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Employment and Training Division  
Bureau of Apprenticeship Standards  
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Scott Walker, Governor  
Ray Allen, Secretary  
Chythania Brown, Division Administrator

May 2, 2018

TO: State Roofer & Waterproofer Apprenticeship Advisory Committee Members & Consultants

FROM: Owen Smith, Bureau of Apprenticeship Standards  
608-266-3133; Owen.Smith@dwd.wisconsin.gov

**SUBJECT: State Roofer & Waterproofer Apprenticeship Advisory Committee Meeting**

**DATE: Wednesday, May 23, 2018**

TIME: 10:00 AM

Place: SE Wisconsin Roofers Training Center  
16601 W Dakota St.  
New Berlin, WI

#### **TENTATIVE AGENDA**

1. Call the meeting to order.
2. Distribute the sign-in sheet. Introduce the attendees.
3. Review the roster.
4. **Old Business**
  - a. Review the follow-up items from the previous meeting:
    - i. **For action:** approve the minutes.
    - ii. **For action:** involving non-WI apprenticeship sponsors in state committee meetings
  - b. Update on implementing updates to CFR 29.30 (AA/EEO regulations)
  - c. Update on 2017 WI Act 148 (apprentice-to-journeyworker ratio)
  - d. Update on federal grants to expand registered apprenticeship
  - e. Update on federal executive order to expand apprenticeship
  - f. Update on BASERS
  - g. Update on Apprenticeship LEADERS campaign
  - h. Update on Apprenticeship Completion Award Program
  - i. Other
5. **New Business**
  - a. BAS visits by Japan, Mississippi
  - b. BAS personnel update
  - c. BAS website update
  - d. Other

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

## State Roofing & Waterproofing Apprenticeship Advisory Committee

September 14, 2017

SE Wisconsin Roofers Training Center  
New Berlin, WI

### DRAFT Minutes

<b>Members Present</b>	<b>Employer/Organization</b>
Bartowitz, Alfred (Skip)	Roofers Local 65
Busalacchi, Chris	Schranz Roofing
Ferreira, Gerry (Co-Chair)	Roofers Local 65
Gorman, Travis	Roofers Local 11
Langer, Mark (Co-Chair)	Langer Roofing & Sheet Metal
McNulty, Dennis	Roofers Local 65
Noffke, Ben	Noffke Roofing
Utecht, Allan	Walsdorf Roofing Co
<b>Members Absent</b>	<b>Employer/Organization</b>
<b>Consultants &amp; Guests</b>	<b>Employer/Organization</b>
Badger, Richard	Bureau of Apprenticeship Standards
Brietlow, Lois	SE WI Area Roofing JAC
Emrick, Leigh	Associated Builders & Contractors
Jarowski, Pete	Roofers Local 96 (Minnesota)
Smith, Owen	Bureau of Apprenticeship Standards

1. The meeting was called to order at 10:00 a.m. by Gerry Ferreira, in conformity with the Wisconsin Open Meeting Law.
2. The sign-in sheet was distributed.
3. The committee reviewed the current roster. No updates were needed.

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

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

- i. The minutes were approved as written.

ii. Non-WI apprenticeship sponsors in state committee meetings

Owen reviewed that the committee has been discussing how to involve representatives of Local 96, which participates in the Minnesota registered apprenticeship but conducts work throughout Wisconsin. The first option is that Local 96 attends as a non-voting consultant. The second option is to approve a motion to add a representative as an employee member, which would grant the member a vote. If the committee added an additional employee member, it would also have to add an employer member to balance the committee.

Gerry stated that he preferred to table the discussion to the 2018 spring meeting because MN union elections are pending and potential outcomes may include joint-use of training facilities between WI and MN. In addition, allowing Local 96 representatives to attend regularly as non-voting consultants will help them determine whether it is feasible to continue to do so.

Gerry added that Local 96 is reviewing its collective bargaining language to ensure that Minnesota apprentices would satisfy Wisconsin registered apprenticeship standards.

*Action: the committee tabled the discussion for the 2018 spring meeting.*

iii. For action: increase the minimum safety requirement from OSHA 10 to OSHA 30

Owen reviewed that the state committee has considered increasing the statewide minimum safety requirement for all apprentices for several meetings. He asked the committee to decide on the policy.

Gerry reviewed that all local committees require OSHA 30 because it is a requirement for most job-sites. However, Gerry preferred to leave that decision to the local committees. A general discussion followed and the committee agreed.

