in one year.

Ascendium Education Group Tools of the Trade Scholarships Increased Again in 2021

For the 2021-22 academic year, Ascendium Education Group has committed to awarding an additional 75 scholarships to industrial and construction sector apprentices who receive their related instruction through a WTCS college. A total of 325 awards of \$1500 apiece will be granted statewide in March 2022, with the scholarship application period open from late August until late November 2021.

New MyWTCS Website: <https://mywtcs.wtcsystem.edu/>

MyWTCS is an intranet site for the Wisconsin Technical College System and stakeholders. Launched in February 2021, the re-designed site includes a new look and improved functionality and features, including an [expanded apprenticeship resources section](#). WTCS systemwide publications, including the annual Apprenticeship Completion Report, can be found on the [Wistechcolleges](#) sister-site, under [publications](#).

[Preparing to Teach Transition to Trainer \(PT2TT2T\)](#)

MyWTCS also hosts information, administrative guidance, and upcoming PT2TT2T course offerings for instructors of the BAS-mandated apprentice Transition to Trainer course. As of January 2021, current instructors of Transition to Trainer must complete the 3-hour abridged Preparing to Teach Transition to Trainer course by the end of 2021.

New Proactive Approach to Revisions of Apprenticeship Related Instruction offered through the WTCS

Starting in 2021, the WTCS and BAS 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.

Curriculum Review Completed 2020-21	Curriculum Slated for Review 2021-22
<ul style="list-style-type: none">• Carpentry (All)• Wastewater Treatment• Electrical (All)• Industrial Manufacturing Technician• IT-Service Desk	<ul style="list-style-type: none">• HVAC (ABC)• Mechatronics• Barber/Cosmetology• Bricklaying/Masonry• Industrial Electrical, Maintenance Technician, and E&I Technician

<ul style="list-style-type: none"> • IT-Software Developer 	<ul style="list-style-type: none"> • Arborist • Electric Line, Metering Technician, and Substation Electrician
---	--

Active WTCS-BAS Apprenticeship Programs, By Sector, Occupation, and College as of August 2021

The master [color-coded chart](#) of all apprenticeship programs with active related instruction offered through the WTCS colleges can be found on the MyWTCS website. “Active” is defined as approved programs with enrollments in the past two years.

Report Name COM-01 State Committee
Report

Refresh Date 10/11/21 11:34 AM

Wisconsin Bureau of Apprenticeship Standards

State Committee Report



This summary counts employers and apprentices, between 10/11/2021 and 10/11/2021 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	72	3	4.2	4	5.6	66	91.7	6	8.3	23	20	87.0	3	13.0
Insulation Worker (Heat & Frost) (0186336401402)	72	3	4.2	4	5.6	66	91.7	6	8.3	23	20	87.0	3	13.0

Report Name COM-01 State Committee
Report

Refresh Date 10/11/21 11:34 AM

Wisconsin Bureau of Apprenticeship Standards

State Committee Report by Sponsor & Occupation



This summary counts employers and apprentices, between 10/11/2021 and 10/11/2021 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	72	3	4.2	4	5.6	66	91.7	6	8.3	23	20	87.0	3	13.0
ABC of Wisconsin (All)	6	0	0	1	16.7	0	0	6	100.0	3	0	0	3	100.0
Insulation Worker (Heat & Frost) (0186336401402)	6	0	0	1	16.7	0	0	6	100.0	3	0	0	3	100.0
Northern WI Area Heat & Frost JAC	21	0	0	0	0	21	100.0	0	0	10	10	100.0	0	0
Insulation Worker (Heat & Frost) (0186336401402)	21	0	0	0	0	21	100.0	0	0	10	10	100.0	0	0
Southern WI Heat & Frost Insulators JAC	45	3	6.7	3	6.7	45	100.0	0	0	12	12	100.0	0	0
Insulation Worker (Heat & Frost) (0186336401402)	45	3	6.7	3	6.7	45	100.0	0	0	12	12	100.0	0	0