



April 11, 2018

TO: State Painting & Decorating Apprenticeship Advisory Committee Members and Consultants

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

SUBJECT: State Painting & Decorating Apprenticeship Advisory Committee meeting

DATE: Wednesday, April 25, 2018

TIME: 10:00 AM

PLACE: IUPAT DC 7 Madison Training Center
5375 King James Way
Fitchburg, WI

TENTATIVE AGENDA

1. Call the meeting to order.
2. Distribute the sign-in sheet. Introduce attendees.
3. Review the current roster.
4. **Old Business**
 - a. Review the follow-up items from the previous meeting:
 - i. **For action:** approve the minutes.
 - ii. How is the pending youth apprenticeship progressing?
 - b. Update on implementing revisions to CFR 29.30 (AA/EEO requirements)
 - c. Update on WI 2017 WI Act 148 (apprentice-to-journeyworker ratio)
 - d. Update on federal grants to expand "registered apprenticeship"
 - e. Update on Presidential executive order to expand "apprenticeship"
 - f. Update on Bureau of Apprenticeship Standards Electronic Registration System (BASERS)
 - g. Update on Apprenticeship LEADERS initiative
 - h. Update on Apprenticeship Completion Award Program
 - i. Other
5. **New Business**
 - a. BAS visited by representatives of Japan, Mississippi
 - b. BAS personnel changes
 - c. BAS website changes
 - d. Other

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

State Painting & Decorating Apprenticeship Advisory Committee

Minutes

September 27, 2017
Painting & Allied Trades Madison Training Center
Big Bend, Wisconsin

Members Present	Organization/Employer
Arnold, Jeff	IUPAT DC7
Braun, Pete	Wall-Tech
Macejkovic, Jim	Building Service, Inc.
Schwiesow, Charles	Porta Painting, Inc.
Members Absent	Organization/Employer
Gifford, Adam	IUPAT DC7
Mehrhoff, Jeff	IUPAT DC7
Niemiec, Tony	State Painting Co
Wolf, Greg	Schmelzer Paint Co Inc
Consultants & Guests	Organization/Employer
Ahmad, Hafeezah	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards

1. The meeting was called to order at 10:08 a.m. by Charles Schwiesow, Committee Co-Chair, in conformance with the Wisconsin open meeting laws.
2. A roll call was conducted. A quorum was not present.
3. The committee reviewed the current roster for vacancies, terms that will soon expire, and the accuracy of members' contact information. The employee side of the committee needs three new members, which labor will recruit.

4. **Old Business**

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

i. For action: approve the minutes

The minutes were approved with as written.

ii. How is developing a youth apprenticeship program proceeding?

Owen reminded the committee that it had expressed interest in developing a youth apprenticeship program. He reviewed that Adam Holmes and Karen Morgan had discussed how to fund the curriculum development. No decisions have been made at this point.

Pete Braun volunteered to participate in the focus group. He shared that Tony Niemic had volunteered, too, although he was absent from the meeting. A member asked whether the working drafts would be shared with the state committee; Owen confirmed that the state committee would see and approve of the final draft.

iii. For action: how is accepting ACT scores from applicants proceeding?

Owen reminded the committee that it approved a motion to accept ACT scores from applicants in lieu of taking the local assessment. He asked how the new policy was proceeding and whether local committees had received scores from applicants. The members present shared that they did not have any information. They suggested asking the full committee at the 2018 spring meeting.

b. Proposed revision to CFR 29.30

Owen reported that the Bureau has not received further technical guidance or direction on implementing the revisions from the U.S. Department of Labor. Bureau leadership advises that all sponsors "stay tuned."

c. Federal grants to expand registered apprenticeship

Owen reviewed that the Bureau was recently awarded three federal grants: an American Apprenticeship Grant (WAGE\$); an expansion grant; and an accelerator grant. He noted that WAGE\$ and the expansion grant will affect the construction trades through funding efforts to recruit and retain women and minority apprentices and under-skilled workers. In contrast, the accelerator grant will help the Bureau fund new positions, further train Apprenticeship Training Representatives in consultative sales and outreach, and upgrade its information management system. Owen encouraged the committee to read the hand-out for more details on each grant.

