



**Approved Minutes of the  
Wisconsin Apprenticeship Advisory Council  
to DWD, Bureau of Apprenticeship Standards &  
Wisconsin Technical College System Board**

**February 5, 2019**

Milwaukee Area Electrical Training Center  
6300 W Layton Ave  
Greenfield, WI 53220

Members Present	
Anthony Jr., Ruben	Urban League
Barker, Daniel	Ariens Company
Daily, Michael	United Steel Workers District 2
Emrick, Leigh	Associated Builders & Contractors of WI
Griffith, Tracey	WI Transportation & Builders Association
Grohmann, Gert	Associated General Contractors, Milwaukee
Hayden, Terry	Wisconsin Pipe Trades Association
Hellenbrand, Callie	Alliant Energy
Hurt, Henry	Hurt Electric
Jacobson, Gene	PDC Electrical Contractors
Kindred, Brent	WI Department of Public Instruction
McHugh, Shawn	Wisconsin Operating Engineers
Mortenson, Brandon	IAMAW District 10
O'Neill, Hollie	IBEW 2150, WI Electrical Power
Pfannerstill, Kathleen	Toolcraft Co., Inc.
Reader, Chris	Wisconsin Manufacturers & Commerce
Seeley-Schreck, Chrystal	Wisconsin Technical College System

Wieseke, Mark	UAW, Region 4
<b>Members Absent</b>	
Branson, Dave	Building Trades Council, Madison
Cook, Jim	NECA-IBEW Electrical Apprenticeship
Daniels, Renee	Northcentral Workforce Development Board
Kessenich, Mark	WI Regional Training Partnership
<b>Consultants and Guests</b>	
Anhalt, Tim	NECA-IBEW Apprenticeship
DeVries, Harrison	Bureau of Apprenticeship Standards
Johnson, Joshua	Bureau of Apprenticeship Standards
Kasper, Andrew	Bureau of Apprenticeship Standards
Keckhaver, John	Bureau of Apprenticeship Standards-YA
Kearney, Tony	Northcott Neighborhood House
Calhoun, Andrew	Grace Fellowship Church
Lowrey, Ken	Northcott Neighborhood House
McPhillips, Barbara	Social Development Inc
Representative	WI State Senator Lena Taylor
Morgan, Karen	Bureau of Apprenticeship Standards
Radcliffe, Kevyn	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards

### 1. **Call to Order**

The meeting was called to order at 10:05 a.m. by Co-chair Terry Hayden. Attendees introduced themselves. Ms. Karen Morgan welcomed representatives of several pre-apprenticeship programs applying for certification. She informed attendees that Department of Workforce Development Secretary-Designee Mr. Caleb Frostman would join the Council meeting 11:30 for a brief introduction and question-and-answer session.

### 2. **For Action: review and approve minutes of the previous meeting**

**Action:** *a motion to approve the minutes as written was made by Mr. Gene Jacobson, seconded by Ms. Hollie O'Neill, and passed by the Council.*

### 3. **Applications for Certified Pre-Apprenticeship Programs**

#### **a. "Love and Faith Urban Arborist Pre-Apprenticeship" Northcott Neighborhood House**

Mr. Tony Kearney briefed attendees on the history of Northcott Neighborhood House. It has been providing youth employment and training programs for construction occupations since 1961; within the past few years, it has expanded into landscaping and urban forestry to improve neighborhoods and offer more employment opportunities. The organization recently partnered with Hoppe Tree Service, a sponsor of the Arborist registered apprenticeship, to provide 485 hours of preparatory training for youth and unemployed individuals interested in arboriculture. The training includes OSHA 10-hour safety training. The partnership is intentionally proceeding slowly and strategically by training small cohorts. Its strategic vision is to invest long-term in revitalizing the community.

Ms. Morgan thanked Mr. Kearney. She informed attendees the Bureau determined the application satisfied all requirements. She noted the program for organic gardening would complement the new registered apprenticeship for Organic Vegetable Farm Manager.

