

March 1, 2021

TO: State Masonry Apprenticeship Advisory Committee Members and Consultants

FROM: Owen Smith, Bureau of Apprenticeship Standards
(608) 266-2491; Owen.Smith@dwd.wisconsin.gov

SUBJECT: **State Masonry Apprenticeship Advisory Committee meeting**

DATE: **Tuesday, March 9, 2021**

TIME: **10:00 AM**

ACCESS: <https://dwdwi.webex.com/dwdwi/j.php?MTID=m99b0a3e0e2364ba28c3d2437b8541aac>
Meeting number: 145 441 3928
Password: Y3Wt8WpsSU2
Join by phone: +1-855-282-6330 US TOLL FREE
Access code: 145 441 3928

TENTATIVE AGENDA

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

4. For action:

- a. Elect Co-Chairs
- b. Approve the minutes
- c. Revise state standards, including applicant assessment requirements and ASVAB
- d. Statewide curriculum standards summary?

5. Discussion Items

- a. Registered apprenticeship during COVID-19
- b. Mandatory registration in BASERS, effective July 1, 2021
- c. Implementing revisions to CFR 29.30
- d. [Biden Administration Bolsters Registered Apprenticeship](#)
- e. [National Apprenticeship Act 2021](#)
- f. [Wisconsin Apprenticeship Completer Report](#)
- g. Implementing Transition to Trainer and Teaching Transition to Trainer
- h. Supportive services and OJL reimbursement for registered apprentices
- i. Applicant outreach campaign and revisions to www.WisconsinApprenticeship.org
- j. Apprenticeship Completion Award Program
- k. BAS leadership and personnel changes
- l. Other

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

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

September 9, 2020
Webinar

Members Present	Employer / Organization
Engleke, Kilah	OPCMIA Local 599 Area 558
Bonlender, Bill	
Gray, Todd	OPCMIA Local 599
Higgins, Todd	BAC District Council of WI
Hyatt, Mike	BAC District Council of WI
Vick, Jim	BAC District Council of WI
Members Absent	Employer / Organization
Burt, Mark	Miron Construction
Hetzel, Jim	Hetzel Tile & Marble
Hink, Scott	OPCMIA Local 599 Area 558
Young, Natalie	Walsh Masonry, Inc.
Consultants	Employer / Organization
Conklin, Olivia	Bureau of Apprenticeship Standards
Emrick, Leigh	Associated Builders & Contractors
Johnson, Josh	Bureau of Apprenticeship Standards
Phillips, Amy	Bureau of Apprenticeship Standards
Nakkoul, Nancy	Wisconsin Technical College System
Smith, Owen	Bureau of Apprenticeship Standards

1. The meeting was called to order at 10:02 a.m. by Mr. Owen Smith in conformance with the Wisconsin Open Meeting Law.
2. Attendees held a moment of silence for Mr. Dan Zignego. Mr. Smith then recorded attendance.
3. **Action:** *the committee elected Jim Vick as Employee Co-Chair. The committee will elect the Employer Co-Chair at the 2021 spring meeting. The Bureau will add Mr. Bonlender and Ms. Engelke to the Employee side; one Employer vacancy is held for ABC; BAS will research whether a second should be.*

4. Special Topic: modernizing Youth Apprenticeship

Ms. Amy Phillips reported that the state youth apprenticeship staff and Worldwide Instructional Design System are revising all youth apprenticeship curriculum to ensure it meets the needs of industry and aligns with applicable registered apprenticeships. She noted that the project will include revising the Architecture & Construction youth apprenticeship.

Ms. Phillips noted that youth apprenticeship will soon require one high school credit or three college credits per year of the youth apprenticeship to increase the program's rigor and align with career and technical education initiatives throughout the K-12 system.

Ms. Phillips asked the committee whether it would prefer to review the masonry competencies. The state committee asked agreed and asked Ms. Phillips to forward the presentation to them.

4. Old Business

a. For action: approve the minutes of the previous meeting.

The committee approved the minutes as written.

b. Registered apprenticeship during COVID-19

Director Johnson reported that 1,000 less apprentices are registered than this time last year. The most noticeable declines are in the service and utility sectors; construction was affected the least. He noted that the decline more represents the absence of new apprentice contracts than the cancellation of existing contracts.

Director Johnson noted that Bureau staff have been working from through since March and will continue through 2020. He thanked all attendees for their organizations' support for virtual meetings and continuing business as usual, to the extent possible.

