



**Approved Minutes of the
Wisconsin Apprenticeship Advisory Council**

to DWD, Bureau of Apprenticeship Standards & Wisconsin Technical College System Board

June 23, 2020

Virtual

Members Present	
Anthony Jr., Ruben	Urban League
Barker, Daniel	Ariens Company
Branson, Dave	Building Trades Council, Madison
Cook, Jim	NECA-IBEW Electrical Apprenticeship
Emrick, Leigh	Associated Builders & Contractors of WI
Griffith, Tracey	WI Transportation & Builders Association
Grohmann, Gert	Associated General Contractors, Milwaukee
Hayden, Terry (Co-Chair)	Wisconsin Pipe Trades Association
Hellenbrand, Callie	Alliant Energy
McHugh, Shawn	Wisconsin Operating Engineers
Hurt, Henry (Co-Chair)	Hurt Electric
Jacobson, Gene	PDC Electrical Contractors
Lentz, Seth	Workforce Development Board of South Central WI
Seeley-Schreck, Chrystal	Wisconsin Technical College System
Wieseke, Mark	UAW, Region 4

Members Absent	
Daily, Michael	United Steel Workers District 2
Mortenson, Brandon	IAMAW District 10
O'Neill, Hollie	IBEW 2150, WI Electrical Power
Pfannerstill, Kathleen	Toolcraft Co., Inc.
Reader, Chris	Wisconsin Manufacturers & Commerce
Consultants and Guests	
Badger, Richard	Bureau of Apprenticeship Standards
Conklin, Oliva	Bureau of Apprenticeship Standards
Crary, Cary	Bureau of Apprenticeship Standards
Dernbach, B.J.	Office of Rep. Petryk
Galliard, Jim	Ezekiel Community Development Corporation
Johnson, Joshua	Bureau of Apprenticeship Standards
Kargel, Nancy	Bureau of Apprenticeship Standards
Kasper, Andrew	Bureau of Apprenticeship Standards
Myles, Tommy	Bureau of Apprenticeship Standards
O'Shasky, Lynn	Bureau of Apprenticeship Standards
Pusch, Liz	Bureau of Apprenticeship Standards
Rogers, Milton	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards
Stahlecker, Ben	Bureau of Apprenticeship Standards
Wagner, Mike	NECA-IBEW

1. The meeting was called to order at 10:08 a.m. by Co-Chair Terry Hayden.
2. Attendees introduced themselves.
3. **Action:** *a motion to approve the minutes as written was made by Ms. Tracey Griffith, seconded by Ms. Leigh Emrick, and approved by the Council.*
4. **Special Topics:**

a. Registered Apprenticeship During COVID-19

Director Josh Johnson thanked all attendees for their input and support during the Bureau's response to the pandemic. The Bureau's top priority has been ensuring the safety of apprentices by supporting sponsors' and related instruction providers' local determinations on the safest means of conducting training. Bureau staff have been working at home since March, not traveling in-state, and holding all meetings virtually.

Director Johnson shared that Bureau staff discussed the recent civil unrest that followed by the death of Mr. George Floyd and how staff can encourage diversity and inclusion in registered apprenticeship.

Attendees thanked Director Johnson for supporting flexible means of responding to the pandemic, such as supporting each technical college's discretion in delivering related instruction.

b. State Apprenticeship Council Alliance (Co-Chair Terry Hayden)

Co-Chair Hayden reported that the Alliance cancelled its most recently scheduled meeting due to the pandemic. The Alliance was scheduled to meet with Mr. John Ladd, Director of Apprenticeship, representatives of the U.S. Department of Labor, and lawmakers.

Attendees did not have questions or comments.

c. Implementation of Industry-Recognized Apprenticeship Programs

Director Johnson added that industry-recognized apprenticeship programs (IRAPs) are seen nationally as equal to registered apprenticeship, but Wisconsin Apprenticeship has made it known that it will neither approve IRAPs in Wisconsin nor become an IRAP review agency.

Attendees did not have questions or comments.

Co-Chair Hayden concluded that the Alliance and IRAPs will be discussed further during the September meeting of the National Association of State and Territorial Apprenticeship Directors.

5. Discuss whether to reformulate the Council's membership

Director Johnson reviewed that the Council has two vacant seats because Mr. Brent Kindred and Mr. Mark Kessenich accepted different positions. Mr. Kindred was an educational representative and Mr. Kessenich was an employer representative. Both contributing significantly and will be missed.

Director Johnson explained that replacing both members will not shift the composition of the Council: the educational representative must come from an educational institution, so vacancy will be extended to the Department of Public Instruction; and the employer representative vacancy could be extended to WRTP/BIG STEP or an employer or employer organization from a new sector. Director Johnson noted that new members are recommended by the Bureau, based on Council input, and nominated by the DWD Secretary.

