

April 6, 2020

TO: State Insulation Worker (Heat & Frost) Apprenticeship Advisory Committee  
Members and Consultants

FROM: Owen Smith, Bureau of Apprenticeship Standards  
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SUBJECT: State Insulation Worker (Heat & Frost) Apprenticeship Advisory Committee meeting

DATE: Wednesday, April 15, 2020

TIME: 10:00 a.m.

PLACE: **Webinar only**  
Link: <https://dwdwi.webex.com/dwdwi/j.php?MTID=m4e2a99e460f02aa58c72194a9b296cf2>  
Meeting number: 928 891 560  
Password: aCTv4B3DRU4  
Join by phone +1-855-282-6330 US TOLL FREE  
Access code: 928 891 560

#### **TENTATIVE AGENDA**

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

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

- a. Review the follow-up items from previous meeting
  - i. **For action:** approve the minutes of the previous meeting
  - ii. **For action:** assessing applicants with Accuplacer Next Generation
- b. Implementing revisions to CFR 29.30
- c. Industry-Recognized Apprenticeship Programs
- d. Federal grants to expand registered apprenticeship
- e. Revisions to [www.WisconsinApprenticeship.org](http://www.WisconsinApprenticeship.org)
- f. Apprenticeship Completion Award Program (ACAP)
- g. Other

#### **5. New Business**

- a. Lessons learned from DWD tour of Germany Apprenticeship Program
- b. 2021 Biennial Apprenticeship Conference
- c. 2020 National Apprenticeship Week
- d. Revising Transition to Trainer

- e. BAS leadership and personnel changes
- f. Reimbursable training in lead disciplines via Lead-Safe Homes Program
- g. Other

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

**Draft Minutes of the  
Heat & Frost  
State Apprenticeship Advisory Committee**

**October 30, 2019**  
Local 19  
Pewaukee, WI

<b>Members Present</b>	<b>Employer / Organization</b>
Large, Brett (Co-Chair)	Heat & Frost Insulators Local 19
Stevens, Craig	Heat & Frost Insulators Local 19
Wicke, Jeremy	Local 127 Heat & Frost
Maluegge, Shane	Central State Mechanical Insulation
<b>Members Absent</b>	<b>Employer / Organization</b>
Peot, Roger (Co-Chair)	Insulation Industries
<b>Consultants &amp; Guests</b>	<b>Employer / Organization</b>
Johnson, Josh	Bureau of Apprenticeship Standards
Kasper, Andrew	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards

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1. The meeting was called to order at 10:07 a.m. by Co-Chair Brett Large, in conformity with the Wisconsin Open Meeting Law.
  2. A sign-in sheet was distributed.
  3. The committee reviewed its current roster. A quorum was present. The vacancy on the Employer side is being held for a representative of Associated Builders & Contractor.

**4. Old Business**

**a. Review items from the previous meeting.**

- i. For action: approve the minutes**  
The minutes were approved as written

ii. **For action: assessing applicants using Accuplacer Next Generation**

The state committee reported that the minimum scores established by the Bureau are working well. The committee recommended that the topic be included on the 2020 spring agenda, too.

**b. Implementing revisions to CFR 29.30**

Mr. Josh Johnson reviewed that revisions to CFR 29.30, which governs affirmative action and equal employment opportunity in registered apprenticeship, were passed in 2017 federally. The equivalent Wisconsin law is DWD 296. Initial revisions were passed as an emergency rule in January 2019. DWD submitted a permanent rule to the legislature in spring 2019. The permanent rule passed the rule approval process and will be implemented on October 1, 2019.

Mr. Johnson reported that the Bureau has begun the next phase of outreach to sponsors through webinars, emails, and regional meetings. In 2020, apprenticeship training representatives will begin visiting different sponsors to review their implementation and offer technical assistance. The Bureau anticipates that outreach will be a gradual educational process.

Mr. Johnson explained that the first phase of outreach and implementation will apply to all sponsors. Sponsors must designate an AA/EEO liaison and establish an internal compliance process. The second phase will apply to sponsors with five or more apprentices; these sponsors will be required to develop and submit an affirmative action plan. In addition, all individuals who work with apprentices will be required to complete anti-harassment training.

The state committee recommended that the Bureau include the link to the DOL anti-harassment training in BASERS so apprentices would be required to watch it prior to signing the contract. Mr. Johnson said the Bureau would consider all options.