Co-Chair Hayden called for questions and comments:

- Mr. Ruben Anthony applauded the application as creative and unlike any he'd seen.
- Ms. Leigh Emrick and Mr. Gert Grohmannn applauded the application as "eloquent."

Co-Chair Hayden closed the discussion and called for a motion.

**Action:** *A motion to approve the application was made by Mr. Anthony, seconded by Ms. Tracey Griffith, and approved by the Council.*

#### **b. Chefstart Culinary Arts Training**

Ms. Barbara McPhillips explained the eight-week program provides hands-on and classroom training in culinary arts for chronically underemployed or unemployed adults and young adults, and re-entering offenders. It prepares participants to be a chef, join a hospitality group, or start a food truck. The program provides mentoring and wrap-around services.

Mr. Hayden thanked Ms. McPhillips and called for questions and comments:

- Mr. Anthony noted business prep classes are not included in the curriculum. Ms. McPhillips explained business prep classes are provided through wrap-around services to participants who express interest in starting their own business.
- Mr. Hurt asked whether participants are compensated in addition to receive free books and equipment. They are not, Ms. McPhillips explained.
- Mr. Grohmann noted the lack of registered apprenticeship sponsors. Mr. Joshua Johnson replied that the Cook-Chef registered apprenticeship declined strongly after the 2008 economic downturn. The Bureau is rebuilding it through pipeline programs.

Co-Chair Hayden closed the discussion and called for a motion:

**Action:** *A motion to approve the program was made by Mr. Anthony, seconded by Mr. Shaun McHugh, and approved by the Council.*

**c. "Hands-On Training Program for Construction," by Social Development Inc.**

Ms. Karen Morgan reviewed that the Council reviewed this application at its last meeting and expressed a series of concerns: the training content; the training schedule; a lack of support from registered apprenticeship sponsors; and the overall presentation of the application. Social Development Inc. addressed those concerns and resubmitted the application.

The resubmitted application is more detailed and higher quality, Ms. Morgan noted. It includes OSHA 10-hour, not 12; it is typed and signed; and it included letters of support from current registered apprenticeship sponsors. The organization is, in fact, training individuals, not simply looking to train as long as funding is available. They were unable to attend this meeting, Ms. Morgan concluded.

Co-Chair Hayden called for questions and comments:

- Mr. Dan Barker noted that the third page of the application states that tuition costs \$5,000 per student, and asked whether students will receive financial assistance. Mr. Johnson explained that the representative explained that neither the student nor DWD is expected to pay the tuition; the tuition will be covered through other grants. The tuition was included because the language was used to apply for the grants.
- Mr. Anthony commented that the program sounds good, but he expected more of the application. Mr. Hurt concurred.
- Ms. Chrystal Seeley-Schrek commented that the letter of recommendation from Platt Construction does not state clearly whether it supports the program or not; it states it will "work with the business."
- Ms. Morgan clarified that Platt and the other RA sponsors that support the program worked with it when it was originally self-contained; now it is expanding into a pre-apprenticeship program.

- Ms. Morgan recommended that the Council approve the application. She acknowledged that the application is not as strong as the others the Council approved, but the contractor has revised it and is trying to enter pre-apprenticeship training. Mr. Grohmann concurred. Mr. Johnson added that the Bureau could guide the company, if needed. Ms. Morgan agreed, and noted that the Bureau support and quality control of pre-apprenticeship programs will be discussed later in the agenda.
- Ms. Griffith concurred, on the condition that the Bureau helps ensure the program results in strong outcomes linked to the skilled trades.

Co-Chair Hayden closed the discussion and called for a motion.

**Action:** *A motion to approve the application was made by Mr. Anthony, seconded by Mr. Barker, and passed by the Council.*

#### **4. Department of Public Instruction Update**

Mr. Kindred informed the Council that he will leave the meeting early to speak at a high school for National Career and Technical Education month.