Attendees did not have questions or comments.

c. Implementing revisions to CFR 29.30

Director Johnson reported the Bureau's current efforts to implement CFR 29.30. The Bureau continues to update the Wisconsin Apprenticeship Manual with laws that were passed since the manual was last revised, such as CFR 29.30. The Bureau drafted the new discrimination and harassment complaint form and disability disclosure form for apprentices and revised the quality assessment for all sponsors. The discrimination form and quality assessment form will be reviewed by the WI Apprenticeship Advisory Council at its year-end meeting. The disability disclosure form has been in circulation for the past few months and the response rate was been high.

Attendees did not have questions or comments.

d. Federal grants to expand registered apprenticeship

Director Johnson reported that the WAGE\$ grant concluded in September. The Bureau met most of its goals with exception of enrollment in some new occupations, which is not a surprise because enrollment in new occupations grows slowly.

The first and second rounds of the state expansion grant expire on October 30. Round two includes reimbursements to sponsors that hire underrepresented populations and graduates of certified pre-apprenticeship programs; the reimbursements cover certain costs of on-the-job learning. Reimbursements will be issued on a first come, first served basis. The related policies are pending approval of the Department of Administration populations.

The Bureau received a fourth round of federal grant funding, totaling \$9 million. The grant goals include the following: register 3,000 new apprentices; increase underrepresented populations in registered apprenticeship; align related instruction for specific registered apprenticeships with curriculum in technical diploma and associate degree programs; incentivize sponsoring registered apprentices; fund an extensive, applicant-focused outreach campaign; and hire an Apprenticeship Navigator for the northeast and four new Apprenticeship Training Representatives for specific sectors, excluding construction.

Director Johnson noted that he was excited that the Department of Labor awarded the grant to the Bureau after the retirement of former director, Karen Morgan. He considered the grant a sign of faith in his leadership. Forty-two states received a base of \$450,000, and only eight states received more than \$8 million.

Attendees did not have questions or comments.

e. Industry-Recognized Apprenticeship Programs (IRAPs)

Director Johnson reported that IRAPs were implemented this year and the standards recognition entities, or approving bodies, were announced on the Department of Labor website this September. The Bureau, with the support of the WI Department of Workforce Development, maintains it will not approve IRAPs in Wisconsin. Instead, the Bureau will offer flexible registered apprenticeships.

Attendees did not have questions or comments.

f. Applicant outreach campaign and revisions to www.WisconsinApprenticeship.org

Director Johnson reported that the applicant outreach campaign to be funded by the new federal grant will include a complete redesign of the Bureau website. The new website will look and function like a business website, not a government website, and be much more user-friendly to career seekers, potential sponsors, and current sponsors and apprentices.

Attendees did not have questions or comments.

g. Apprenticeship Completion Award Program

Director Johnson reviewed the most recent reimbursement statistics. He reiterated that ACAP has continued to be a clear example of bipartisan support for registered apprenticeship for several years.

Attendees did not have questions or comments.

h. Other

Attendees did not have questions or comments.

6. New Business

a. Mandatory registration in BASERS

Director Johnson reported that he has proposed that all current and future sponsors must register in

and perform contract actions through BASERS as of July 1, 2021. Sponsors that do not comply will not be permitted to register new apprentices. He will discuss the proposal with the WI Apprenticeship Advisory Council at its upcoming meeting. His objective is to streamline contract administration and communications with sponsors by positioning BASERS as the central portal between the Bureau and all sponsors, now and in the future.

The state committee reported that all local committees registered in BASERS and perform all contract actions through it. They believe it works very well. The committee asked whether only one person by local committee was authorized to use BASERS; Director Johnson replied, yes.

b. For action: revising state standards, including applicant assessments and ASVAB

Mr. Smith reported that all state committees will review their state standards throughout 2021 to ensure all recent legislative and policy updates have been incorporated and all content is current. State construction committees will also review their applicant assessment requirements.

Action: *The state committee stated it would prefer to vote on applicant assessment scores at the 2021 spring meeting.*

Mr. Smith reported that all state construction committees will discuss whether to adopt the Armed Services Vocational Aptitude Battery. Several state construction committees recommended the ASVAB would help streamline the application process for veterans. However, Mr. Smith noted, the ASVAB is a categorically different assessment than the Accuplacer and ACT and is not used by the Wisconsin Technical College System. Therefore, if implemented, the ASVAB may create unequal requirements for veterans and civilian applicant.