Co-Chair Hayden and Mr. Anthony, Jr., advocated for inviting another representative of WRTP/BIG STEP because it is a very helpful organization in registered apprenticeship and certified pre-apprenticeship, with a demonstrated record of success in Madison and Milwaukee. Mr. Grohmann, Ms. Griffith, Mr. Cook, and Mr. Lentz agreed.

Mr. Barker asked whether BIG STEP had expressed interest in continuing to support the Council. Director Johnson explained that will be answered once the replacement is hired. If BIG STEP is not interested, the Bureau should invite another community-based organization, Mr. Cook and Ms. Griffith recommended.

Mr. Lentz asked whether the Council has a limited number of seats and how it can involve new sectors. Co-Chair Hayden suggested the Council invite new sectors to meetings as consultants and guests and dedicate an agenda item to their updates.

Action: *the Bureau will add updates from new sectors to subsequent agendas and invite representatives to present them*

6. For action: review Certified Pre-Apprenticeship Application from Ezekiel Community Development

Director Johnson introduced Mr. Jim Galliard of Ezekiel Community Development and explained that the organization has developed an electrical pre-apprenticeship program and is applying to become a registered apprenticeship sponsor via Associated Builders and Contractors. Director Johnson noted that completers of the pre-apprenticeship receive a registered electrician card.

Ms. Emrick clarified that Ezekiel CDC has been discussing sponsorship with ABC but has not yet submitted the formal paperwork. Mr. Jim Cook clarified that completers would receive the electrician's beginner license, which would allow them to work as a helper on electrical projects. Ms. Emrick and Mr. Cook agreed that the certification provides completers with an advantage.

Mr. Galliard reviewed that Ezekiel Community Development Corporation operates work-hire programs for underserved and chronically unemployed individuals who demonstrate intention and responsibility. The programs teach basic electrical and carpentry skills while rehabilitating foreclosed properties from the City of Milwaukee. Many graduates of the Ezekiel's training are now master electricians.

Co-Chair Hayden applauded the program as "incredible." Mr. Anthony, Jr., stated he felt "encouraged" by the application and Mr. Galliard's "magnificent work."

Co-Chair Hayden and Director Johnson noted, though, that a connection to registered apprenticeship must be in place for the Council to certify the program. They asked Mr. Galliard to discuss its connection with registered apprenticeship and whether he foresaw any issues in Ezekiel becoming a registered apprenticeship sponsor. Mr. Galliard replied that he and several of his employees are licensed master electricians; Ezekiel has been part of ABC in the past and has no problem rejoining; and the pre-apprenticeship will be connected to several electrical sponsors that are members of ABC

Ms. Emrick stated that ABC and Ezekiel can begin the formal application process next week. She and Mr. Cook reiterated that the beginner's license will give graduates a competitive advantage.

Action: *a motion to approve the application as written was made by Mr. Anthony, Jr., seconded by Mr. Cook, and passed by the Council. Ms. Emrick abstained.*

7. Sub-committee Updates

a. 28th Biennial Conference planning team

Director Johnson announced that the conference theme will be, "Innovation Through Integration." He thanked Mr. Owen Smith for promoting the idea of "integration." The theme will emphasize how industries and businesses integrate registered apprenticeship into their business plans and how Wisconsin Apprenticeship integrates registered apprenticeship, youth apprenticeship, and certified pre-apprenticeship. The theme also addresses integrating women, minorities, and underrepresented populations into their workforce.

Director Johnson noted that this conference will include an Apprenticeship Expo, but it will occur the day prior to the conference and invitations will be staggered throughout the date. Registration for the Conference and Expo is open via EventBrite. The link was included on the "save-the-date" notice.

The planning team is tentatively scheduled to meet again in July at the Wilderness Hotel.

Co-Chair Hayden noted that the timing of this conference presents an opportunity to affect change. Ms. Seeley-Schreck applauded the emphasis on inclusion.

b. Volunteering for subcommittees

Mr. Smith distributed a copy of the updated rosters of the Council's subcommittees. He thanked everyone for reviewing their participation. He asked attendees for if the rosters needed to be updated further. No updates were presented.

***Action:** Mr. Smith will reconvene the subcommittees prior to the next Council meeting. Director Johnson will reconvene the Apprenticeship Consortium, too, before the next Council meeting.*

8. Registered Apprenticeship Update

a. Federal grants to expand registered apprenticeship

Director Johnson reviewed that the Bureau received two federal grants to expand registered apprenticeship. The first, WAGE\$, will end September 30. The grant has registered 640 of its goal of 1,000 new apprentices, with most registering in the Maintenance Technician and Industrial Manufacturing Technician apprenticeships. Nine percent of the apprentices are women; 16% are minorities. The total also includes 38 Medical Assistant registered apprentices, which is a new program in health care. The grant also funded the development of additional health care programs, such as Pharmacy Technician, and several registered apprenticeships in Information Technology. The Bureau will request a no-cost extension to the performance period.