Mr. Kindred presented two documents to attendees: a general overview of all career pathways; and an overview of career pathways in construction. The documents are part of a project funded through a JP Morgan-Chase grant that provides career and technical education skills to high school students. He encouraged the Council to keep these projects on its radar because high schools participating in the project are embedding registered and youth apprenticeship into their career and technical education curriculum and outreach.

Ms. Morgan asked whether the projects are part of state-mandated academic career plans for students. Mr. Kindred replied they are directly related. He reviewed that high schools are now required by state statute to have an academic and career plan for each student and update it annually between sixth grade and twelfth grade. Studies show that the plans stimulate conversations between students and educators that help them learn what they want and do not want to do after graduating. Being exposed to different post-graduation options, learning about them, and discussing them greatly helps students determine what they want to do and do not want to do following high school.

Mr. Hurt asked why Milwaukee school districts are not included. Mr. Kindred replied that he will research the matter.

Mr. Johnson asked whether handouts would be developed for different economic sectors. Mr. Kindred replied that they will. The current documents took many iterations to produce and are the template for future projects. They are scalable and adoptable.

Ms. Seeley-Schreck asked whether high schools will share their documents between themselves. Yes, Mr. Kindred answered; it is already happening.

Mr. Barker asked how the project connects to youth apprenticeship. Mr. Kindred replied it firmly includes youth apprenticeship and will likely increase youth apprenticeship sponsors; as pathways are developed regionally, more businesses are likely to participate.

Mr. Keckhaver noted youth apprenticeship staff have been involved from the inception. The scope is significant and has not been attempted; many employers are participating to inform government about their worker needs, which will strongly influence the curriculum. Much time has been spent to determine how to sustainably convene the stakeholders.

The topic was tabled due to the arrival of Department of Workforce Development Secretary-Designee Caleb Frostman.

#### **5. Welcome by Secretary-Designee Caleb Frostman**

Co-Chair Hayden introduced Secretary-Designee Caleb Frostman and his Director of Communications, Ben Jedd.

Mr. Frostman shared that he just spoke at a Career and Technical Education Month event at WE Energies, which celebrated their successes sponsoring registered apprentices. He noted investing in registered apprenticeship is mentioned often in conversations about how the Wisconsin can improve workforce development. His prior career in workforce development inspired him to become a legislator so he could improve employment opportunities.

Mr. Frostman expressed his enthusiasm in Governor Evers' vision of workforce development as integral to quality of life—citizens' sole remedy for improving their quality of life cannot be to get a third job. Other factors are critical, such as wage growth. Mr. Frostman expressed that he feels uplifted and inspired by the recognition DWDD receives from its stakeholders.

Co-Chair Hayden called for questions. Attendees had none. The Council thanked Secretary-Designee Frost for attending.

#### **6. State Apprenticeship Council Alliance**

Co-Chair Hayden reviewed that Wisconsin joined the Alliance in late 2018, and 18 additional states have joined since. Nine more are projected to join shortly.

Now that a critical mass of states has joined, the Alliance is forming a steering committee, developing a letter of introduction to the U.S. Department of Labor, and will soon roll itself out as an official entity. Once official, the Alliance will meet with federal legislatures to promote registered apprenticeship. The Alliance projects that it will meet this summer at the annual conference of the National Association of State and Territorial Apprenticeship Directors.

Mr. Mark Wieske asked whether Illinois joined. Co-Chair Hayden explained the Alliance is for states that operate their own apprenticeships; Illinois participates in federal apprenticeship.

## **7. Subcommittee Reports**

### **a. Educational Linkages**

Ms. Morgan shared the full subcommittee met once since the last Council meeting and discussed how to proceed with the results of the DPI survey of CTE teachers. Mr. Kindred reviewed that the survey asked teachers what they needed to better discuss and promote registered apprenticeship. The survey received more than 100 responses in five days,

Mr. Kindred explained the results were grouped in reasonable short-term wins and mid-term wins, which gave the subcommittee direction for quite some time. The most feasible short-term win will be updating the apprenticeship awareness toolkit on the DPI website. The second feasible short-term win will be creating a PowerPoint that teachers can use.