Mr. Hyatt agreed that the ASVAB is not the same as the Accuplacer and ACT. He reported that the test would be taken when the individual enters military service and would likely be outdated when the individual is discharged. He proposed the state committee require the same applicant assessments and scores for all candidates.

Action: *the state committee preferred that all applicants must take the same assessments.*

c. 2020 Meeting of National Association of State and Territorial Apprenticeship Directors

Director Johnson reported that the NASTAS Conference will be held virtually throughout the week of September 29.

Attendees did not have questions or comments.

d. 2020 National Apprenticeship Week

Director Johnson reported that National Apprenticeship Week will occur the week of November 8. Sponsors and stakeholders are encouraged to host virtual events and provide the access information to the Bureau for inclusion on the master calendar.

Attendees did not have questions or comments.

e. 2021 Biennial Apprenticeship Conference

Director Johnson reported that he and the WI Apprenticeship Advisory Council voted to postpone the conference until the spring of 2022 due to COVID-19.

Attendees did not have questions or comments.

f. Revising Transition to Trainer and Teaching Transition to Trainer

Director Johnson reported that the Wisconsin Technical College System is revising both courses to align them with current training needs, remove outdated content, enhance their delivery online, and broaden the pool of potential instructors. The project is scheduled to finish by the end of the year; the courses are projected to be implemented in early 2021.

Attendees did not have questions or comments.

g. BAS leadership and personnel changes

Director Johnson reported several personnel changes: ATR Chris Landreman accepted a new position with DWD Job Service; Darla Burton from youth apprenticeship accepted a new position; and Liz Pusch is the new BAS section chief. The Bureau will hire six new positions through its grants.

Attendees did not have questions or comments.

h. Other

Attendees did not have questions or comments.

6. WTCS Update

Ms. Nakkoul reviewed that technical colleges have been moving instruction to online delivery in response to COVID-19. She thanked sponsors and the Bureau for their support.

Ms. Nakkoul reiterated that the bricklayer registered apprenticeship is one of only a few programs that does not have a curriculum standards summary for its related instructions; 93% of registered apprenticeships through the WTCS have one. It functions as a curriculum record in the WIDS state repository, accessible only by instructors. The last curriculum document filed for bricklaying was a partial document in 2004.

Ms. Nakkoul asked the state committee if it would like to revise the content and make a new document.

Action: the state committee declined an offer to create a new curriculum standards model.

7. Review the program participants.

Participants included 175 apprentices and 66 employers with a contract in active or unassigned status on September 1, 2020.

8. The committee asked to schedule the next meeting via electronic survey and requested a morning meeting.

10. The meeting adjourned at 11:30.

Submitted by Owen Smith, Program and Policy Analyst, BAS

Employment and Salary Data

2018-19 Apprenticeship Completion



1

Employment Location



Employment Location 2016-17



Employment Location 2017-18



Employment Location 2018-19



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Salary Data 2016-17 VS 2017-18 VS 2018-19



2016-17



\$85,273
MEDIAN SALARY FOR
CONSTRUCTION SECTOR

\$81,613
MEDIAN SALARY FOR
SERVICE SECTOR

\$65,515
MEDIAN SALARY FOR
INDUSTRIAL SECTOR

2017-18



\$83,818
MEDIAN SALARY FOR
CONSTRUCTION SECTOR

\$85,169
MEDIAN SALARY FOR
SERVICE SECTOR

\$67,595
MEDIAN SALARY FOR
INDUSTRIAL SECTOR

2018-19



\$87,145
MEDIAN SALARY FOR
CONSTRUCTION SECTOR

\$85,273
MEDIAN SALARY FOR
SERVICE SECTOR

\$69,259
MEDIAN SALARY FOR
INDUSTRIAL SECTOR

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3

Training & Instruction Satisfaction



2016-17 Apprenticeship Completers

96%
OF APPRENTICES WERE
SATISFIED
WITH THEIR ON-THE-JOB
TRAINING

96% OF APPRENTICES WERE
SATISFIED WITH THEIR
PAID-RELATED INSTRUCTION

2017-18 Apprenticeship Completers



96% OF APPRENTICES WERE
SATISFIED WITH THEIR
PAID-RELATED INSTRUCTION

2018-19 Apprenticeship Completers



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4

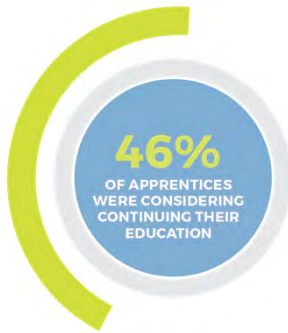
Continuing Education



2016-17 Apprenticeship Completers

2017-18 Apprenticeship Completers

2018-19 Apprenticeship Completers



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5

Looking ahead...



