

April 1, 2020

TO: State Sheet Metal Apprenticeship Advisory Committee
Members & Consultants

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

SUBJECT: State Sheet Metal Apprenticeship Advisory Committee Meeting

DATE: Wednesday, April 8, 2020

TIME: 10:00 a.m.

Place: Webinar only

Link: <https://dwdwi.webex.com/dwdwi/j.php?MTID=m31da2b5facb714b0b4a8327b43b420f6>
Meeting #: 927 969 796
Password: txCz8FnuK73
Phone: +1-855-282-6330 US TOLL FREE
Access code: 927 969 796

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
 - ii. **For action:** revise required minimum hours for soldering and welding
 - iii. **For action:** review minimum scores for 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
- 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
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- 6. WTCS Update
 - 7. Review the program participants.
 - 8. Schedule the next meeting.
 - 9. Adjourn.

Draft Minutes of the
Sheet Metal
State Apprenticeship Advisory Committee

October 16, 2019

Local 18

Waukesha, WI

Members Present	Employer / Organization
Aldag, David	Aldag Honold Mechanical Inc
Bohacek, Dajen	SMACNA
Kalcic, Brad	Local 18
Malesevich, Tom	Sure Fire
Groeschel, Jr., Kenneth	Butters-Fetting Co., Inc.
Hill, Mark	Tweet-Garot Mechanical, Inc.
Athas, Donald	Local 18
Wilson, Stu	Local 18
Wippich, Daniel	Local 18
Members Absent	Employer / Organization
Everhart, Richard	General Heating & Air Conditioning
Garner, Josh	Local 18
Katt, Dave	Keystone Heating & Air Conditioning
Knocke, Scott	Local 18
Mooney, Michael	Local 18
Stockland, Patrick	Capitol Mechanical
Wagner, Craig	Local 18
Consultants & Guests	Employer / Organization
Bartz, Scott	Local 18 Madison / Janesville
DuBenske, Scott	Wisconsin Technical College System
Frehner, Josh	Local 18 Milwaukee
Johnson, Joshua	Bureau of Apprenticeship Standards

Kasper, Andrew	Bureau of Apprenticeship Standards
Kowalski, Jonathon	PMC/SMACCA
Polk, David	Milwaukee Area Technical College
Simons, Carl	Local 18
Smith, Owen	Bureau of Apprenticeship Standards
Thatcher, Scott	Local 18 Fox Valley
Tourdot, Kelly	Associate Builders & Contractors

1. The meeting was called to order at 10:08 a.m. by Co-Chair Dave Aldag in conformance with the Wisconsin open meeting laws.
2. A roll call was conducted. A quorum was present. A sign-in sheet was circulated.
3. The committee reviewed the current roster. No revisions were needed.

4. **Old Business**

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

- i. The committee approved the minutes as written.

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

Mr. Owen Smith asked the state committee to report how well the statewide minimum scores for applicants are working, including the Accuplacer Next Generation Arithmetic score established by the Bureau this summer.

A representative of the Appleton joint apprenticeship committee reported that the Next Generation Arithmetic score of 250 has been problematic: it is too high for many older applicants who didn't graduate high school recently; and it is greater than the level of math performed in the occupation.

Ms. Kelly Tourdot supported the minimum scores and the Arithmetic score; they have worked well for Associated Builders and Contractors' local committees and applicants.

A representative of the Milwaukee joint apprenticeship committee supported the scores and recommended that applicants with low scores receiving tutoring from local community-based organizations.

The representative of the Appleton joint apprenticeship committees reported that there is no support for math tutoring in the area. Mr. Scott Dubenske, recommended the Appleton committee discuss tutoring options with the business and industry services personnel for Fox Valley Technical College.

Co-Chair Aldag supported keeping the minimum Arithmetic score at 250 so all incoming apprentices start at the same level of math.

Action: the Bureau will include the topic on the agendas for the 2020 meetings.

iii. Assessing applicants through the Armed Services Vocational Aptitude Battery

The state committee again voiced support for adding the ASVAB assessment to the list of accepted scores from applicants and inquired into the delay. Mr. Josh Johnson and Mr. Owen Smith agreed with adding the ASVAB assessment and reviewed that the matter will be discussed when related revisions to CFR 29.30 are implemented.

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.

A representative of a Milwaukee joint apprenticeship committee emphasized that local committees should not be held accountable for the actions of employers, such as hiring. Local committees have been undertaking a lot of the activities required by CFR 29.30. Mr. Johnson and Mr. Kasper acknowledged the concern and emphasized that sponsors and employers will be held accountable for their individual responsibilities. In addition, the Bureau's approach will be educational and supportive, not punitive.

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 asked which pre-apprenticeships will be included. Mr. Johnson replied that only pre-apprenticeships certified by the WI Advisory Council will be included.

e. Pending revisions to 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.

f. 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.

g. Other

Mr. Johnson reported that the national rule on industry-recognized apprenticeship programs (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.

Attendees did not have questions or comments.

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.

The state committee reported its local committees will host several events, including a tour of the Fox Valley training center and the grand opening of the Madison training center the following week.

c. Other

Mr. Johnson reported that the Bureau is updating the Technical Assistance Guide training, which is required for new members of local apprenticeship committees. Many local committee members have yet to receive the current version. The Bureau is optimistic that the revisions will be completed and training will be provided in 2020.