Mr. Tim Anhalt explained the subcommittee created a new PowerPoint that easily explains registered apprenticeship and the application process to students and parents. The decision was based on two factors. First, although 75% of survey respondents reported they understand registered apprenticeship, 65% later asked for more information. Second, the new template is intentionally different from the Bureau template used by many sponsors.

Mr. Hurt expressed concern that the subcommittee not "re-invent the wheel."

Ms. Morgan added that the subcommittee will also update the "Your Future Starts Now," which targets high school students, and revise the "Parents' Guide to Apprenticeship."

Ms. Morgan called for input on the proposed revisions. Attendees shared the following:

- Mr. Mike Daily encouraged the Bureau to outreach to school boards, as well; many organizations are aware that not all students are interested in college, so teachers, counselors, and staff are likely deluged with information on post-secondary options. Ms. Morgan and Mr. Anhalt concurred. Ms. Morgan suggested that the Bureau and Council co-chairs meet with the Statewide School Board Association.
- Mr. Anhalt suggested cleaning up the Apprenticeship Awareness Toolkit website and the Bureau's website, which were two common themes from the educator survey.
- Mr. Kindred will reserve a Bureau table and booth at the DPI annual conference.

### **b. Policy and Standards Subcommittee**

Ms. Morgan reviewed that the subcommittee and Council advised the Bureau to incorporate CFR 29.30 revisions into DWD 295 and 296 as written by the U.S. Department of Labor. DWD drafted the rule as suggested, and it is being reviewed by the DOL attorneys. Concurrently, the Bureau is updating several related forms and manual in its database.

Ms. Kathy Pfannerstill asked whether technical requirements were revised in lay language.

Ms. Morgan explained three significant revisions:

- The new rule requires sponsors with less than five apprentices to have an applicant review process and selection procedure. That is a significant change; the Bureau will have to educate sponsors with less than five apprentices about the new requirements, e.g. protected classes, people with disabilities.
- Next, the new rule states apprentices must be selected in non-discriminatory manner, and references methods and policies used by the Office of Federal Contract Compliance. It remains to be seen how well those policies fit registered apprenticeship.
- Wisconsin has three primary ways of selecting apprentices: the rank list; the letter of introduction; and hiring from the employer's current workforce, which is most common in manufacturing. The new rule requires sponsors to document the methods and their fairness and equitability.

Ms. Pfannerstill asked whether the new rule requires sponsors an affirmative action plan.

Ms. Morgan replied that the rule requires an affirmative action plan of sponsors with five or more apprentices. Sponsors with less than five apprentices must meet other designated activities to be a registered apprenticeship sponsor.

Ms. Pfannerstill asked whether the rule will be subject to a public hearing for input and revisions. Ms. Morgan confirmed that it will; that process is required for all public rule changes, and the Bureau will have to deal with any objections. The draft rule was revised several times by DWD and its industry partners, including the Council, so the Bureau hopes the final draft will both comply with the intent of the federal law changes and not make complying arduous for employers.

Mr. Anhalt asked whether the rule change will be held to the initial deadline of 2018. Ms. Morgan answered no; the federal government will likely be understanding of that, since the rule revision process is underway. It is important that sponsors do not rush ahead; BAS will set and communicate the timetable.

### **c. Equal Access Subcommittee**

#### **i. AA/EEO Handbook**

Ms. Morgan reported the subcommittee did not meet. BAS is working on finalizing an AA/EEO Outreach Handbook for construction sponsors.

The Handbook is primarily intended to help construction local committees meet their affirmative action goals. Many committees perform a lot of outreach but have yet to significantly increase percentages of women and minority apprentices. Many local committees are spending 90% of their outreach efforts within the K-12 system, which is productive, but will not increase the number of women and minorities applying into their programs.