*Action: the committee approved a motion to keep OSHA 10 as the statewide minimum requirement for all apprentices.*

The committee then expressed concern that OSHA 10 can be taken online. Several members and consultants shared that the topic matter is so critical that it should be taken in-person.

*Action: the committee approved a motion that OSHA 10 must be taken in-person, not online, effective October 1, 2017.*

**b. Revisions to CFR 29.30**

Owen reported that the Bureau has not received further guidance on implementation from the U.S. Department of Labor. So, BAS is adhering to its original timeline. Please forward questions or concerns to Director Karen Morgan.

**c. Progress on federal grants to expand "registered" apprenticeship**

Owen asked attendees to review the written summary provided in the meeting packet. He noted all grants will affect the construction trades indirectly. The WAGE\$ and expansion grants focus on increasing the pipeline of qualified applicants, as well as minority and female participation. The accelerator grant will help increase the Bureau's internal capacity to administer registered apprenticeships by upgrading the Bureau's information management system and helping fund additional apprenticeship training representatives. The committee did not have questions or comments.

**d. Apprenticeship LEADERS campaign**

Owen reviewed that the Bureau plans to kick-off the Apprenticeship LEADERS initiative on Monday, November 13, the first day of National Apprenticeship Week, with an official ceremony and luncheon. The location is being determined. The committee did not have questions or comments.

**e. Apprenticeship Completion Award Program**

Owen reviewed that the Apprenticeship Completion Award Program concluded on June 30 of this year, but may be renewed as part of the Governor's proposed biennial budget. The committee did not have questions or comments.

**f. Other**

No other items were brought forth.

**5. New Business**

**a. Presidential Executive Order: Expand "Apprenticeships" in America**

Owen reviewed that the executive order aims to add a third path for companies to participate in apprenticeship: "industry-recognized" apprenticeships. The two paths that exist are registered apprenticeship programs through the U.S. Department of Labor or a state's apprenticeship approval agency, like the Bureau. For example, Michigan and Illinois have registered apprenticeship programs through the US DOL; Wisconsin and Minnesota have state apprenticeship programs.

Owen explained that the executive order was created in response to industry concerns that the application process for registered apprenticeship programs is too lengthy and difficult. Therefore, industry-recognized apprenticeship programs will feature a shorter application process and less "red tape."

Owen stated that a federal task force is researching how to implement the executive order. Much discussion remains about how the three paths will co-exist. The committee did not have questions or comments.

**b. BASIS 4.0 and Electronic Registration**

Owen explained that the Bureau will upgrade its information management system next year to include electronic registration by sponsors and electronic signature capture. Sponsors will be able to fill out and submit sponsor and apprentice applications online. The application will produce an electronic alert to the apprenticeship training representative, who will review and approve the contract electronically. Later in 2018, the Bureau will add electronic signature capture. The two upgrades are projected to dramatically reduce the amount of time an apprenticeship training representative spends performing data entry and travelling to obtain signatures. This will allow the Bureau to shift their duties to more outreach and compliance monitoring.

The committee asked when the upgrades will be implemented. Owen answered that electronic registration will be pilot test in early 2018 and electronic signature capture is project to be implemented in summer of 2018.

**c. Wisconsin Apprenticeship Conference**

Owen informed the committee that the Bureau is discussing whether to resume the Apprenticeship Biennial Conference in 2018 but make the primary focus recruiting and retaining women and minorities. The event would focus on assisting sponsors with outreach and recruitment strategies and lessons learned.

A general discussion followed on women and minority participation in the roofing trade over time. The committee agreed that different outreach approaches are needed.

**d. BAS Personnel Update**

Owen shared the following personnel changes, which occurred since the last meeting: the new ATR for Appleton south is Tim Budda; the new ATR for the Eau Claire area is Rachell Faber; the new program assistant is Ann Thiel; the new WAGE\$ grant manager is Nancy Kargel; and Bob Scheldroup, ATR for Milwaukee, announced he will retire on December 1.

**e. Other**

No other items were brought forth.

**6. WTCS Update**

Owen asked the committee to review the written report included in the meeting material. Owen asked the committee whether it had fully withdrawn from the Wisconsin Technical College System. Gerry replied that the trade has withdrawn for all intents and purposes.

7. Participants with contracts in active or unassigned status on September 1 included 78 apprentices and 17 employers.
8. The committee tentatively scheduled its next meeting for Thursday, April 19, 2018, at 10:00 a.m. at the SE WI Roofers Training Center in New Berlin. Madison
9. The meeting adjourned at 11:30 a.m.

