

Department of Workforce Development
Employment and Training Division
Bureau of Apprenticeship Standards
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Scott Walker, Governor
Raymond Allen, Secretary
Chytania Brown, Division Administrator

October 16, 2018

TO: State Automatic Fire Sprinkler Fitter Apprenticeship Advisory Committee
Members & Consultants

FROM: Owen Smith, Bureau of Apprenticeship Standards
608-266-2491; Owen.Smith@wi.gov

SUBJECT: **State Automatic Fire Sprinkler Fitter Apprenticeship Advisory Committee meeting**

DATE: **Thursday, October 25, 2018**

TIME: 10:00 AM

PLACE: Local 183
W175 N5750 Technology Dr.
Menomonee Falls, WI

TENTATIVE AGENDA

1. Call to the meeting to order.
2. Introduce attendees.
3. Review the roster.
4. **Old Business**
 - a. Review the follow-up items from previous meeting:
 - i. **For action:** approve the minutes.
 - ii. **For action:** approve the revised crosswalk with youth apprenticeship
 - iii. How is finding an alternative mechanical-spatial assessment proceeding?
 - b. Implementing revisions to CFR 29.30 (AA/EEO requirements)
 - c. Federal grants to expand "registered apprenticeship"
 - d. Presidential executive order to expand "apprenticeship"
 - e. Bureau of Apprenticeship Standards Electronic Registration System (BASERS)
 - f. Apprenticeship Completion Award Program
 - g. Other
5. **New Business**
 - a. 2018 National Apprenticeship Week
 - b. 2019 27th Annual Biennial Wisconsin Apprenticeship Conference
 - c. BAS website changes

October 16, 2018

5. New Business, continued

- d. BAS personnel changes
 - e. Other
6. WTCS Update
 7. Review the program participants.
 8. Schedule the next meeting.
 9. Adjourn.

**Draft Minutes of the
Automatic Fire Sprinkler Fitter
State Apprenticeship Advisory Committee**

May 24, 2018
UA Local 183 Training Center
Pewaukee, WI

Members Present	Organization
Biel, Michael	Sprinkler Fitters Local 183
Carlson, Sherry	Design Build Fire Protection
Gall, Corey (Co-Chair)	Sprinkler Fitters Local 183
Klug, Kevin	Dave Jones Inc.
Sferra, Steve (Co-Chair)	United States Alliance Fire Protection
Members Absent	Organization
Driebel, Dan	Sprinkler Fitters Local 669
Kraft, Ron	Sprinkler Fitters Local 183
Radke, Eric	Gruneau Fire Protection
Consultants & Guests	Organization
Badger, Richard	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards
Tourdot, Kelly	Associated Builders & Contractors

1. The meeting was called to order at 10:03 a.m. by Steve Sferra, Committee Co-chair, in conformity with Wisconsin Open Meeting Law.
2. A sign-in sheet was circulated to record those in attendance. A quorum was present.
3. The committee reviewed its current roster. No changes were necessary.

4. **Old Business**

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

ii. For action: approve the minutes

The committee approved the minutes of the previous meeting as written.

ii. For action: approve crosswalk to Youth Apprenticeship

A representative of the state youth apprenticeship staff was not present, so the item was tabled.

iii. Update on accepting ACT scores from applicants.

Owen reviewed that the state committee asked to discuss how well accepting ACT scores has been proceeding for local committees to determine whether to revise the required minimum scores. Representatives of both local committees reported accepting ACT scores is proceeding very well and has streamlined their application processes. The topic is no longer needed on the agenda.

iv. Update on discontinuing specific mechanical-spatial assessments

Owen reviewed that the Bureau had asked all local committees for all construction trades to discontinue using two mechanical-spatial assessments that had been proven to be discriminatory against women and minorities: the Minnesota Paper Test and the Bennett Mechanical.

A representative of the joint apprenticeship committee reported the committee still uses one of the assessments. Owen reviewed that the Bureau offered to research valid alternatives and both the Bureau and the local committee had identified a mechanical-spatial assessment used for manufacturing occupations. He asked whether the local committee would like more information.

Action: the state committee asked the Bureau to invite a technical college representative to discuss the manufacturing assessment at the fall meeting.

b. Implementing CFR 29.30 (AA/EEO).