The current draft includes detailed information on resources and organizations for assistance with outreach. for assistance with outreach, such as technical college affirmative action



coordinators and community-based organizations. They are intended as examples of starter contacts, which will help committees build additional contacts. Hopefully, as the handbook is rolled out, more organizations will want their information included.

The Council offered the following input:

- Mr. Anthony asked that the Urban League be included on page 14.
- Ms. Seeley-Schreck Chrystal requested that the document include technical college apprenticeship coordinators. Ms. Morgan declined; that has not worked, so the subcommittee intentionally included the colleges' AA/EEO contacts so committees would receive guidance on strategies, tips, and contacts for outreach in the area. Ms. Seeley-Schreck replied that not including the apprenticeship coordinators would be a missed opportunity.

A general discussion followed on whether committees should contact the diversity coordinators or apprenticeship coordinators. Ms. Morgan agreed that it would help to provide the diversity coordinators with guidelines on the frequently asked questions that may receive. Mr. Anhalt asked whether committees would overwhelm the diversity coordinators with questions. Ms. Morgan replied that many committees may call a lot initially, but the diversity coordinators are not intended to be the end-all; rather, the intent of the conversations would be to foster brainstorming and ideas for additional contacts.

Ms. Seeley-Schreck asked whether apprenticeship training representatives will be providing similar information to local committees. Ms. Morgan replied that the ATRs' responsibilities include outreach but will not include facilitating one-on-one contacts for all local committees. This handbook and the list of AA/EEO contact is a starting point, the initial point.

Ms. Griffith, Mr. Anthony, and Ms. Pfannerstill concurred with Ms. Morgan that it'd be very helpful to try different approaches to inform local committees of outreach opportunities.

Mr. Anthony suggested including certified pre-apprenticeship programs in the handbook.

Ms. Seeley-Schreck requested a PDF of the draft to share with her diversity and equity staff for suggestions on how to amplify it. Ms. Morgan agreed.

## ii. Cultural Competency Facilitator Guide

Ms. Morgan reviewed the Council suggested the subcommittee develop a facilitators guide that would accompany the cultural competency course and mentoring guide. The vendor developed the guide and an accompanying PowerPoint for the facilitators. The contract with the vendor has ended, so the Bureau is open to revising minor typos only.

Attendees did not suggest revisions. Mr. Hurt commented that the guide looks ready. Ms. Morgan concluded by stating the Bureau will roll out these pieces at the 27<sup>th</sup> Biennial Apprenticeship Conference.

## **8. Youth Apprenticeship Update**

Mr. Keckhaver reported that the state youth apprenticeship staff projects this year's total number of youth apprentices will surpass 4,500 and last year's record of 4,362 youth apprentices. He reviewed that the state staff is allocated a maximum of \$900 per youth apprentice, by state statute, which the state staff allocates annually to youth apprenticeship consortia. This year's allocation process will start soon, and the state staff project that 33 local consortia will apply.

He reported that the state staff recently released a Request for Proposal for a significant modernization of all youth apprenticeship curriculum as well as an analysis of potential new programs. The curriculum will be revised and reviewed by industry subject matter experts.

Co-Chair Hurt paused the meeting at 12:30 for a working lunch. The meeting resumed at 1:00 p.m.

Mr. Keckhaver continued. The state staff is determining how to outreach to school districts not involved in youth apprenticeship. The current idea is to send an official letter that encouraging them to adopt youth apprenticeship as part of academic and career planning requirements. The state staff may present at the high school counselor conference, too.

Mr. Gene Jacobson reported he assisted with youth apprenticeship outreach this year. The district sponsored a tour of seven businesses in the area for teachers and students. The project began with listening sessions with the high school staff and then parents, arranged by the high school youth apprenticeship coordinator. He emphasized the project succeeded because the coordinator took time to approach the staff and parents and receive buy-in.