**10. Follow-Up Items**

- i. The committee will revisit how to involve Local 96 at the 2018 spring meeting.*
- ii. BAS will notify local committees of the OSHA 10 provision and update the state standards.*

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*Submitted by Owen Smith, Bureau of Apprenticeship Standards*

# State of Wisconsin



2017 Assembly Bill 508

Date of enactment: **March 28, 2018**

Date of publication\*: **March 29, 2018**

## 2017 WISCONSIN ACT 148

AN ACT *to repeal* 106.02 and 106.025 (4); *to amend* 106.01 (1), 106.01 (9), 106.01 (11) (intro.), 106.025 (1) and 106.025 (2); and *to create* 106.015 of the statutes; **relating to:** apprentice-to-journeyworker ratios in apprenticeships and the minimum duration of carpentry and plumbing apprenticeships.

*The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:*

**SECTION 1.** 106.01 (1) of the statutes is amended to read:

106.01 (1) **FORMATION OF APPRENTICE CONTRACT.** Any person 16 years of age or over may enter into an apprentice contract binding himself or herself to serve as an apprentice as provided in this section. ~~Except as provided in ss. 106.02 and 106.025, the~~ **The** term of service of an apprenticeship shall be for not less than one year. Every apprentice contract shall be in writing and shall be signed by the apprentice, the department, and the sponsor or an apprenticeship committee acting as the agent of the sponsor. If the apprentice has not reached 18 years of age, the apprentice contract shall also be signed by one of the apprentice's parents or, if both parents are deceased or legally incapable of giving consent, by the guardian of the apprentice or, if there is no guardian, by a deputy of the department. The department shall specify the provisions that are required to be included in an apprentice contract by rule promulgated under sub. (11).

**SECTION 2.** 106.01 (9) of the statutes is amended to read:

106.01 (9) **AUTHORITY OF DEPARTMENT.** The department, ~~subject to s. 106.015,~~ may investigate, fix reasonable classifications, issue rules and general or special

orders, and hold hearings, make findings, and render orders upon its findings as necessary to carry out the intent and purposes of this section. The investigations, classifications, hearings, findings, and orders shall be made as provided in s. 103.005. Except as provided in sub. (8), the penalties specified in s. 103.005 (12) apply to violations of this section. Orders issued under this subsection are subject to review under ch. 227.

**SECTION 3.** 106.01 (11) (intro.) of the statutes is amended to read:

106.01 (11) **RULES.** (intro.) The department, ~~subject to s. 106.015,~~ shall promulgate rules to implement this section, including rules providing for all of the following:

**SECTION 4.** 106.015 of the statutes is created to read:

**106.015 Apprentice-to-journeyworker ratios.**

(1) Except as provided in sub. (2), the department may not prescribe, enforce, or authorize, whether through the promulgation of a rule, the issuance of a general or special order, the approval of an apprenticeship program or apprentice contract, or otherwise, a ratio of apprentices to journeyworkers for apprenticeship programs or apprentice contracts that requires more than one journeyworker for each apprentice.

(2) The prohibition under sub. (1) does not apply with respect to apprentices whose employment is governed by a collective bargaining agreement.

\* Section 991.11, WISCONSIN STATUTES: Effective date of acts. "Every act and every portion of an act enacted by the legislature over the governor's partial veto which does not expressly prescribe the time when it takes effect shall take effect on the day after its date of publication."

**2017 Wisconsin Act 148**

**2017 Assembly Bill 508**

**SECTION 5.** 106.02 of the statutes is repealed.

**SECTION 6.** 106.025 (1) of the statutes is amended to read:

106.025 (1) The department may prescribe the conditions under which a person may serve a plumbing apprenticeship, as to preliminary and technical college attendance requirements, level of supervision of an apprentice, the character of plumbing work in accordance with ch. 145, and the credit for school attendance in serving the apprenticeship.

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**SECTION 7.** 106.025 (2) of the statutes is amended to read:

106.025 (2) Every person commencing a plumbing apprenticeship shall enter into an apprentice contract under s. 106.01. ~~The term of a plumbing apprentice is 5 years, but the department may upon application of the apprentice, the apprentice's employer, or both, extend the term for up to one additional year.~~

**SECTION 8.** 106.025 (4) of the statutes is repealed.





## WAGE\$ Grant Metrics Update

(as of Dec. 31, 2017)

Presented to various state committees  
Spring 2018 meetings

### Background

Wisconsin Apprenticeship Growth and Expansion Strategies (WAGE\$) is part of the American Apprenticeship Initiative - a competitively awarded federally funded 5-year grant being implemented between October 1, 2015 through September 30, 2020. WAGE\$ will accelerate the introduction of Registered Apprenticeship into Advanced Manufacturing, IT, and Healthcare statewide. The overarching goal is to sign on at least 1,000 apprentices into the WAGE\$ occupations by the end of the grant. Grant partners include the Wisconsin Technical College System and the eleven workforce development boards (WDBs.) Each WDB supervises at least one apprenticeship liaison who coordinates local activities and works with ATRs to conduct business outreach.