The state committee expressed support for the disability provisions and asked how the provisions apply to physically demanding occupations. Mr. Kasper replied that all registered apprentices must be required to physically perform the duties of the occupation with reasonable accommodations. Accommodations are discussed and negotiated between the Division of Vocational Rehabilitation, the Apprenticeship Training Representative, and the sponsor.

**c. Federal grants to expand registered apprenticeship**

Mr. Johnson reported that the first and second rounds of the state expansion grant will conclude in one year. The Bureau received a third round but under a different name; the third round will conclude in 2022. The Bureau used the first and second round to expand registered apprenticeship opportunities in construction occupations to underrepresented populations; develop the first registered apprenticeships for biotechnology and financial service occupations; and support certified pre-apprenticeship programs.

The Bureau will use the third round to hire two "navigator" positions that will liaise between the workforce development system and registered apprenticeship sponsors to connect graduates of certified pre-apprenticeship programs with registered apprenticeship sponsors. Although all certified pre-apprenticeship programs are connected to a registered apprenticeship occupation and sponsor, they often have no connection to the broader industry. That likely contributes to the fact that only 14% of certified pre-apprenticeship graduates have entered registered apprenticeships.

Round three will include \$2.2. million over one year. So, the Bureau is considering creative means of spending the funding in a short time frame. One possibility will be reimbursing employers that hire certified pre-apprenticeship graduates up to \$1500.

The state committee recommended the grants award stipends to local committees to conduct outreach activities and reimburse local committees that display double-digit growth. Mr. Johnson thanked the committee for its recommendations but noted that the reimbursements must adhere to the criteria set forth in federal grant.

**d. Pending revisions to [www.WisconsinApprenticeship.org](http://www.WisconsinApprenticeship.org)**

Mr. Johnson explained that DWD will revise its entire website by the end of the year to make all pages more intuitive for all user groups.

Attendees did not have questions or comments.

**e. Apprenticeship Award Completion Program (ACAP)**

Mr. Johnson reviewed the reimbursement statistics to date. He noted that the total funding of approved reimbursements will always be less than the total funding of denied reimbursements because apprentices frequently submit their total costs of related instruction, which are often very high, in order to qualify for maximum reimbursement, which is \$1,000.

Attendees did not have questions or comments.

**f. Industry-Recognized Apprenticeship Programs (IRAPs)**

Mr. Johnson reported that the national rule on IRAPs received 300,000 comments; the previous record for public comments received by a rule was 24,000. DWD Secretary Caleb Frostman issued a statement in support of registered apprenticeship. The overwhelming public response was likely influenced by the late decision to include construction occupations in the scope of IRAPs and the pending question of how IRAPs will be vetted and certified. Mr. Johnson concluded that the implementation timeline is unclear.

The state committee asked how IRAPs began. Mr. Johnson replied that national industry representatives claimed many states had a lengthy, cumbersome registration process. He acknowledged that many states that operate federal apprenticeship programs are under staff and do take many months to implement programs. In addition, national representatives of many industries pushed for minimal government oversight of apprenticeship programs.

**5. New Business**

**a. BAS Personnel Update**

BAS Director Karen Morgan retired in September. The director position is non-appointed, so it will be posted to the public in early October. Until the position is filled, Mr. Johnson oversees registered apprenticeship, Ms. Cathy Crary oversee youth apprenticeship, and the Division of Employment and Training oversees both staffs.

Three apprenticeship training representatives are current open in Appleton, Madison, and Milwaukee. Former Appleton ATR Lisa Perkofski accepted a position with the carpenters; former Madison ATR Debbie Schanke retired; and former Milwaukee ATR Steve Vander Heyden accepted a promotion with Unemployment Insurance.

When the Bureau receives the third round of the expansion grant, it will hire three additional positions: a grant manager and two navigators.

Attendees did not have questions or comments.

**b. National Apprenticeship Week 2019**

Mr. Johnson reported that this year's National Apprenticeship Week will occur November 11-17. The Bureau encourages all sponsors and stakeholders to plan local events and is planning special events for veterans and pre-apprenticeship programs.

Attendees did not have questions or comments.

**c. Other**

Attendees did not have additional topics.

**6. WTCS Update**

**7. Review the program participants.**

Program participants included 73 apprentices and 21 employers with contracts active or unassigned on October 15, 2019.