Owen reported that the Bureau has yet to receive guidance from the U.S. Department of Labor. Therefore, the Bureau's message to the state committee and sponsors continues to be, "stay tuned." To prepare for the revisions, the Bureau recently trained all apprenticeship training representatives (ATRs) in affirmative action / equal employment opportunity matters, such as CFR 29.29 and how to conduct compliance reviews. The ATRs had various levels of experience with the subject and registered apprenticeship, so the training provided a strong baseline across the staff. The Bureau expects to receive the guidance before the committee's fall meeting.

The committee did not have comments or questions.

c. WI 2017 WI Act 148 and revisions to state standards

Owen reported that the law passed in late March. It made the apprenticeship-to-journey worker ratio 1:1 for all registered apprenticeships and eliminated the Bureau's ability to modify it. He noted that the law, however, does not supersede ratios in collective bargaining agreements.

Attendees did not have comments or questions.

d. Federal grants to expand registered apprenticeship

Owen reported that the Bureau has almost begun the third year of the five-year WAGE\$ grant. Through the grant, the Bureau has been expanding registered apprenticeship into advanced manufacturing, health care, and information technology occupations. Its additional focus is expanding the recruitment and retainment of women and minority apprentices.

That is also a focus of the state expansion grant, for which the Bureau recently received an \$1.8 million extension. The expansion grant will focus on recruitment and retainment on large construction projects in Madison and Milwaukee. In addition, the expansion grant will fund a new outreach campaign with new materials, such as an outreach toolkit for partners. The emphasis, again, will be recruiting and retaining women and minorities in construction registered apprenticeships.

The Bureau's used its third grant, the state accelerator grant, to increase its capacity for administering programs, primarily by upgrading its information management system with BASERS.

Attendees did not have questions or comments.

e. Presidential executive order to expand "apprenticeship"

Owen reported that the federal task force charged with recommending the overall implementation of the order submitted its final report to the executive office. The report is included in the state committee's meeting material. In accordance with its bylaws, the task force will disband within 30 days. It is unknown when the President's office will review the recommendations.

Owen noted that many stakeholders thought initially that the executive order would strip registered apprenticeship of many key policies and components. That thinking then shifted; the order would keep registered apprenticeship and create parallel industry-recognized apprenticeships. In the end, the final report does both: it supports both programs operating parallel to another; and it includes concerns over some operational inefficiencies within registered apprenticeship.

Last, Owen reported that the industry-recognized apprenticeships will be piloted in industries new to apprenticeship, not in sectors that use registered apprenticeship, and will not meet federal Davis Bacon requirements. The Bureau is awaiting guidance from the Department of Labor, and the topic will likely be discussed further at the upcoming meeting of the National Association of State and Territorial Apprenticeship Directors in late July in Milwaukee.

Attendees did not have questions or comments.

f. Bureau of Apprenticeship Standards Electronic Registration System

Owen reported that the Bureau has implemented the Bureau of Apprenticeship Standards Electronic Registration System (BASERS), which allows sponsors to conduct application and contract actions entirely online. Many sponsors have already adopted it. It is not mandatory; it is optional. The Bureau believes sponsors will see its value and efficiency.

Representatives of both local committees reported that BASERS works very well. It is very efficient. A few minor kinks were revealed during the pilot testing, but they were resolved.

g. Apprenticeship LEADERS

Owen reviewed that the LEADERS initiative launched during the 2017 National Apprenticeship Week. It recently made its first recommendation to the Bureau: an interactive web-based map of apprenticeship stakeholders. The map would have multiple layers that correspond to categories of stakeholders, e.g. LEADERS members, technical colleges, workforce development boards, etc. The user would select a layer; stakeholders and their locations would appear across the map; and the user would click on a stakeholder's icon for contact information. Stakeholders can still apply.

Attendees did not have questions or comments.

h. Apprenticeship Completion Award Program

Owen reported that the program was renewed last fall for an additional two years, as part of the Governor's biennial budget. Apprentices that became eligible between the conclusion of the first iteration and the renewal will be grandfathered in. The program will conclude on June 30, 2020.

Attendees did not have questions or comments.

i. Other

Attendees did not have questions or comments.