- DWD-BAS will be reorganizing instructional program groups into new industry sectors: currently Construction, Industrial, and Service. This will at some point affect future version of the report, which WTCS will adapt to match DWD-BAS guidelines.
- Please keep WTCS in mind if you have captured apprenticeship-related imagery, especially regarding new apprenticeship programs and those featuring demographic minorities.
- Contact: nancy.nakkoul@wtcsystem.edu or dan.arneson@wtcsystem.edu

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Distribution



- WTCS will be distributing a web link in lieu of printing a physical report this year, please bookmark and share widely the link to the electronic version of the most recent Apprenticeship Completion report, which again demonstrates strong outcomes and the value of Wisconsin's earn-while-you-learn apprenticeship model to individuals and employers. The link will be distributed to the following:
 - DWD - Bureau of Apprenticeship Standards
 - Wisconsin Apprenticeship Advisory Council
 - State Trade Committees (Apprenticeship Advisory)
 - WTCS Board Members
 - WTCS Apprenticeship Coordinators
 - College Marketing Teams
 - WI High Schools - Counselors

Online at: www.wtcsystem.edu->About Us->Publications and Resources

Direct Link: [https: 2018-19 WTCS Apprenticeship Completer Report](https://www.wtcsystem.edu/2018-19-WTCS-Apprenticeship-Completer-Report)

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WTCS System-Wide Activity Update February 2021

2021 WTCS-BAS Apprenticeship Completion Report

The 2021 WTCS-BAS Apprenticeship Completer Report is now available online. The report contains employment, wage and training satisfaction outcomes for apprentices completing their programs in 2018-19. It can be found here: [2021 WTCS-BAS Apprentice Completer Report](#)

- Of the 1,195 completers surveyed, 365 (31%) responded. In the prior year report, 1143 completers were surveyed and response rate was 43%.
- Respondents reported a 95% satisfaction rate for on-the-job training and 97% for classroom instruction.
- Median salary across all trades increased to \$81,072, an increase of approximately \$800 more than the prior year.
- Respondents indicating an interest in continuing education beyond apprenticeship decreased from 44% last year to 35% this year.

MyWTCS Website Re-Design and Launch: New Apprenticeship Resources for [Preparing to Teach Transition to Trainer \(PT2TT2T\)](#)

MyWTCS is an intranet site for the Wisconsin Technical College System and stakeholders. Launched in February 2021, the newly re-designed site includes a new look and improved functionality and features, including additional apprenticeship resources such as the administrative guidance and teacher trainer course offerings for the Transition to Trainer course. The site can be found at: <https://mywtcs.wtcsystem.edu/>

New Proactive Approach to Revisions of Apprenticeship Related Instruction offered through the WTCS

Starting in 2021, the WTCS and BAS have adopted a 5-year cycle revision framework for all systemwide apprenticeship curriculum where related instruction is offered at more than one WTCS college. Approximately sixty systemwide apprenticeship programs have a documented curriculum standard model that will form the foundation for review of program and course outcomes and competencies. Apprenticeship faculty, industry sponsors and State Apprenticeship Trade Advisory Committees will be engaged in the review process. This proactive approach will ensure that learning remains current with industry needs and technological advancements. Program assignment within the 5-year cycle will remain fluid.

2020-21	2021-22
<ul style="list-style-type: none">• Carpentry (All)• Wastewater Treatment• Electrical (All)• Industrial Manufacturing Technician• IT-Service Desk• IT-Software Developer	<ul style="list-style-type: none">• HVAC (ABC)• Industrial Pipefitter• Mechatronics• Barber/Cosmetology• Bricklaying/Masonry• IT Cybersecurity• IT Data Analyst• Broadband Technician

Apprenticeship in New Sectors: Snapshot of Program Growth Past Five and Current Years

New Wisconsin Apprenticeship Programs in New Industries

2016	Arborist MILW MSTC	Mechatronics Tech WCTC BTC GTC LTC MILW SWTC MPTC CVTC	IT-Software Developer MSTC CVTC NTC MPTC MDSN	
2017				
2018	Organic Vegetable Farm Manager NWTC	Data Analyst CVTC NTC MILW MDSN MPTC	IT-Service Desk Technician WCTC CVTC NTC MDSN MPTC	Financial Services Representative MILW CVTC MPTC
2019	Broadband Technician WITC	Medical Assistant NTC	Biotechnology Lab Support Assistant MDSN	
2020	Facilities Maintenance Technician MILW	Cybersecurity Analyst MDSN	Pharmacy Technician MILW	
2021	Roadway Maintenance Technician CVTC	Industrial Metrology Technician FVTC	Culinary Apprenticeship MILW	



