



Approved Minutes of the
Masonry
State Apprenticeship Advisory Committee

March 9, 2021

Virtual

Members Present	Organization/Employer
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
Young, Natalie	Walsh Masonry, Inc.
Members Absent	Organization/Employer
Burt, Mark	Miron Construction
Hetzel, Jim	Hetzel Tile & Marble
Hink, Scott	OPCMIA Local 599 Area 558
Consultants & Guests	Organization/Employer
Badger, Richard	Wisconsin Apprenticeship
Emrick, Leigh	Associated Builders & Contractors
Johnson, Joshua	Wisconsin Apprenticeship
Johnston, Stephanie	WRTP/BIG STEP
Kasper, Andrew	Wisconsin Apprenticeship
Mehling, Deb	Madison Area Technical College
Moreno, Stephanie	WRTP/BIG STEP
Phillips, Amy	Wisconsin Apprenticeship
Tyrell, Josh	

1. The meeting was called to order at 10:03 a.m. by Co-Chair Jim Vick, in conformance with the Wisconsin Open Meetings Law.
 1. A roll call was conducted. A quorum was present.
 2. The committee reviewed the current roster. The committee welcome two new members: Kilah Engelke and Bill Bonlender. One Employer seat is being held for Associated Builders & Contractors. After the seat is filled, the committee will elect an Employer Co-Chair.

3. **Action**

a. Approve the minutes.

The committee approved the minutes as written.

b. Review the state standards and applicant assessment procedure.

Mr. Smith reported that he invites the state committee to review its state standards in full this year to ensure all content, such as recent law changes and policies unique to the committee, is accurate.

The state committee agreed.

Mr. Smith reviewed that several state construction committees had requested that applicants be able to submit Armed Services Vocational Aptitude Battery scores in lieu of the local assessment. Mr. Smith reported that the Bureau determined ASVAB scores are not permitted because the assessment is categorically different than the local assessments, e.g. Accuplacer Next Generation and ACT.

The state committee thanked Mr. Smith and reported they would rather have all applicants take the same assessments.

c. Opportunity for statewide curriculum standards summary.

Mr. Smith reviewed that the state committee tabled the topic last year for this meeting. Ms. Nakkoul reviewed that she asks the state committee whether it would like the Wisconsin Technical College System to develop a statewide curriculum standards summary for the committee's registered apprenticeships' related instruction. The standards are used by 90% of registered apprenticeships to document the broad competencies taught in related instruction, provide consistent delivery across technical colleges, and provide a clear overview of the apprenticeship to employers and stakeholders. In addition, the colleges are required to have documented course outcome summaries for accreditation review and audits by the U.S. Department of Education.

Ms. Nakkoul reiterated that the summary is used by several registered apprenticeships that use proprietary curriculum. The summary would include only high-level descriptions and reference modules in the national curriculum, which protects the proprietary content.

Action: the state committee requested a confidential copy be emailed to Co-Chair Vick and the topic be decided in the fall. Ms. Nakkoul will email a copy to Owen, who will email it to Co-Chair Vick.

d. Review youth apprenticeship curriculum.

Ms. Philips reported that the state youth apprenticeship staff is reviewing and revising the Architecture & Construction youth apprenticeship, which includes masonry and concrete. She encouraged attendees to participate in the review.

The state committee agreed

5. Discussion Items

a. Registered apprenticeship during COVID-19

Director Johnson reiterated that the Bureau encourages sponsors and training facilities to modify training as needed to ensure safety. He asked whether the Bureau could provide technical assistance.

The training coordinators reported they shifted most classes to online delivery but have returned mostly to in-person classes, with precautions. They complimented the support from BAS.

b. Mandatory registration in BASERS, effective July 1, 2021

Mr. Johnson skipped this topic because all local committees use BASERS.

c. Implementing revisions to CFR 29.30

Mr. Kasper reviewed that Apprenticeship Training Representatives will begin conducting quality assessments with sponsors with five or more apprentices as they come due.

Attendees did not have questions or comments.

f. Wisconsin Apprenticeship Completer Report

Ms. Nakkoul reviewed the report design and results, noting the data from Masonry apprentices. She noted that the report includes data on apprentices who completed related instruction through the technical colleges and responded to the survey. She reviewed that only two Masonry apprentices replied. The minimum is five, so the data was insufficient.

Ms. Nakkoul reported that she shared that future versions will standardize wage and earnings across a 40-hour workweek to account for variations in overtime.

Attendees did not have questions or comments.

g. Implementing Transition to Trainer and Teaching Transition to Trainer

Ms. Nakkoul explained the requirements for T2T instructors certified prior to 2021 and instructors who want to become certified to teach the course. Ms. Nakkoul reviewed the website that hosts the requirements and schedule of upcoming courses.

Mr. Smith reported that certified instructors who have not taken the required refresher can continue teaching the old curriculum until they complete the refresher.

Mr. Smith put the link to the WTCS website in the virtual meeting chat. The training coordinators replied that their staff will register for an upcoming session.

h. Supportive services and OJL reimbursement for registered apprentices

Mr. Smith explained the reimbursements available to sponsors and apprentices, the eligibility criteria, and the points of contact. Representatives of WRTP/ BIG STEP commented that graduates of their certified pre-apprenticeships would qualify.

Attendees did not have questions or comments.

d. Biden Administration Bolsters Registered Apprenticeship

Mr. Smith reviewed the key points of the news release.

Attendees did not have questions or comments.

e. National Apprenticeship Act 2021

Mr. Smith reviewed the key points of the act.

Attendees did not have questions or comments.

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

Director Johnson reviewed the new campaign, "A Different Kind of Classroom." He emphasized that the campaign targets minority and female career seekers.

Attendees did not have questions or comments.

j. Apprenticeship Completion Award Program

Director Johnson reported that the program continues to be a strong example of bipartisan support for registered apprenticeship. He noted that the total funding declined will likely always exceed total funding awarded because apprentices submit all costs of related instruction in order to qualify for the maximum reimbursement.

Attendees did not have questions or comments.

k. BAS leadership and personnel changes

This item was not discussed due to time constraints.

k. 2021 National Apprenticeship Week

Director Johnson reported that if the Department of Labor does not announce the official dates by summer, Wisconsin Apprenticeship Week will be November 15.

Attendees did not have questions or comments.

l. Other

Attendees did not have additional topics.

6. WTCS Update

Ms. Nakkoul reviewed the executive report included in the meeting material, particularly the scholarships available to apprentices.

Attendees did not have questions or comments.

7. Review the program participants.

Program participants included 163 apprentices and 62 employers with contracts active or unassigned on March 1, 2021.

8. The Bureau will schedule the next meeting via online survey.

9. The meeting adjourned at 11:40 a.m.

Submitted by Owen Smith, Program & Policy Analyst

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.

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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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

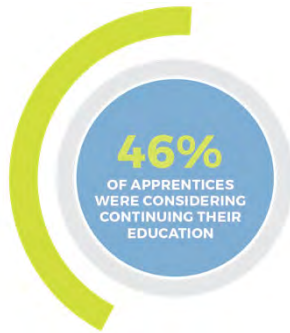
Continuing Education



2016-17 Apprenticeship Completers

2017-18 Apprenticeship Completers

2018-19 Apprenticeship Completers



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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://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.

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		#	%	#	%	#	%	#	%		#	%	#	%
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		