5. New Business

a. National Association of State & Territorial Apprenticeship Directors (NASTAD) Conference

Owen reported that the National Association of State & Territorial Apprenticeship Directors will hold its annual summer conference in Milwaukee from July 29 – August 3. The attendees will be joined by regional directors of the U.S. Department of Labor for a portion of the conference. NASTAD, not BAS, is seeking sponsorship opportunities for the event. On behalf of NASTAD, the Bureau will mail letters to stakeholders that have donated to prior events.

Attendees did not have questions or comments.

b. Registered apprenticeship on JobCenterOfWisconsin.com

Owen reported that registered apprenticeship sponsors can now post apprenticeship opportunities on JobCenterOfWisconsin.com for free, and the posting will be denoted with the Wisconsin Apprenticeship "A" logo. These features are the product of efforts between JCW and Bureau staff to promote registered apprenticeship opportunities to employers and career seekers alike. The two staffs are also improving the search function to yield only official apprenticeship opportunities and exclude informal or unofficial opportunities that use the word "apprenticeship."

Attendees did not have questions or comments.

c. Registered apprenticeship in correctional facilities

Owen informed attendees that the Bureau is researching strategic partnerships and outreach activities to create greater opportunities in and with correctional facilities. The effort resulted from a recent visit to correctional facilities in Ohio, which have a vast number of registered apprenticeship programs and participants: Ohio has 2,500 registered apprentices within correctional facilities; Wisconsin has 52. The trip influenced the Bureau to view correctional facilities as a talent pipeline.

Owen explained that the Bureau will initially research work-release programs at minimum security facilities and then explore models that combine training in the facility with training upon release.

Attendees did not have questions or comments.

d. Learning exchanges with Japan and Mississippi

Owen reported that the Bureau hosted separate learning exchanges with delegations from a prefecture (state) government in Japan and the registered apprenticeship program in Mississippi. Both delegations were exploring solutions to the skills gap and were impressed with employer involvement in and the flexibility of Wisconsin's program.

Attendees did not have questions or comments.

e. BAS website revisions

Owen reported that the Bureau revising its homepage after receiving input from Job Center of Wisconsin staff that the page was difficult for career seekers to navigate. The Bureau agreed because the homepage was designed to serve sponsors, the Bureau's primary customers. In addition, many users commented that pages were wordy and "draconian."

The revised homepage will feature boxes based on user group; two buttons per box that link to the top functions performed by each user group; and a drop-down menu for quickly accessing webpages to specific registered apprenticeships.

Attendees did not have questions or comments.

f. BAS personnel changes

Owen reported the following changes. Hafeezah Ahmad, apprenticeship training representative (ATR) for Milwaukee, retired. The new ATRs for Milwaukee are Nick Abbott and Steve Vander Heyden. Vincent Rice, policy analyst in Madison, accepted an external position; he was replaced by Matthew White, formerly of DWD Equal Rights. Last, the state legislature provided additional funding to the Bureau for three new ATR positions; they will focus specifically on the manufacturing sector and will be in Appleton, Milwaukee, and Wausau.

Attendees did not have questions or comments.

g. Other

Attendees did not have questions or comments.

6. WTCS Update

Owen discussed highlights of the written report with attendees.

7. Review the program participants.

Participant totals included 79 apprentices and 19 employers with a contract in active or unassigned status on May 1, 2018. Local 669 reported 92 apprentices. A state committee member noted that the Milwaukee Area JAC has 53 apprentices, not 47 as indicated on the report; the discrepancy is likely due to a delay in processing the contracts.

8. The next meeting is tentatively scheduled for Thursday, October 25, 10:00 a.m. at Local 183 in Menomonee Falls.

9. The committee adjourned at 11:30 a.m.

Follow-up Items

- *The Bureau will add the vote on the revised crosswalk to the agenda for the fall meeting.*
- *The Bureau will ask a technical college representative to discuss the mechanical-spatial assessment used by manufacturing occupations at the fall meeting.*

*Submitted by Owen Smith,
Bureau of Apprenticeship Standards*

DRAFT



WAGE\$ Grant Metric Update

Fall Committee Updates

9-4-18

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 (as of August 2018)

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) – all newly created under WAGE\$
 - Software Developer (completed, NCWWDB/Midstate begins fall 2018)
 - IT Service Desk Technician (launched August 2018; Waukesha Technical College is lead college. Program will become available statewide through interested technical colleges)
 - Data Analyst (anticipated launch Fall 2018; Chippewa Valley Technical College is lead college. Program will become available statewide through interested technical colleges)
 - 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 apprentices from the three large healthcare providers in the Madison area; the program will become available statewide through interested technical colleges following resolution of a certification issue.