8. The committee tentatively asked to schedule its next meeting via electronic survey.
9. The meeting adjourned at noon.

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*Submitted by Owen Smith, Program & Policy Analyst*

## WAGE\$ Apprentices and Sponsors by Occupation Spring 2020 Committee Update

The Wisconsin Apprenticeship Growth and Expansion Strategies (WAGE\$) grant is a 5-year, \$5 million grant from the US Department of Labor. The purpose is to expand Registered Apprenticeship in Advanced Manufacturing and develop new programs in Information Technology and Health Care. The grant started October 1, 2015, and will conclude September 30, 2020.

- The overarching goal is 1,000 apprentices in the occupations selected for grant support.
- The table below shows the number of apprentices and sponsors in each occupation.
- Community Health Worker and Cybersecurity Specialist are in development.
- Pharmacy Technician was recently completed.
- Data Analyst has four apprentices that are being counted by Employ Milwaukee, Inc.'s sister grant. There is one Data Analyst sponsor.

<b>WAGE\$ Apprentices by Occupation</b> <b>Cumulative 10/01/2015 - 03/08/2020</b> <small>This report includes apprentice contract records which, during the selected report period, match the following criteria: CONTRACT DISTRICT= ALL, CONTRACT SECTOR= ALL, CONTRACT TRADE=Industrial Manufacturing Technician;Maintenance Technician;Mechatronics Technician;Welder - Fabricator;Welder / Automated Welding;Software Developer;Pharmacy Technician, Retail Store;Medical Assistant;IT Service Desk Technician;Data Analyst;Broadband Service Technician;Cybersecurity Analyst, CONTRACT TYPE(s)=Apprentice, APPR SEX= ALL, APPR MINORITY= ALL, APPR RACE(s)= ALL, ER WDA= ALL, ER COUNTY= ALL, ER NAME= ALL, ER UI= ALL, INMATE= ALL, SCHOOL NAME= ALL, SPONSOR TYPE(s)= ALL, SPONSOR NAME(s)= ALL, TRANSFER TO= ALL, TRANSFER FROM= ALL</small>				
Occupation Name	Count Sponsors	Count App	Female	Minority
<b>Report Total:</b>	<b>Total 205 sponsors</b>	<b>633</b>	<b>63 (10%)</b>	<b>99 (16%)</b>
<b>Industrial Manufacturing Technician</b>	<b>12 sponsors</b>	135	19 (14%)	37 (27%)
<b>Maintenance Technician</b>	<b>131 sponsors</b>	329	4 (1%)	30 (9%)
<b>Mechatronics Technician</b>	<b>37 sponsors</b>	90	2 (2%)	6 (6%)
<b>Welder / Automated Welding and Welder - Fabricator</b>	<b>15 sponsors</b>	34	1 (3%)	4 (12%)
<b>Broadband Service Technician</b>	<b>1 sponsor</b>	1	0 (0%)	0 (0%)
<b>Data Analyst</b> (4 apprentices but all are counted by Employ Milwaukee)	<b>1 sponsor</b>	0		
<b>IT Service Desk Technician</b>	<b>4 sponsors</b>	4	1 (25%)	1 (25%)
<b>Software Developer</b>	<b>3 sponsors*</b>	2	2 (100%)	0 (0%)
<b>Medical Assistant</b>	<b>1 sponsor</b>	38	34 (89%)	21 (55%)
*Number of sponsors is greater than the number of apprentices because one apprentice left one job and started with a different sponsor				





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

Apprenticeship Completion Award Program (ACAP)

Bureau of Apprenticeship Standards

Division of Employment and Training

3/5/20 10:27 AM

Filters Applied: Determination Date between 7/1/19 and 3/5/20, Fiscal Year(s)= FY20

Type	Fiscal Year	# of RRs	\$Approved	\$Denied
Year One	20		\$127,224.23	\$616,354.68
<b>Year One Totals</b>		<b>618</b>	<b>\$127,224.23</b>	<b>\$616,354.68</b>
Completion	20		\$164,478.91	\$1,026,716.02
<b>Completion Totals</b>		<b>376</b>	<b>\$164,478.91</b>	<b>\$1,026,716.02</b>
<b>Report Totals</b>		<b>994</b>	<b>\$291,703.14</b>	<b>\$1,643,070.70</b>





## **WTCS System-Wide Activity Update March 2020**

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### **WTCS-BAS 20 Apprenticeship Completion Report**

The 2020 WTCS-BAS Apprenticeship Completer Report is now available online. The report contains employment, wage and training satisfaction outcomes for apprentices completing their programs in 2016-17. It can be found here: [2020 WTCS-BAS Apprentice Completer Report](#)

- Of the 1,143 completers surveyed, 488 (43%) responded. (In the prior year report, 847 completers were surveyed and response rate was 39%.)
- Respondents reported a 92% satisfaction rate for on-the-job training and 96% for classroom instruction.
- Median salary across all trades increased to \$80,344. This is up from \$77,753 and \$71,624 in the two prior reporting years.
- Respondents indicating an interest in continuing education beyond apprenticeship remained steady at 44%.