### WAGE\$ trades/occupations

1. **Advanced Manufacturing** (all Adv Mfg trades are completed = no additional occupations being developed for WAGE\$)
  - Industrial Manufacturing Technician (existing before WAGE\$)
  - Maintenance Technician (existing before WAGE\$)
  - Welder – Fabricator (existing before WAGE\$)
  - Welder – Automated Welding (existing before WAGE\$)
  - Mechatronics Technician (newly created under WAGE\$)
2. **Information Technology (IT)**
  - Software Developer (newly created under WAGE\$, completed, NCWWDB/Midstate begins fall 2018)
  - IT Service Desk Technician (launch planned August 2018 contingent upon approval by WTCS Board; Waukesha Technical College is lead college. Program will become available statewide through interested technical colleges)
  - Data Analyst (launch planned August 2018 contingent upon approval by WTCS Board; Waukesha Technical College is lead college. Program will become available statewide through interested technical colleges)
  - Data Analyst (development in progress; expected completion late 2018; lead undetermined)
  - IT #4 = TBD
  - IT #5 = TBD
3. **Health Care**
  - Community Health Worker (was developed by Dept of Health Services; considered newly created; no participation to date)
  - Pharmacy Technician (development in progress; expected completion late 2018; lead undetermined)
  - Medical Assistant (development in progress; expected completion fall 2018; UW-Health is leading development and will conduct the training which will be open to SSM and Unity apprentices; the program will become available statewide through interested technical colleges)



The following table shows the status of the main grant deliverables. Statistics are usually calculated quarterly and after allowing time for parties to input their information. The statistics below were reported for the period ending December 2017. It expected that rate of increase in programs and sponsors will increase as more programs are developed and offered. As of December 31, 2017, only the five Advanced Manufacturing programs were active with Mechatronics having just started getting apprentices signed.

As of Dec. 31, 2017:

**Proposed through 9/30/18 and  
Actual as of 12/31/17**

Capacity Building & Employer Metrics	To Date (end of reporting Q)		Total proposed to end of grant
	Proposed to end of Year 3*	Actual to 12/31/17**	
Total # of Employers to Benefit from the Grant Program	130	71	383
Total # of Promotional/ Outreach Activities to Employers	1,975	1,681	3,000
Total # of Newly Registered American Apprenticeship Programs (new trades developed with grant funds)	49	3**	100
Total # of Existing Registered Apprenticeship Programs to be Expanded (existing trades when the grant began but the trade having new apprentices in the grant performance period)	59	83	90
Employment & Training Metrics			
Total # of Participants to Receive Services Under this Grant (e.g includes participants served in pre-apprenticeship, apprenticeship, and by other grant activities)	2500	33,834	10,000
Total # of New Apprentices Registered	145	184***	1,000

\* Year 3 ends 9/30/18

\*\* As of 4/5/18, there are 13 sponsors for Mechatronics Technician and 33 Mechatronics Technician apprentices with signed contracts. Although Software Developer was completed, no apprentices had signed contracts yet due to the program not being fully implemented yet.

\*\*\* As of 4/5/18, there have been 259 contracts signed under the WAGE\$ grant. This number is not corrected for transferred contracts (WAGE\$ trade to WAGE\$ trade or sponsor) of which there are approximately 5.

# All ACAP Reimbursement Requests Processed (Time Period) - Summary

## Apprenticeship Completion Award Program (ACAP)

Bureau of Apprenticeship Standards

Division of Employment and Training

4/6/18 08:07 AM

Filters Applied: Determination Date between 9/4/17 and 4/6/18, Fiscal Year(s)= FY18

Type	Fiscal Year	# of RRs	\$Approved	\$Denied
Year One	18		\$64,842.15	\$352,010.20
<b>Year One Totals</b>		<b>329</b>	<b>\$64,842.15</b>	<b>\$352,010.20</b>
Completion	18		\$94,041.26	\$487,402.45
<b>Completion Totals</b>		<b>159</b>	<b>\$94,041.26</b>	<b>\$487,402.45</b>
<b>Report Totals</b>		<b>488</b>	<b>\$158,883.41</b>	<b>\$839,412.65</b>