## **9. 27<sup>th</sup> Biennial Apprenticeship Conference**

Mr. Joshua Johnson distributed outreach material for the upcoming biennial conference developed by the vendor that produced the latest outreach campaign. The material included the call for nominees for all apprenticeship awards, as well as the general program.

Ms. Morgan explained that the conference planning committee modified several awards: the educator award will be given to an instructor or apprenticeship coordinator; the new committee member award will be given to an outstanding member of a local committee; and the youth apprenticeship employer award will recognize employers with a history of sponsoring youth apprentices or bridging them into registered apprenticeships. Nominees are due February 22. All conference material will be posted on the conference website, which is accessible from the Bureau homepage.

Ms. Morgan reminded the Council that it had suggested a resource room, which would showcase the new products developed by the subcommittees throughout the conference. The working idea is to display both the print documents and the electronic products, such as

the apprentice orientation. The Council reaffirmed its support of the resource room and stated blending the print and electronic products would be appealing.

## **10. Wisconsin Technical College System Update**

Ms. Seeley-Schreck distributed the "2016-17 Apprenticeship Completer Report;" it is available online and will hardcopies will be available soon. The report has become very popular with stakeholders, so more funding was allocated for its printing and design. The survey was sent to 847 completers, of whom 39% responded. The median salary for all apprentices was \$77,000, an increase from the previous year.

In addition, the WTCS received an additional \$50,000 in state funding to support direct instruction costs that will go directly to colleges to help enable them to provide instruction for smaller cohorts. The funding will be utilized immediately in the spring.

Ms. Seeley-Schreck concluded by distributing hard copies of a color-coded table that lists of registered apprenticeship available by technical college.

## **11. Federal Grants**

### **a. WAGE\$**

Ms. Kevyn Radcliffe briefed attendees on the latest results of the WAGE\$ grant. She reminded attendees that WAGE\$ aimed to develop new registered apprenticeships in advanced manufacturing, healthcare, and information technology, and expand existing registered apprenticeships in advanced manufacturing.

The new registered apprenticeship in advanced manufacturing, Mechatronics Technician, was completed and implemented in 2018.

The new registered apprenticeships in healthcare, Medical Assistant and Pharmacy Technician, are in progress. The development of Medical Assistant recently overcame its largest hurdle: persuading the occupation's national certifying body to permit registered apprentices to be paid for on-the-job learning prior to receive the credential, which had been prohibited. That requirement applies to many healthcare occupations, so it will likely be addressed in the future. The development of Pharmacy Technician is still in progress and has been difficult to sustain due to waning interest among employers; the occupation's training needs differ substantially between employers in rural and urban locations. The first registered apprenticeship for healthcare in Wisconsin, Community Health Worker, was finished in 2017, but was not implemented because Medicaid did not recognize the occupation and thus would not reimburse employers for the occupation's services.

Three registered apprenticeships have been developed for information technology occupations: Data Analyst; IT Service Desk Technician; and Software Developer. Two more new registered apprenticeships are planned: Broadband Service Technician; and a second occupation to be determined by labor market information.

b. State Expansion Grant

Ms. Morgan reviewed that this grant will develop new registered apprenticeship in the biotechnology and finance industries. The Bureau is in the middle of developing the registered apprenticeship for Biotechnology Laboratory Support Assistant and implemented the new registered apprenticeship for Financial Expansion in 2018. The Bureau projects it will likely receive additional funding for the grant from the U.S. Department of Labor.

**12. Follow-up Items from November 2019 Meeting**

**a. Additional Instructions for Pre-Apprenticeship Programs**

Ms. Morgan reviewed that the Council asked the Bureau to develop a framework for evaluating the ongoing performance of pre-apprenticeship programs, such as comparing their current progress against the initial application and reviewing whether the training content still satisfies the needs of registered apprenticeship sponsors. If any deficiencies would be found, the Bureau would meet with the organization to provide technical assistance and solutions. She presented a draft framework for input.