Status of Main Grant Deliverables

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 August 24, 2018, except as otherwise noted. It is expected that the rate of increase in programs and sponsors will increase as more programs are developed and offered.

As of August 24, 2018:

Proposed through 9/30/18 and Actual
as of 8/24/18 unless otherwise noted

Capacity Building & Employer Metrics	To Date		Total proposed to end of grant
	Proposed to end of Year 3¹	Actual to 8/24/18	
Total # of Employers to Benefit from the Grant Program	130	129	383
Total # of Promotional/ Outreach Activities to Employers (through June 30, 2018)	1,975	1,997	3,000
Total # of Newly Registered American Apprenticeship Programs (new trades developed with grant funds)	49	24 ²	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	112 ³	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) – through 6/30/18	4800	46,454	10,000
Total # of New Apprentices Registered ⁴	330	358	1,000

¹ Year 3 ends 9/30/18

² As of 8/24/18, there were 24 sponsors for Mechatronics Technician and 57 Mechatronics Technician apprentices with signed contracts. Although Software Developer was completed, no apprentices had signed contracts. The number of new sponsors and programs does not reflect a new IT Service Desk Technician sponsor and apprentice signed after the report was generated.

³ Count is the best available considering manual process of removing duplicate sponsor/programs.

⁴ Count is for apprentices, not contracts, as of 8/24/18. This number was calculated by # of contracts less the # of transferred contracts from a WAGES occupation to another WAGES occupation or a new/different sponsor.

WAGE\$ Trades and Contracts by Technical College		
Report Total: 365 contracts		
Technical College	# contracts	Trade
Blackhawk Technical College - Milton Campus - 22 Contracts		
	13	Mechatronics Technician
	8	Maintenance Technician
Chippewa Valley Tech. College - Chippewa Falls - 5 Contracts		
	5	Welder - Fabricator
Fox Valley Technical College - 59 Contracts		
	59	Maintenance Technician
Fox Valley Technical College Local 400 - 2 Contracts		
	2	Maintenance Technician
Gateway Technical College-Sturtevant - 8 Contracts		
	8	Maintenance Technician
Lakeshore Technical College - 100 Contracts		
	45	Industrial Manufacturing Technician
	44	Maintenance Technician
	11	Mechatronics Technician
Madison College - 12 Contracts		
	12	Maintenance Technician
Madison College-Truax Campus - 1 Contract		
	1	Maintenance Technician
Mid-State Technical College - 7 Contracts		
	7	Maintenance Technician
Milwaukee Area Technical College - 2 Contracts		
	2	Maintenance Technician
Nicolet Area Technical College - 2 Contracts		
	2	Welder - Fabricator
Northcentral Technical College - 24 Contracts		
	24	Maintenance Technician
Northeast Wisconsin Technical College - 19 Contracts		
	10	Maintenance Technician
	3	Welder / Automated Welding
	6	Welder - Fabricator
Southwest Wisconsin Technical College - 9 Contracts		
	9	Mechatronics Technician
Waukesha County Technical College - 78 Contracts		
	26	Maintenance Technician
	6	Welder - Fabricator
	24	Industrial Manufacturing Technician
	22	Mechatronics Technician
Western Technical College - 15 Contracts		
	15	Maintenance Technician

WAGE\$ Contracts by Trade through August 24, 2018

Trade Name	Count	Female	Minority & Race/Ethnicity*		
			Minority**	Black	Hispanic
Report Total:	365	10 (3%)	44 (12%)	13 (4%)	17 (5%)
Industrial Manufacturing Technician	68	6 (9%)	18 (26%)	9 (13%)	6 (9%)
Maintenance Technician	218	3 (1%)	21 (10%)	4 (2%)	7 (3%)
Mechatronics Technician	57	1 (2%)	4 (7%)	()	3 (5%)
Welder / Automated Welding	3	0	0	0	0
Welder - Fabricator	19	0	1 (5%)	0	1 (5%)