The second grant, the State Apprenticeship Expansion (SAE) grant, funded two programs in the Milwaukee, which will remain confidential until the contracts are approved. Two additional programs were funded, but the programs had to withdraw due to adverse effects of the pandemic. The Bureau is working on a request to use grant funds to reimburse on-the-job training costs. The grant also funded the development of the Roadway Maintenance Technician program, which will conclude development this summer.

Director Johnson reported that the Bureau applied for two additional grants: a \$9 million extension of the aforementioned state expansion grant to increase apprentices statewide by 25% over the next three years; and a Youth Apprenticeship Readiness grant totaling \$2.9 million, which would increase sponsors, increase participation of WIOA-eligible youth, and align YA and WTCS curriculum.

Director Johnson concluded by acknowledging the Bureau has aggressively pursued federal grants in the service of expanding and integrating Wisconsin Apprenticeship.

Attendees did not have questions or comments.

b. Implementing revisions to CFR 29.30 (AA/EEO)

Mr. Andrew Kasper reported that the Bureau has delayed implementing revisions to CFR 29.30 due to the pandemic. The Bureau was to begin compliance reviews in spring but postponed them because they must be performed onsite. He reminded attendees that information on all revisions is available on the Bureau website.

Mr. Cook asked whether the template for sponsors' compliance plans would be reviewed by the Council subcommittees. Several electrical joint apprenticeship committees have been ready to submit plans for awhile and prefer to receive feedback from the Bureau or Council before doing so. The JACs current template was developed nationally and approved by the U.S. Department of Labor.

Mr. Kasper replied that Andrew several sponsors have asked to submit updated affirmative action plans, but the Bureau has been hesitant to accept them because compliance reviews include updating the affirmative action plan. The Bureau has a backlog of compliance reviews because it wants to train all new staff before conducting them. So, the Bureau will perform compliance reviews in the order in which they're overdue and then update the template for the affirmative action plan.

Attendees did not have additional questions or comments.

c. National Apprenticeship Week 2020

Director Johnson reported that the Bureau will host National Apprenticeship Week in November but has not decided whether events will be virtual or in-person.

Attendees did not have questions or comments.

e. BAS personnel update

Director Johnson announced that the new Chief of Field Operations is Ms. Liz Pusch. She will work closely with the apprenticeship navigators and applicants for certified pre-apprenticeship programs. Ms. Pusch served most recently as a policy analyst, developing non-conventional programs. She served formerly as an apprenticeship training representative. Her recent position will remain vacant because it is not essential.

Ms. Cathy Crary reported that Ms. Darla Burton, policy analyst in Youth Apprenticeship, accepted a new job. Ms. Burton's position may not be filled due to hiring freezes.

Attendees did not have questions or comments.

9. Youth Apprenticeship Update

a. Participation Statistics

Ms. Crary reported that youth apprenticeship participation is at a record high: 6,446 students; 4,200 employers; 326 school districts; and 37 consortia. This year, 5,080 students are projected to complete. Due to the pandemic, the completion criteria were reduced by 25% to align with the shortened academic year. Next year's enrollment is projected to be 5,958.

b. Modernization Project

Ms. Crary reviewed that the project will proceed in three tiers. The first tier concluded this month and included curriculum for manufacturing, finance, healthcare, information technology, and tourism programs. Modernization project things were in three tiers.

Attendees did not have questions or comments.

10. Wisconsin Technical System Update

Ms. Seeley-Schreck thanked Director Johnson for supporting technical colleges' discretion in adjusting the delivery of related instruction during the pandemic. Each college has taken a different approach: many have transitioned to online learning in various formats; some provide laptops and mobile hotspots; others have extended their semesters. Some registered apprenticeship programs were deemed "essential" and returned to in-person instruction, with colleges providing personal protective equipment and facility sanitizations.

Attendees did not have questions or comments.

11. Review registered apprenticeship participant statistics.

Mr. Kasper reported that registrations are still high, but new contracts are down approximately 50% from this time last year. Due to the pandemic, many companies laid off staff, granted early retirements to many workers, and delayed hiring. However, when the pandemic resolves, many companies will hire new workers.

Director Johnson noted that the Bureau is preparing an outreach campaign in the fall, with assistance from the grants it received. The outreach campaign will externally rebrand the Bureau as Wisconsin Apprenticeship, an umbrella brand for Youth Apprenticeship, Registered Apprenticeship, and Certified Pre-Apprenticeship.

12. The Council agreed to schedule its next meeting via online survey.

13. The Council adjourned at 12:35 p.m.

Submitted by Owen Smith, Program and Policy Analyst