### **WTCS Apprenticeship Enrollment Trend**

WTCS enrollments across all apprenticeship programs increased from 6903 to 7588 unduplicated, and 7450 to 7696 duplicated, students by the end of 2018-2019 academic year. That is a 9.9% and 3.3% increase, respectively, in one year. A current mid-year snapshot for 2019-20 is showing 7524 enrolled apprentices. Confirmed actual enrollment for the 2019-20 academic year will not be available until August 2020.

### **Active WTCS-BAS Apprenticeship Programs, By Sector, Occupation, and College as of January 2019**

The master chart of all apprenticeship programs with related instruction offered through the WTCS colleges can be found here via the following link. "Active" is defined as approved programs with enrollments in the past two years. The color-coded chart can be found on the MyWTCS website here: [WTCS Active Apprenticeship Programs March 2020 \(Color Chart\)](#)



# Apprentice Related Instruction



## Active WTCS/BAS Programs by Sector and Occupation - February 2020

	BLACKHAWK	CHIPPEWA VALLEY	FOX VALLEY	GATEWAY	LAKESHORE	MADISON AREA	MID-STATE	MILWAUKEE AREA	MORAINES PARK	NICOLET AREA	NORTH CENTRAL	NORTHEAST WI	SOUTHWEST WI	WAUKESHA	WESTERN	WI INDIANHEAD
<b>Construction Sector Apprentice Related Instruction</b>																
Bricklaying/Masonry																
Carpentry																
Concrete Finishing/Cement Mason																
Drywall Finisher																
Electrical																
Electronic Systems Tech/Voice-Data-Video																
Glazing																
HVAC/Environmental Service																
Ironworking																
Operating Engineer/Heavy Equipment																
Painting & Decorating																
Plumbing																
Roofing																
Sheet Metal																
Sprinkler Fitting																
Steamfitting Construction																
Steamfitting Service/Refrigeration																
<b>Industrial Sector Apprentice Related Instruction</b>																
Electrical & Instrumentation/Instrumentation Tech																
Industrial Electrician																
Industrial Manufacturing Technician																
Injection Mold Set-Up (Plastic)																
Machinist																
Maint Mech/Millwright/Lube Tech/Machine Repair																
Maintenance Technician																
Mechatronics																
Metal Fabricator/Industrial Sheetmetal																
Pipe Fabricator/Welder																
Pipefitter																
Resilient Floor																
Tool & Die/Patternmaker/Moldmaker																

# Apprentice Related Instruction



## Active WTCS/BAS Programs by Sector and Occupation - February 2020

	BLACKHAWK	CHIPPEWA VALLEY	FOX VALLEY	GATEWAY	LAKESHORE	MADISON AREA	MID-STATE	MILWAUKEE AREA	MORAINES PARK	NICOLET AREA	NORTH CENTRAL	NORTHEAST WI	SOUTHWEST WI	WAUKESHA	WESTERN	WI INDIANHEAD
Service Sector Apprentice Related Instruction																
Arborist																
Barber/Cosmetologist																
Broadband Service Technician																
Cook/Chef																
Electrical Line Worker																
Facilities Maintenance Technician																
IT-Data Analyst																
IT-Service Desk Technician																
IT-Software Developer																
Metering Technician																
Substation Electrician																
Wastewater Treatment Operator																

## State Committee Report - Construction

### State Heat & Frost Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 4/1/2020 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	77	6	7.8	6	7.8	71	92.2	6	7.8	25	22	88.0	3	12.0
ABC of Wisconsin (All)	6	0		1	16.7			6	100.0	3			3	100.0
Insulation Worker (Heat & Frost) (0186336401402)	6	0		1	16.7			6	100.0	3			3	100.0
Northern WI Area Heat & Frost JAC	25	0		1	4.0	25	100.0			11	11	100.0		
Insulation Worker (Heat & Frost) (0186336401402)	25	0		1	4.0	25	100.0			11	11	100.0		
Southern WI Heat & Frost Insulators JAC	46	6	13.0	4	8.7	46	100.0			13	13	100.0		
Insulation Worker (Heat & Frost) (0186336401402)	46	6	13.0	4	8.7	46	100.0			13	13	100.0		