

Department of Workforce Development  
Employment and Training Division  
Bureau of Apprenticeship Standards  
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Tony Evers, Governor  
Vacant, Secretary  
Michele Carter, Division Administrator

October 16, 2020

TO: State Painting & Glazing Apprenticeship Advisory Committee Members and Consultants

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

SUBJECT: State Painting & Glazing Apprenticeship Advisory Committee meeting

DATE: Tuesday, October 27, 2020

TIME: 10:00 AM

PLACE: <https://dwdwi.webex.com/dwdwi/j.php?MTID=meaea3c97121a9a7b76a5911c1d5e00d5>  
Meeting number: 145 851 5452  
Password: XQqegtEa476  
Join by phone: 1-855-282-6330 US TOLL FREE  
Access code: 145 851 5452

#### **Tentative Agenda**

1. Call the meeting to order.
2. Record attendance.
3. Review the current roster.
4. **Special Topics**
  - a. Registered apprenticeship during COVID-19
  - b. Revising youth apprenticeship programs
  - c. Mandatory registration in BASERS as of July 1, 2021
5. **Old Business**
  - a. Review the follow-up items from the previous meeting:
    - i. **For action:** approve the minutes.
    - ii. **For action:** review Painter-Decorator-Taper-Finisher registered apprenticeship
    - iii. How is the pending youth apprenticeship progressing?
  - b. Registered apprenticeship during COVID-19
  - c. Implementing revisions to CFR 29.30
  - d. Federal grants to expand registered apprenticeship
  - e. Industry-Recognized Apprenticeship Programs
  - f. Applicant outreach campaign and revisions to [www.WisconsinApprenticeship.org](http://www.WisconsinApprenticeship.org)
  - g. Apprenticeship Completion Award Program
  - h. Other

## **6. New Business**

- a. **For action:** revising state standards, including applicant assessment requirements and ASVAB
  - b. 2020 Meeting of National Association of State and Territorial Apprenticeship Directors (NASTAD)
  - c. 2020 National Apprenticeship Week
  - d. 2021 Biennial Apprenticeship Conference
  - e. Revising Transition to Trainer and Teaching Transition to Trainer
  - f. BAS leadership and personnel changes
  - g. Other
7. Review the program participants.
  8. Schedule the next meeting.
  9. Adjourn.

Draft Minutes of the  
**Painting & Glazing**  
State Apprenticeship Advisory Committee

**March 26, 2020**  
Webinar

<b>Members Present</b>	<b>Organization/Employer</b>
Arnold, Jeff	IUPAT DC7
Baumgartner, Brian	IUPAT DC7
Braun, Pete	Wall-Tech
Gifford, Adam	IUPAT DC7
Mehrhoff, Jeff (Co-Chair)	IUPAT DC7
Wolf, Gregg	Schmetzer Paint Co., Inc.
<b>Members Absent</b>	<b>Organization/Employer</b>
Macejkovic, Jim	Building Service, Inc.
Niemiec, Tony	State Painting Company
Schwiesow, Charles (Co-Chair)	Porta Painting, Inc.
Walsh, Dean	Lake City Glass, Inc.
<b>Consultants &amp; Guests</b>	<b>Organization/Employer</b>
Abbot, Nick	Bureau of Apprenticeship Standards
DuBenske, Scott	Wisconsin Technical College System
Johnson, Josh	Bureau of Apprenticeship Standards
Kasper, Andrew	Bureau of Apprenticeship Standards
Myles, Tommy	Bureau of Apprenticeship Standards
Popp, Corey	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards

1. The meeting was called to order at 10:00 a.m. by Co-Chair Jeff Merhoff, in conformance with the Wisconsin open meeting laws.
2. A roll call was conducted. A quorum was present.
3. The committee reviewed the current roster.

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

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

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

The minutes were approved as written.

###### ii. **For action:** review Painter-Decorator-Taper-Finisher registered apprenticeship

Mr. Owen Smith asked the state committee to update him and Director Johnson on the status of the program. He reviewed that the state committee had requested time to discuss the particulars with local committees and contractors.

The state committee reported that contractors support developing a new program and maintaining both one of the individual programs.

**Action:** *the state committee approved a motion to develop a painter-decorator-taper-finish registered apprenticeship, continue the painter-decorator program, and discontinue the taper-finisher program once the combined program is implemented. Mr. Smith will contact Mr. Jeff Merhoff to continue developing the program.*

###### ii. **How is the pending youth apprenticeship progressing?**

Mr. Smith asked the state committee to update the Bureau on the developing of a youth apprenticeship for painting.