The committee commented that major construction projects, such as the new arena for the Milwaukee Bucks, often employ large percentages of female and minority apprentices. did not have questions or comments. Owen agreed, and added that those apprentices are often released after the project. The grants will research how many apprentices are released versus retained on different projects. The committee shared anecdotes on successful female and minority apprentices from their companies.

d. Apprenticeship LEADERS

Owen reported that the Bureau will launch the LEADERS initiative on Monday, November 13, the first day of 2017 National Apprenticeship Week. The application is on the Bureau website. The Bureau has received more than 50 applications to date, and encourages all stakeholders to continue to apply, if they have not done so. Importantly, stakeholders choose their level of participation; the options range from allowing the Bureau to use the company logo on outreach material to co-presenting with the Bureau at industry roundtables.

The committee commented that several applicants have not received confirmation or denial of their application. Owen shared that Director Karen Morgan receives and approves the application, but she has not had time to send the confirmation letters yet.

e. Apprenticeship Completion Award Program

Owen reminded the committee that the program expired on June 30, 2017. However, the program is included in the Governor's proposed budget for the next biennium, so it may be renewed for two more years.

Owen shared that the Bureau learned that its database has continued to send eligibility notices. He asked whether the committee knew of apprentices or sponsors that received the. The committee confirmed that local committees received several notices. Owen advised apprentices and sponsors to keep the notices because, if the program is renewed, parties that became eligible in the interim period may be grandfathered in.

f. Other

No other items were brought forth.

5. New Business

a. WI 2017 Senate Bill 411

Owen explained that the proposed law would make the apprenticeship-to-journeyworker ratio 1:1 for all apprenticeship programs and remove the Bureau's ability to modify the ratio. The bill would also remove the required minimum lengths for the carpentry and plumbing apprentices.

The committee asked why the bill was proposed and by whom. Owen replied that the Bureau has no comment and he encouraged the committee to address their questions and comments to the elected officials that are sponsoring the bill. A general discussion followed amongst the attendees about the history of ratios in the construction industry and accompanying labor needs and market conditions.

The committee asked whether it could write a letter to the bill sponsors as an advisory committee. Owen informed the committee that it cannot take any action as an advisory committee because it functions as an advisory entity to the Bureau, which is a government agency. Instead, he reiterated that sponsors concerned about the bill should contact the bill sponsors as a concerned sponsor.

b. Presidential Executive Order: Expand Apprenticeships for America

Owen explained that the federal executive order creates a third path to apprenticeship for employers: industry-recognized apprenticeships. The industry-recognized programs are distinguished by less regulations and requirements for sponsors, which were a central complaint of employers across the nation that informed the order. The other two paths to apprenticeship are registered paths: register an apprenticeship through a state approving agency, such as Wisconsin or Minnesota; or registered an

apprenticeship through a state that goes directly through the U.S. Department of Labor, such as Illinois or Michigan.

The committee asked how industry-recognized apprenticeships would work in Wisconsin. For example, would they operate parallel to registered apprenticeships or supersede them? Owen explained that the order was passed only recently, and a federal task force has been assembled to develop the implementation policies and procedures. He noted that much remains to be seen as to how the programs would relate to one another.

c. Bureau of Apprenticeship Standards Electronic Registration System (BASERS)

Owen informed the committee that the Bureau has used funds from the state accelerator grant it received to upgrade its information management system with two critical functions: electronic registration by sponsors; and electronic signature capture.

Electronic registration will allow sponsors to create sponsor and apprentice applications online. The draft application will trigger an alert to the apprentice training representative, who will review and approve it electronically. The online process will significantly reduce the amount of data entry and paperwork required by the sponsor and Bureau, and create more time for apprentice training representatives to conduct outreach and compliance projects. Electronic registration will be pilot tested by several sponsors in early 2018.

Electronic signature capture will allow apprentices and sponsors to sign apprentice contracts online, which will dramatically reduce the time apprenticeship training representatives spend traveling to obtain signatures, especially ATRs in the northern state. Electronic signature capture is projected to be pilot tested in the summer of 2018.

The committee did not have questions or comments.

d. National Apprenticeship Week 2017

Owen informed attendees that the third annual National Apprenticeship Week will be held November 13-29. The opening day will feature the kick-off the LEADERS initiative. Tuesday will feature a meeting of the WI Apprenticeship Advisory Council. Wednesday will feature open houses by construction training centers across the state. The Bureau encourages all stakeholders to host events for their local audiences. Please notify the Bureau of your event so it can be included on the official calendar of statewide events.