State Committee Report - Construction**State Masonry Committee**

This summary counts employers and apprentices with contract(s) active or unassigned on 3/1/2021 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	163	35	21.5	5	3.1	151	92.6	12	7.4	62	54	87.1	8	12.9
ABC of Wisconsin (All)	10	4	40.0	0	0.0			10	100.0	6			6	100.0
Concrete Finisher (0184436401004)	10	4	40.0	0	0.0			10	100.0	6			6	100.0
La Crosse Area Masonry JAC	10	0		0	0.0	10	100.0			6	6	100.0		
Bricklayer (0186138101801)	5	0		0	0.0	5	100.0			2	2	100.0		
Cement Mason (0184436401001)	2	0		0	0.0	2	100.0			2	2	100.0		
Cement Mason (Heavy Highway) (0184436401003)	2	0		0	0.0	2	100.0			2	2	100.0		
Tile Setter (0186138105401)	1	0		0	0.0	1	100.0			1	1	100.0		
Madison Area Bricklaying JAC	14	0		1	7.1	14	100.0			6	6	100.0		
Bricklayer (0186138101801)	14	0		1	7.1	14	100.0			6	6	100.0		
Madison Area Cement Masonry JAC	18	4	22.2	0	0.0	18	100.0			9	9	100.0		
Cement Mason (0184436401001)	14	4	28.6	0	0.0	14	100.0			6	6	100.0		
Cement Mason (Heavy Highway) (0184436401003)	1	0		0	0.0	1	100.0			1	1	100.0		
Plasterer (0184236101801)	3	0		0	0.0	3	100.0			2	2	100.0		
Milwaukee Area Bricklaying JAC	30	12	40.0	2	6.7	30	100.0			12	12	100.0		
Bricklayer (0186138101801)	30	12	40.0	2	6.7	30	100.0			12	12	100.0		
Milwaukee Area Cement Masonry JAC	23	9	39.1	1	4.3	23	100.0			12	12	100.0		
Cement Mason (0184436401001)	12	4	33.3	0	0.0	12	100.0			7	7	100.0		
Cement Mason (Heavy Highway) (0184436401003)	11	5	45.5	1	9.1	11	100.0			6	6	100.0		
Milwaukee Area Tile Setters JAC	12	4	33.3	0	0.0	12	100.0			4	4	100.0		
Tile Setter (0186138105401)	12	4	33.3	0	0.0	12	100.0			4	4	100.0		
Northeast WI Area Masonry JAC	30	1	3.3	1	3.3	28	93.3	2	6.7	9	7	77.8	2	22.2
Bricklayer (0186138101801)	13	0		0	0.0	12	92.3	1	7.7	5	4	80.0	1	20.0
Cement Mason (0184436401001)	2	0		0	0.0	1	50.0	1	50.0	2	1	50.0	1	50.0
Cement Mason (Heavy Highway) (0184436401003)	4	0		0	0.0	4	100.0			1	1	100.0		
Tile Setter (0186138105401)	11	1	9.1	1	9.1	11	100.0			2	2	100.0		
Northwestern WI Masonry JAC	7	0		0	0.0	7	100.0			1	1	100.0		
Bricklayer (0186138101801)	4	0		0	0.0	4	100.0			1	1	100.0		
Cement Mason (0184436401001)	3	0		0	0.0	3	100.0			1	1	100.0		

State Committee Report - Construction

State Masonry Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 3/1/2021 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	163	35	21.5	5	3.1	151	92.6	12	7.4	62	54	87.1	8	12.9
Tri-County Area Trowel Trades JAC	4	1	25.0	0	0.0	4	100.0			4	4	100.0		
Bricklayer (0186138101801)	2	0		0	0.0	2	100.0			2	2	100.0		
Cement Mason (0184436401001)	2	1	50.0	0	0.0	2	100.0			2	2	100.0		
WI River Valley Area Masonry JAC	5	0		0	0.0	5	100.0			3	3	100.0		
Bricklayer (0186138101801)	5	0		0	0.0	5	100.0			3	3	100.0		