Mr. Jim Macejkovic reported that his union in southeast Wisconsin implemented a pre-apprenticeship wage in its collective bargaining agreement.

Mr. Adam Gifford expressed concern that the youth apprenticeship consortium's expectations are not clear; it seems the consortium's direct youth apprentices to merit-shop contractors because it is administratively easier than discussing collective bargaining agreements. He reported he asked the state youth apprenticeship staff for guidance but has not received a reply. Director Johnson thanked Mr. Gifford for sharing his concern; youth apprentices should be given the opportunity to choose their employer and the Bureau wants to be informed of any issues. He agreed to discuss the matter with the state youth apprenticeship staff.

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

Director Johnson updated attendees on the Bureau's progress:

- The Bureau's overall approach is to educate and assist sponsors, not punish them.
- BAS plans to meet with sponsors this spring and summer to discuss diversity and inclusivity activities and expectations. Those meetings will likely be held via webinar.
- BAS updated the apprentice application to include the opportunity to disclose disabilities.
- BAS is updating its policy and procedures manual, too.
- 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.

The state committee asked whether the regulations would include training on payroll fraud on jobsites. Mr. Andrew Kasper replied that he is unfamiliar with the training. Mr. Pete Braun reported that the training is being implemented on numerous jobsites as standard protocol.

#### **c. Industry-Recognized Apprenticeship Programs**

Director Johnson reported that IRAPs have been implemented nationally and the construction sector was not included. The Bureau, as the approving agency of all apprenticeships in Wisconsin, will deny IRAPs in Wisconsin and instead discuss flexible options available through registered apprenticeship. More information is likely to come, so the Bureau will keep the state committees informed.

Attendees did not have questions or comments.

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

The Bureau has three active federal grants. The first, WAGES, 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—the State Apprenticeship Expansion (SAE) grant and the Apprenticeship State Expansion (ASE) grant—will help integrate registered apprenticeship into the workforce system. Through the SAE grant, the Bureau will reimburse sponsors for hiring graduates of certified pre-apprenticeship programs. Through the ASE grant, the Bureau funded two full-time Apprenticeship Navigators in the Milwaukee area. The Navigators will connect registered apprenticeship sponsors with the workforce community—WIOA certified individuals, youth apprenticeships, certified pre-apprenticeships, offenders—and 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](http://www.WisconsinApprenticeship.org)**

Director 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)**

Director 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. The Department will request including ACAP in the next biennial budget.

Attendees did not have questions or comments.

#### **g. Other**

The state committee requested an update on the development of construction certified pre-apprenticeships within the Department of Corrections. Director Johnson reported that the Bureau approved several programs for building maintenance and construction. The programs are offered

through Madison Area Technical College and Moraine Park Technical College. Several participants have graduated and will be assisted in their search for a registered apprenticeship by the new Apprenticeship Navigators.

## **5. New Business**

### **a. Lessons learned from DWD tour of Germany Apprenticeship Program**

Director Johnson reported that he, Secretary Frostman, and several WI Apprenticeship stakeholders visited Germany to tour the Germany Apprenticeship Program. He stated the visit was invaluable in learning how WI Apprenticeship could improve and how it works very well already, within the U.S.

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 rarely used by adults to change careers because they would be far behind the skill level of youth. In contrast, Wisconsin Apprenticeship focuses mostly on helping adults prepare for careers and Wisconsin Youth Apprenticeship focuses on broadly exposing participants to a career cluster or industry rather than prepare them in-depth for an 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 have it included 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**

Director 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. The Apprenticeship Expo will be included. By summer the Bureau will launch the registration page 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 the week of November 8-14.

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 Landerman, Apprenticeship Training Representative for Appleton

Attendees did not have questions or comments.

**f. Other**

i. COVID 19

Mr. Adam Holmes asked whether the training centers can move related instruction online or offer alternative online courses through its international union. Director Johnson voiced support for sponsors' and training centers' discretion in ensuring the safety of registered apprentices and personnel. He noted that the pandemic is unprecedented; the Bureau supports sponsors' decisions in providing a safe learning environment, whether that includes online learning or postponing learning. He asks only that sponsors ensure the apprentices receive the necessary training at some point.

ii. Lead abatement training reimbursement through Dept. of Health Services

Mr. Owen Smith reported that the WI Dept. of Health Services will reimburse training centers for lead abatement training for apprentices and journey workers through its Lead Safe Homes program. He asked representatives of local committees and training centers if they would be interested in learning more. He is informally gauging interest during the state committee season and will email an official letter, background information, and interest survey in May.

iii. Applicant assessment scores

The state committee asked whether it can review its applicant assessment scores at the 2020 fall meeting; the local committees are concerned about the reading score and may be interested in adopting scores similar to the Masons. The Bureau agreed.