Co-Chair Hurt voiced support for the Bureau or Council reviewing, decertifying, and recertifying programs; the process would add value and consequence to the certification.

Mr. Anthony concurred and cautioned that the reviews must be reasonable; he suggested reviewing certified programs biennially to allow them to establish themselves and implement changes.

Mr. Grohmann suggested that reviews could be triggered by complaints against a program.

Ms. Griffith suggested combining technical assistance with periodic monitoring. For example, new programs may receive regular technical assistance check-ins during their first year of certification and then periodic monitoring.

*Action: Ms. Morgan agreed to drafting a monitoring handbook for reviewing, decertifying, and recertifying pre-apprenticeship programs. She stated this time is right to consider these policies because the number of certified programs is small.*

**b. Council Members from New Sectors**

Ms. Morgan reviewed that registered apprenticeship continues to expand into new economic sectors that are not yet represented on the Advisory Council, such as information technology. She asked whether the Council wants to include representatives of new sectors and, if so, by inviting them as current members resign or by increasing the Council's size.

Mr. Reader advocated for including new sectors by expanding the size of the Council; the sectors represented currently should not lose seats on the Council because they will continue to substantially use registered apprenticeship.

*Action: Ms. Morgan will seek a law change to increase the Council by four (4) members.*

**c. Apprenticeship Day at the Capital**

Ms. Morgan reviewed that the Council and the Apprentice LEADERS recommended hosting an "Apprenticeship Day" at the Capital to discuss the value of registered apprenticeship with legislators. She shared that a former DWD official now works for the legislature, is the chair of the workforce development committee, and supports the idea. The former official added the committee will also host a hearing in conjunction with "Apprenticeship Day."

Ms. Morgan emphasized that registered apprenticeship stakeholders have never done this before and the Bureau itself is prohibited from lobbying. However, stakeholders who participate can use existing material developed by the Bureau and share how sponsoring registered apprentices has helped their business.

Ms. Morgan called for comments, questions, or suggestions on how to proceed.

Mr. Barker shared CESA 6 held a similar event that was received well by the General Assembly and youth apprenticeship sponsors have done sometime similar for many years.

Mr. Barker, Mr. Hugh, and Ms. Emrick voiced support for the activity.

**d. BAS Website Revisions**

Mr. Johnson shared that the Bureau website, [www.WisconsinApprenticeship.org](http://www.WisconsinApprenticeship.org), will now display featured sponsors from all sectors, beginning with construction and manufacturing. He noted that this is a significant change in approach. Previously, the Bureau refused to feature sponsors or provide listings of sponsors and referred all career seekers to the Job Center of Wisconsin, because sponsors preferred to handle public inquiries only during their specific hiring periods. However, the economic downturn and the lack of qualified candidates has shifted sponsors' and the Bureau's opinions.

**13. Apprenticeship Statistics**

Mr. Andrew Kasper, who replaced Mr. Matthew White as a Bureau policy analysts, presented 2018 annual statistical summaries on registered apprentices contract activity.

Mr. Jacobson asked the reasons for contract cancellations. Ms. Morgan replied that most cancellations occur within the first year of the contract because the apprentice is exploring the occupation and the employer is exploring the working relationship. Sponsors are not required to provide a reason for cancelling the contract during that time. Exit interviews with apprentices indicate many apprentices, especially construction apprentices, cancel during the first year because they feel overwhelmed by the work culture.

A general discussion followed on worksite culture in construction, adverse conditions, and harassment. Ms. Morgan noted the state expansion grant is working to identify reasons for low recruitment and retainment of women and minorities and potential solutions.

Several Council members shared that the workforce culture may shift over time due to the values of the next generation entering the workforce; many millennials and Generation Nexters will leave jobs over the slightest mistreatment.

14. The Council scheduled its next meeting for Tuesday, May 21. The location is pending.
15. The Council adjourned at 3:00 p.m.

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*Submitted by*  
*Owen Smith, Program and Policy Analyst*