

October 7, 2022

TO: State Ironworking 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 Ironworking Apprenticeship Advisory Committee meeting

DATE: Tuesday, October 18, 2022

TIME: 10:00 AM

OPTIONS: [Attend virtually.](#)

**Attend via phone only:**

Call: 608-571-2209.

Code: 830 908 748#

**Attend in person:**

Department of Workforce Development, Room F105

201 E Washington Ave

Madison, WI 53703

**TENTATIVE AGENDA**

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

4. **Actions:** approve the minutes.

**5. Discussions**

- a. How has discontinuing applicant assessment scores worked to date?
- b. Questions from the BAS Directors' Call with State Committees
- c. How is the industry preparing for infrastructure funding and projects?
- d. On-the-job learning and supportive services reimbursements
- e. [Register your National Apprenticeship Week event with the U.S. Dept of Labor](#)
- f. Other

6. Review the program participants.

7. Adjourn.



**Draft** Minutes of the  
**Ironworking**  
State Apprenticeship Advisory Committee

**May 18, 2022**  
Department of Workforce Development  
with virtual option

<b>Members Present</b>	<b>Organization / Employer</b>
DeMinter, Tim	Ironworkers Local 383
Hayes, Peter	Red Cedar Steel Erectors
Hooyman, Chad	SPE Little Chute
Mayrhofer, Tony	Ironworkers Local 8
Riley, John	K.F. Sullivan Co.
<b>Members Absent</b>	<b>Organization / Employer</b>
Cyganek, Brad (Co-Chair)	Ironworkers Local 8
Davies, Barry	Local 512 (MN)
Hager, Ben (Co-Chair)	J.H. Findorff
Shultis, Andrew	Ironworkers Local 383
<b>Consultants and Guests</b>	<b>Organization / Employer</b>
Badger, Richard	Bureau of Apprenticeship Standards
Hanson, Rich	Ironworkers Local 8
Polk, David	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards
Stern, Pete	Ironworkers Local 383
Tyson, Lindsey	Bureau of Apprenticeship Standards

1. The meeting was called to order at 10:03 a.m. by Mr. Owen Smith, in conformance with the Wisconsin open meeting laws.
2. Mr. Smith recorded attendance. A quorum was present.
3. The committee reviewed the current roster. Mr. Smith reported that Barry Scholz of Boldt Construction was nominated for the committee as an Employer Member.

#### **4. Action Items**

##### **a. Approve the minutes.**

The state committee approved the minutes as written.

Mr. Stern noted that former director Josh Johnson had noted at the last meeting that the committee's decision to discontinue applicant assessments was innovative.

##### **b. Discontinuing applicant assessments.**

Mr. Smith reviewed that the committee approved a motion to discontinue applicant assessments to increase access to its registered apprenticeship. The committee had viewed the assessments as barriers and a poor indicator of the most important quality in an applicant, the ability to perform the work. Mr. Smith asked attendees how the decision has been working.

Mr. Mayerhorf stated that it's too soon to tell; this fall would be a more helpful time to assess.

Mr. Stern reported that applications have increased, particularly the number of walk-in applicants. His joint apprenticeship program will soon accept electronic applications only, so the number of walk-in candidates will likely decrease.

Mr. Stern noted that the Bureau's concerns over cancellation rates may not be a fair indicator. He stated that cancellation remains a valid outcome for all new apprentices: the occupation is rigorous; many first-year apprentices choose not to continue within the probation period; and cancellations within the probation period do not require an explanation. The most helpful cancellations to analyze would be those that occur after the probation period.

Mr. Smith and Mr. Polk concurred.

#### **5. Discussions**

##### **a. BAS Director's Call with State Committees**

Director Polk reviewed that the Bureau implemented the call to report apprentice-wide updates in a single forum to streamline state committee meetings and travel. He emphasized that the Director's Call does not diminish the role or voice of state committees; rather, it focuses state committees' agendas to their unique policies and content. He asked the state committee for feedback.

The state committee voiced support for the Director's Call. Many members attended.

Director Polk thanked the committee. He noted that the fall Director's Call will be recorded only during the presentation; discussion and Q&A will not be recorded.

**b. Modified format of state committee meetings**

Mr. Smith reiterated that reporting apprenticeship-wide items during the Director's Call subsequently focuses the state committees' agendas to their specific policies and learning content, such as the prior topic of applicant assessment procedures. As a result, meetings will likely be shorter. Attendees are welcome to attend in person or virtually.

Attendees voiced support for the streamlined, hybrid format.

**c. Review of the *Wisconsin Apprenticeship Manual***

Director Polk reported that the *Manual* was reviewed by the Wisconsin Apprenticeship Advisory Council's Policy and Standards Subcommittee and is under review by the full Council. The Council meets to discuss and potentially approve the *Manual* on June 6. The meeting will be virtual only and open to the public. If the Council approves the working draft, a 90-day public comment period will begin. The Bureau will provide the old version, the working version, and a summary of changes.

The state committee expressed interest in attending the meeting.