**6. WTCS Update**

Mr. Scott DuBenske reviewed the WTCS written report. He noted the following: WTCS received additional funding for instructional support from the Wisconsin Fast Forward grant; enrollment in related instruction increased nearly 10% over the prior year; and Ascendium Education Group will again offer 250, \$1,000 scholarships to eligible registered apprentices.

Attendees did not have questions or comments.

**7. Review the program participants.**

Program participants included 125 apprentices and 32 employers with contracts active or unassigned on March 13, 2020. Director Johnson applauded the local committees for their high percentages of minority and female apprentices.

8. The committee agreed to schedule its next meeting via online survey.

9. The meeting adjourned at 11:50 a.m.

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*Submitted by Owen Smith, Program & Policy Analyst*



## 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
<b>Report Total:</b>	678	67	110	50
<b>Industrial Manufacturing Technician</b> - 77 completed; 32 cancelled; 9 apprentices counted by Employ Milwaukee	146	21 (14%)	42 (29%)	6 (4%)
<b>Maintenance Technician</b> - 21 completed; 88 cancelled	360	5 (1%)	36 (10%)	31 (9%)
<b>Mechatronics Technician</b> - 19 cancelled	90	2 (2%)	5 (6%)	9 (10%)
<b>Welder / Automated Welding &amp; Fabricator</b> - 5 completed; 5 cancelled	36	1 (3%)	4 (6%)	3 (8%)
<b>Broadband Service Technician</b>	1			
<b>Data Analyst</b> - 4 apprentices counted by Employ Milwaukee				
<b>IT Service Desk Technician</b> : 3 completed	4	1 (25%)	1 (20%)	
<b>Software Developer</b>	2	2 (100%)		
<b>Medical Assistant</b> - 14 completed; 2 cancelled	39	35 (90%)	22 (56%)	1 (2%)
<b>Pharmacy Technician</b> – 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
<b>Year One Totals</b>		<b>707</b>	<b>\$143,372.43</b>	<b>\$673,638.86</b>
Completion	20		\$207,219.76	\$1,281,497.76
<b>Completion Totals</b>		<b>479</b>	<b>\$207,219.76</b>	<b>\$1,281,497.76</b>
<b>Report Totals</b>		<b>1,186</b>	<b>\$350,592.19</b>	<b>\$1,955,136.62</b>





## WTCS System-Wide Activity Update September 2020

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### 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"><li>• Industrial Metrology</li><li>• Roadway Maintenance Technician</li><li>• Biotechnology Lab Support Tech</li><li>• Pharmacy Technician</li><li>• Medical Assistant</li><li>• Cybersecurity Analyst</li><li>• Facilities Maintenance Technician</li></ul>	Early Childhood Educator	<ul style="list-style-type: none"><li>• Arborist (2)</li><li>• Machine Tool (1)</li><li>• Plumbing (2 URI)</li><li>• IT-Software Developer (4)</li><li>• IT-Service Desk (3)</li><li>• IT-Data Analyst (5)</li><li>• DC Theory Common Core</li><li>• AC Theory Common Core</li></ul>	<ul style="list-style-type: none"><li>• IT-Software Developer</li><li>• IT-Service Desk</li><li>• Cybersecurity Analyst</li><li>• Metal Fabricator / Welder</li></ul>

### 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 - Construction

### State Painting & Glazing Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 10/15/2020 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	103	18	17.5	12	11.7	103	100.0			33	33	100.0		
Madison Area Glazing JAC	6	1	16.7	0	0.0	6	100.0			2	2	100.0		
Glazier (0186538101001)	6	1	16.7	0	0.0	6	100.0			2	2	100.0		
Madison Area Painting & Decorating JAC	26	2	7.7	5	19.2	26	100.0			12	12	100.0		
Painter And Decorator (0184038101001)	22	1	4.5	4	18.2	22	100.0			8	8	100.0		
Taper - Finisher (0184038101002)	4	1	25.0	1	25.0	4	100.0			4	4	100.0		
Milwaukee Area Painting & Decorating JAC	51	15	29.4	7	13.7	51	100.0			13	13	100.0		
Painter And Decorator (0184038101001)	46	13	28.3	5	10.9	46	100.0			10	10	100.0		
Taper - Finisher (0184038101002)	5	2	40.0	2	40.0	5	100.0			4	4	100.0		
Southeastern Glazing JAC	20	0		0	0.0	20	100.0			7	7	100.0		
Glazier (0186538101001)	20	0		0	0.0	20	100.0			7	7	100.0		