WAGE\$ Contracts by Trade through May 15, 2018

Trade Name e	Count	Female	Minority & Race/Ethnicity*		
			Minority**	Black	Hispanic
Report Total:	289	10 (3%)	36 (12%)	13 (4%)	13 (4%)
Industrial Manufacturing Technician	68	6 (9%)	18 (26%)	9 (13%)	6 (9%)
Maintenance Technician	165	3 (2%)	14 (8%)	4 (2%)	4 (2%)
Mechatronics Technician	40	1 (3%)	3 (8%)	0	2 (5%)
Welder / Automated Welding	3	0	0	0	0
Welder - Fabricator	13	0	1 (8%)	0	1 (8%)

WAGE\$ Contracts by Trade through August 24, 2017

Trade Name Apprentice Name	Count	Female	Minority & Race/Ethnicity*		
			Minority**	Black	Hispanic
Report Total:	169	4 (2%)	24	11 (7%)	7 (4%)
Industrial Manufacturing	37	2 (5%)	12 (32%)	9 (24%)	2 (5%)
Maintenance Technician	115	2 (2%)	10 (9%)	2 (2%)	3 (3%)
Mechatronics Technician	3	0	1 (33%)	0	1 (33%)
Welder / Automated	3	0	0	0	0
Welder - Fabricator	11	0	1 (9%)	0	1 (9%)

All ACAP Reimbursement Requests Processed (Time Period) - Summary

Apprenticeship Completion Award Program (ACAP)

Bureau of Apprenticeship Standards

Division of Employment and Training

9/5/18 08:12 AM

Filters Applied: Determination Date between 6/11/18 and 9/5/18, Fiscal Year(s)= FY19

Type	Fiscal Year	# of RRs	\$Approved	\$Denied
Year One	19		\$45,520.37	\$236,907.58
Year One Totals		208	\$45,520.37	\$236,907.58
Completion	19		\$67,315.84	\$421,393.17
Completion Totals		124	\$67,315.84	\$421,393.17
Report Totals		332	\$112,836.21	\$658,300.75



WTCS System-Wide Activity Update for August 2018

- **WTCS Apprenticeship Enrollment Trend:** For the 2017-18 academic year, WTCS enrollments for all apprenticeship programs increased from 6528 to 6783 unduplicated, and 7124 to 7279 duplicated, students. That is a 3.9% and 2.2% increase, respectively, for the 2017-18 year, as compared to 6.5% and 7.4% for the prior year.
- **WTCS Program Expansion under the WAGE\$ grant:** From March 2016 through July 2018, nineteen apprenticeship program approvals were obtained by various WTCS District for WAGE\$ targeted programs. Currently, 12 out of 16 Districts offer instruction for one or more of these programs.
- **Great Lakes Tools of the Trade/WTCS Apprenticeship Scholarships:** The Great Lakes Higher Education Foundation Board has once again committed to awarding 200 scholarships at \$1500 each for industrial and construction sector apprentices for the 2018-19 academic year.
- **Active WTCS-BAS Apprenticeship Programs, By Sector, Occupation, and College:** The master chart of all apprenticeship programs with related instruction offered through the WTCS can be found here via the following link. "Active" is defined as approved programs with enrollments in the past two years.
<https://mywtcs.wtcsystem.edu/wtcsinternal/cmsspages/getdocumentfile.aspx?nodeguid=2b3fe9c1-681d-4ceb-a612-f474b04aaa8b>



State Committee Report - Construction

State Auto Fire Sprinkler Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 10/1/2018 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
All Sponsors Total	93	4	4.3	0	0.0	61	65.6	32	34.4	19	10	52.6	9	47.4
ABC of Wisconsin (All)	32	1	3.1	0	0.0			32	100.0	9			9	100.0
Sprinklerfitter (186228102205)	32	1	3.1	0	0.0			32	100.0	9			9	100.0
Milwaukee Area Sprinkler Fitter JAC	61	3	4.9	0	0.0	61	100.0			10	10	100.0		
Sprinklerfitter (186228102205)	61	3	4.9	0	0.0	61	100.0			10	10	100.0		