**c. Review of the state standards.**

Mr. Smith reviewed that the *Manual* provides the boilerplate language that constitute 90% of the committee's state standards. Therefore, once the *Manual* is approved, the Bureau will populate the new boilerplate language into the state standards. The format will likely shift, too. He reminded the committee that its unique policies and content, such as applicant assessment procedures, will not change during the update; those are reviewed every five years or at the committee's discretion.

Attendees did not have questions or comments.

**e. Other**

Attendees did not have questions or comments.

**6. Review the program participants.**

The state committee reviewed the participant statistics and did not find discrepancies.

The state committee requested a comparative report of participants statistics across several years.

7. The Bureau will schedule the next meeting via electronic survey.

8. The meeting was adjourned at 10:45 a.m..

*Submitted by Owen Smith, Senior Analyst, Wisconsin Apprenticeship*





## APPRENTICESHIP GRANT FUNDING AVAILABLE

(up to) **\$2,500** for **EMPLOYERS** and **\$600** for **APPRENTICES**

### On-the-Job Learning

**up to \$2,500 available for employers (per apprentice)**

- Reimbursement for employers who hire apprentices
- Compensation for hands-on training (OJL) provided to the apprentice by the employer

### Supportive Services

**up to \$600 available for apprentices**

- Work-related clothing, boots and tools
- Books and testing fees
- Required physicals
- Transportation
- Housing or Childcare

[Apply here - dwd.wisconsin.gov/aBASERS/](https://dwd.wisconsin.gov/aBASERS/)

### ~ WHO TO CONTACT ~

**Kenosha, Milwaukee, Racine, Ozaukee,  
Walworth, Washington & Waukesha Counties**  
Employ Milwaukee, Inc.

**Jeff McAlister**

[apprenticeships@employmilwaukee.org](mailto:apprenticeships@employmilwaukee.org)

**All Other Wisconsin Counties**  
Workforce Development Board  
of South Central Wisconsin, Inc.

**Jeff Kennedy**

[JKennedy@wdbscw.org](mailto:JKennedy@wdbscw.org)  
(608) 249-9001 Ext. 230

This Department of Labor federal grant funding is available for employers and apprentices if the apprentice is deemed eligible based on the following criteria:

- Registered apprenticeship contract must have been activated within the time period of: 07/01/19 – 06/30/23
- Apprentice has not received funding from a previous registered apprenticeship grant

**This workforce product was funded by a grant awarded by the U.S. Department of Labor's Employment and Training Administration**

**For more detailed information, please visit our website:**  
**[WisconsinApprenticeship.org](https://WisconsinApprenticeship.org)**





**Report Name** COM-01 State Committee  
Report

**Refresh Date** 10/7/22 8:57 AM

Wisconsin Bureau of Apprenticeship Standards

## State Committee Report



This summary counts employers and apprentices, between 10/1/2022 and 10/1/2022 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	265	23	8.7	10	3.8	265	100.0	0	0	41	41	100.0	0	0
Iron Worker (0180138101401)	258	22	8.5	10	3.9	258	100.0	0	0	41	41	100.0	0	0
Ironworker (Assembler, Metal Buildings) (0180138101001)	7	1	14.3	0	0	7	100.0	0	0	2	2	100.0	0	0

## State Committee Report by Sponsor & Occupation



This summary counts employers and apprentices, between 10/1/2022 and 10/1/2022 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
<b>Report Total</b>	<b>265</b>	<b>23</b>	<b>8.7</b>	<b>10</b>	<b>3.8</b>	<b>265</b>	<b>100.0</b>	<b>0</b>	<b>0</b>	<b>41</b>	<b>41</b>	<b>100.0</b>	<b>0</b>	<b>0</b>
<b>Madison Area Ironworking JAC</b>	<b>100</b>	<b>9</b>	<b>9.0</b>	<b>3</b>	<b>3.0</b>	<b>100</b>	<b>100.0</b>	<b>0</b>	<b>0</b>	<b>19</b>	<b>19</b>	<b>100.0</b>	<b>0</b>	<b>0</b>
Iron Worker (0180138101401)	100	9	9.0	3	3.0	100	100.0	0	0	19	19	100.0	0	0
<b>Milwaukee Area Ironworking JAC</b>	<b>165</b>	<b>17</b>	<b>10.3</b>	<b>8</b>	<b>4.8</b>	<b>165</b>	<b>100.0</b>	<b>0</b>	<b>0</b>	<b>34</b>	<b>34</b>	<b>100.0</b>	<b>0</b>	<b>0</b>
Iron Worker (0180138101401)	158	16	10.1	8	5.1	158	100.0	0	0	33	33	100.0	0	0
Ironworker (Assembler, Metal Buildings) (0180138101001)	7	1	14.3	0	0	7	100.0	0	0	2	2	100.0	0	0

## Historical Report by Year

### Report Period: 2022\* and Previous -10 Years

*Current year is YTD data as of Run Date: 10/07/2022		
Run Date: 10/07/2022		
State Ironworking Committee		
Sponsored Trade Group(s): Construction		
Year	Active Apprentices	Active Employers
2012	108	38
2013	123	43
2014	118	38
2015	198	52
2016	261	58
2017	312	57
2018	299	60
2019	307	56
2020	285	49
2021	248	46
2022	237	42