The committee commented that the deer hunting season begins on Saturday, November 20, so many people depart for hunting trips on Friday, November 19. Owen replied that the dates were determined by the U.S. Department of Labor. In addition, scheduling any event in mid-to-late November is difficult due to the holidays and close-outs of major projects before winter.

e. WI Apprenticeship Diversity Conference 2018

Owen shared that the Bureau projects it will host an apprenticeship conference in the late fall of 2018 to discuss strategies and activities for recruiting and retaining women and minorities. The focus is inspired by the increasing emphasis on recruiting and retaining in the federal grants received by the Bureau as well as the revisions to CFR 29.30. The goal is to help answer sponsors' questions and provide the tools needed to succeed.

The committee noted that the percentages of women and minorities in their trades have increased recently. A general discussion followed on all of the recent and pending changes to apprenticeship regulations. The committee commented that it agrees with recruiting and retaining a diverse workforce, but it hopes that the Bureau and lawmakers do not overlook that contractors are working hard to recruit

but need to hire qualified candidates, which are in short supply. The committee shared that contractors need to consider many factors when hiring a workforce, so it will be interesting to see how the market and the new requirements play out.

f. BAS personnel update

Owen reported the following personnel changes occurred since the last meeting: the new ATR for Appleton south is Tim Budda; the new ATR for the Eau Claire area is Rachell Faber; the new program assistant is Ann Thiel; the new WAGE\$ grant manager is Nancy Kargel; and Bob Scheldroup, ATR for Milwaukee, announced he will retire on December 1.

The committee did not have questions or comments.

g. Other

Attendees did not have additional topics.

6. WTCS Update

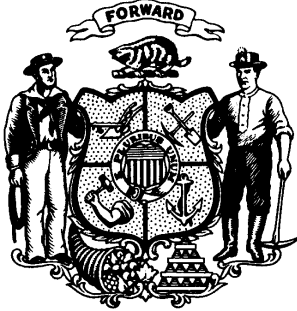
No representative of the WTCS was present. Owen encouraged attendees to read the written report included in the written material.

7. Program participants include 70 apprentices and 21 employers with a contract in active or unassigned status on September 1, 2017.
8. The committee tentatively scheduled its next meeting for Wednesday, April 25, at 10:00 a.m. at the Madison Training Center.
9. The meeting adjourned at 11:10 a.m.

10. Follow-up Items

Submitted by Owen Smith, Program & Policy Analyst

State of Wisconsin



2017 Assembly Bill 508

Date of enactment: **March 28, 2018**

Date of publication*: **March 29, 2018**

2017 WISCONSIN ACT 148

AN ACT *to repeal* 106.02 and 106.025 (4); *to amend* 106.01 (1), 106.01 (9), 106.01 (11) (intro.), 106.025 (1) and 106.025 (2); and *to create* 106.015 of the statutes; **relating to:** apprentice-to-journeyworker ratios in apprenticeships and the minimum duration of carpentry and plumbing apprenticeships.

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

SECTION 1. 106.01 (1) of the statutes is amended to read:

106.01 (1) FORMATION OF APPRENTICE CONTRACT. Any person 16 years of age or over may enter into an apprentice contract binding himself or herself to serve as an apprentice as provided in this section. ~~Except as provided in ss. 106.02 and 106.025, the~~ The term of service of an apprenticeship shall be for not less than one year. Every apprentice contract shall be in writing and shall be signed by the apprentice, the department, and the sponsor or an apprenticeship committee acting as the agent of the sponsor. If the apprentice has not reached 18 years of age, the apprentice contract shall also be signed by one of the apprentice's parents or, if both parents are deceased or legally incapable of giving consent, by the guardian of the apprentice or, if there is no guardian, by a deputy of the department. The department shall specify the provisions that are required to be included in an apprentice contract by rule promulgated under sub. (11).

SECTION 2. 106.01 (9) of the statutes is amended to read:

106.01 (9) AUTHORITY OF DEPARTMENT. The department, ~~subject to s. 106.015,~~ may investigate, fix reasonable classifications, issue rules and general or special

orders, and hold hearings, make findings, and render orders upon its findings as necessary to carry out the intent and purposes of this section. The investigations, classifications, hearings, findings, and orders shall be made as provided in s. 103.005. Except as provided in sub. (8), the penalties specified in s. 103.005 (12) apply to violations of this section. Orders issued under this subsection are subject to review under ch. 227.