Mr. Johnson thanked the Waukesha joint apprenticeship committee for successful outreach events with Barrack Obama High School.

6. WTCS Update

Mr. Dubenske stated that the WTCS received additional funding for curriculum development from the WI Fast Forward grant. Apprenticeship enrollment increased 9.9% across the system. A Great Lakes scholarship will be available for apprentices of up to \$1,500 based on need.

A consultant asked if the additional funding could be used to update the curriculum for sheet metal. Mr. Dubenske replied that the additional funding has not been allocated.

7. Review the program participants.

Program participants include 763 apprentices and 170 employers with a contract in active or unassigned status on September 1, 2019.

Action: The committee noted that the numbers may be missing two new female apprentices in the Madison area. BAS will examine numbers.

8. Schedule the next meeting.

The next meeting will be scheduled via electronic survey.

9. The meeting was adjourned at 11:50 a.m by Co-Chair Bohacek, who assumed the Chair role after Mr. Aldag departed.

*Submitted by Owen Smith,
Bureau of Apprenticeship Standards*

DRAFT

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.

WAGE\$ Apprentices by Occupation Cumulative 10/01/2015 - 03/08/2020 <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
Report Total:	Total 205 sponsors	633	63 (10%)	99 (16%)
Industrial Manufacturing Technician	12 sponsors	135	19 (14%)	37 (27%)
Maintenance Technician	131 sponsors	329	4 (1%)	30 (9%)
Mechatronics Technician	37 sponsors	90	2 (2%)	6 (6%)
Welder / Automated Welding and Welder - Fabricator	15 sponsors	34	1 (3%)	4 (12%)
Broadband Service Technician	1 sponsor	1	0 (0%)	0 (0%)
Data Analyst (4 apprentices but all are counted by Employ Milwaukee)	1 sponsor	0		
IT Service Desk Technician	4 sponsors	4	1 (25%)	1 (25%)
Software Developer	3 sponsors*	2	2 (100%)	0 (0%)
Medical Assistant	1 sponsor	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
Year One Totals		618	\$127,224.23	\$616,354.68
Completion	20		\$164,478.91	\$1,026,716.02
Completion Totals		376	\$164,478.91	\$1,026,716.02
Report Totals		994	\$291,703.14	\$1,643,070.70



WTCS System-Wide Activity Update March 2020

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
Construction Sector Apprentice Related Instruction																
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																
Industrial Sector Apprentice Related Instruction																
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 Sheet Metal 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	751	58	7.7	15	2.0	566	75.4	185	24.6	165	113	68.5	52	31.5
ABC of Wisconsin (All)	176	11	6.3	1	0.6			176	100.0	48			48	100.0
Heating, Ventilating and Air Cond. Install/ Service (0163726101402)	159	10	6.3	1	0.6			159	100.0	45			45	100.0
Sheet Metal Worker (0180428101001)	17	1	5.9	0	0.0			17	100.0	8			8	100.0
East Central WI Area Sheet Metal JAC	32	2	6.3	0	0.0	24	75.0	8	25.0	11	8	72.7	3	27.3
Environmental Systems Technician (0163726101401)	4	0		0	0.0	3	75.0	1	25.0	4	3	75.0	1	25.0
Sheet Metal Worker (0180428101001)	28	2	7.1	0	0.0	21	75.0	7	25.0	9	6	66.7	3	33.3
ELW Area Sheet Metal JAC	75	5	6.7	1	1.3	74	98.7	1	1.3	27	26	96.3	1	3.7
Environmental Systems Technician (0163726101401)	3	1	33.3	0	0.0	3	100.0			1	1	100.0		
Sheet Metal Worker (0180428101001)	72	4	5.6	1	1.4	71	98.6	1	1.4	27	26	96.3	1	3.7
Fox Valley Area Sheet Metal JAC	129	2	1.6	3	2.3	129	100.0			20	20	100.0		
Environmental Systems Technician (0163726101401)	5	0		0	0.0	5	100.0			4	4	100.0		
Sheet Metal Worker (0180428101001)	124	2	1.6	3	2.4	124	100.0			18	18	100.0		
Madison Area Sheet Metal JAC	101	8	7.9	2	2.0	101	100.0			14	14	100.0		
Environmental Systems Technician (0163726101401)	12	1	8.3	0	0.0	12	100.0			3	3	100.0		
Sheet Metal Worker (0180428101001)	89	7	7.9	2	2.2	89	100.0			14	14	100.0		
Milwaukee Area Sheet Metal JAC	204	25	12.3	5	2.5	204	100.0			50	50	100.0		
Environmental Systems Technician (0163726101401)	40	4	10.0	2	5.0	40	100.0			18	18	100.0		
Environmental Systems Technician (Residential) (0163726101404)	3	0		0	0.0	3	100.0			2	2	100.0		
Sheet Metal Worker (0180428101001)	151	20	13.2	3	2.0	151	100.0			41	41	100.0		
Sheet Metal Worker (Residential) (0180428101005)	10	1	10.0	0	0.0	10	100.0			3	3	100.0		
Southeastern WI Area Sheet Metal JAC	34	5	14.7	3	8.8	34	100.0			11	11	100.0		
Environmental Systems Technician (0163726101401)	7	0		0	0.0	7	100.0			3	3	100.0		
Sheet Metal Worker (0180428101001)	27	5	18.5	3	11.1	27	100.0			9	9	100.0		