## WTCS System-Wide Activity Update for Spring 2018

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- **WTCS Apprenticeship Completion Report:** The WTCS published the new Apprenticeship Completion Report in February 2018 with data from completers from 2015-16.  
<http://www.wtcsystem.edu/wtcsexternal/cmspages/getdocumentfile.aspx?nodeguid=b3153b83-19ff-41d4-8527-39fe0e9c845c>

  - Of 908 apprentice completers surveyed, 331 responded for a 36% response rate.
  - 98% indicated they were employed in the trade for which they received training, up 3% from the prior report.
  - Annual median earnings of \$71,624 was reported across all sectors, a 6% increase from the prior year’s report.
  - 97% indicated that they were very satisfied or satisfied with their paid-related instruction. For On-The-Job Training, 95% reported they were very satisfied or satisfied.
  - 43% are considering continuing their formal education, up significantly from 34% from the prior year’s survey (i.e., Technical Studies Journey Worker AAS, associate degree, bachelor's degree)
  
- **WTCS Apprenticeship Enrollment Trend:** WTCS enrollments across all apprenticeship programs increased from 6128 to 6527 unduplicated, and 6633 to 7123 duplicated, students by the end of June 2017. That is a 6.5% and 7.4% increase, respectively, in one year. A current mid-year snapshot for 2017-18 is showing 6199 and 6634 enrollees. Confirmed actual enrollment for the 2017-18 academic year will not be available until August 2018.
  
- **Great Lakes Tools of the Trade/WTCS Apprenticeship Scholarships:** In a surprise announcement in December 2017, the Great Lakes Higher Education Foundation Board decided to increase the apprenticeship scholarship amount to \$1500 per individual, and they are once again awarded 200 scholarships for industrial and construction sector apprentices in February 2018.
  
- **System-Wide Curriculum:** Collaborative work between all stakeholders continues for the following new or substantively revised system-wide apprenticeship curriculum during the 2017-18 Academic year.

<b>NEW</b>	Organic Vegetable Farm Manager	Auto Body Collision and Repair	IT-Data Analyst	IT-Service Desk	Pharmacy Technician	Financial Services Rep.
<b>Revisions &amp; Crosswalks</b>	Electrical & Instrumentation	Plumbing Below the Line Courses	Crosswalk of Mechatronics to Electromechanical and Automated Systems	Crosswalk between Machinist Technical Diploma and Apprenticeship	ABC Electrical	



## State Committee Report - Construction

### State Roofers & Waterproofers Adv Comm

This summary counts employers and apprentices with contract(s) active or unassigned on 4/2/2018 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
<b>All Sponsors Total</b>	<b>86</b>	<b>34</b>	<b>39.5</b>	<b>2</b>	<b>2.3</b>	<b>69</b>	<b>80.2</b>	<b>17</b>	<b>19.8</b>	<b>19</b>	<b>12</b>	<b>63.2</b>	<b>7</b>	<b>36.8</b>
<b>ABC of Wisconsin (All)</b>	<b>17</b>	<b>7</b>	<b>41.2</b>	<b>0</b>	<b>0.0</b>			<b>17</b>	<b>100.0</b>	<b>7</b>			<b>7</b>	<b>100.0</b>
Roofer and Waterproofer (186638101002)	17	7	41.2	0	0.0			17	100.0	7			7	100.0
<b>SE Wisconsin Roofing &amp; Waterproofing JAC</b>	<b>69</b>	<b>27</b>	<b>39.1</b>	<b>2</b>	<b>2.9</b>	<b>69</b>	<b>100.0</b>			<b>12</b>	<b>12</b>	<b>100.0</b>		
Roofer and Waterproofer (186638101002)	69	27	39.1	2	2.9	69	100.0			12	12	100.0		

Wisconsin Bureau Of Apprenticeship Standards  
**State Roofers & Waterproofers Adv Comm**  
**Historical Report by Year**



Report Period: 2018\* and Previous 10 Years

*Current year is YTD data as of Run Date: 04/02/2018		
Run Date: 04/02/2018		
State Roofers & Waterproofers Adv Comm		
Sponsored Trade Group(s): Construction		
Year	Active Apprentices	Active Employers
2008	220	36
2009	204	40
2010	186	46
2011	150	45
2012	126	37
2013	103	29
2014	105	27
2015	118	25
2016	107	21
2017	109	20
2018	88	19