SECTION 3. 106.01 (11) (intro.) of the statutes is amended to read:

106.01 (11) RULES. (intro.) The department, ~~subject to s. 106.015,~~ shall promulgate rules to implement this section, including rules providing for all of the following:

SECTION 4. 106.015 of the statutes is created to read:

106.015 Apprentice-to-journeyworker ratios.

(1) Except as provided in sub. (2), the department may not prescribe, enforce, or authorize, whether through the promulgation of a rule, the issuance of a general or special order, the approval of an apprenticeship program or apprentice contract, or otherwise, a ratio of apprentices to journeyworkers for apprenticeship programs or apprentice contracts that requires more than one journeyworker for each apprentice.

(2) The prohibition under sub. (1) does not apply with respect to apprentices whose employment is governed by a collective bargaining agreement.

* Section 991.11, WISCONSIN STATUTES: Effective date of acts. "Every act and every portion of an act enacted by the legislature over the governor's partial veto which does not expressly prescribe the time when it takes effect shall take effect on the day after its date of publication."

2017 Wisconsin Act 148

– 2 –

2017 Assembly Bill 508

SECTION 5. 106.02 of the statutes is repealed.

SECTION 6. 106.025 (1) of the statutes is amended to read:

106.025 (1) The department may prescribe the conditions under which a person may serve a plumbing apprenticeship, as to preliminary and technical college attendance requirements, level of supervision of an apprentice, the character of plumbing work in accordance with ch. 145, and the credit for school attendance in serving the apprenticeship.

SECTION 7. 106.025 (2) of the statutes is amended to read:

106.025 (2) Every person commencing a plumbing apprenticeship shall enter into an apprentice contract under s. 106.01. ~~The term of a plumbing apprentice is 5 years, but the department may upon application of the apprentice, the apprentice's employer, or both, extend the term for up to one additional year.~~

SECTION 8. 106.025 (4) of the statutes is repealed.



WAGE\$ Grant Metrics Update

(as of Dec. 31, 2017)

Presented to various state committees
Spring 2018 meetings

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

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)**
 - Software Developer (newly created under WAGE\$, completed, NCWWDB/Midstate begins fall 2018)
 - IT Service Desk Technician (launch planned August 2018 contingent upon approval by WTCS Board; Waukesha Technical College is lead college. Program will become available statewide through interested technical colleges)
 - Data Analyst (launch planned August 2018 contingent upon approval by WTCS Board; Waukesha Technical College is lead college. Program will become available statewide through interested technical colleges)
 - Data Analyst (development in progress; expected completion late 2018; lead undetermined)
 - 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 SSM and Unity apprentices; the program will become available statewide through interested technical colleges)



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 December 2017. It expected that rate of increase in programs and sponsors will increase as more programs are developed and offered. As of December 31, 2017, only the five Advanced Manufacturing programs were active with Mechatronics having just started getting apprentices signed.

As of Dec. 31, 2017:

**Proposed through 9/30/18 and
Actual as of 12/31/17**

Capacity Building & Employer Metrics	To Date (end of reporting Q)		Total proposed to end of grant
	Proposed to end of Year 3*	Actual to 12/31/17**	
Total # of Employers to Benefit from the Grant Program	130	71	383
Total # of Promotional/ Outreach Activities to Employers	1,975	1,681	3,000
Total # of Newly Registered American Apprenticeship Programs (new trades developed with grant funds)	49	3**	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	83	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)	2500	33,834	10,000
Total # of New Apprentices Registered	145	184***	1,000

* Year 3 ends 9/30/18

** As of 4/5/18, there are 13 sponsors for Mechatronics Technician and 33 Mechatronics Technician apprentices with signed contracts. Although Software Developer was completed, no apprentices had signed contracts yet due to the program not being fully implemented yet.

*** As of 4/5/18, there have been 259 contracts signed under the WAGE\$ grant. This number is not corrected for transferred contracts (WAGE\$ trade to WAGE\$ trade or sponsor) of which there are approximately 5.

All ACAP Reimbursement Requests Processed (Time Period) - Summary

Apprenticeship Completion Award Program (ACAP)

Bureau of Apprenticeship Standards

Division of Employment and Training

4/6/18 08:07 AM

Filters Applied: Determination Date between 9/4/17 and 4/6/18, Fiscal Year(s)= FY18

Type	Fiscal Year	# of RRs	\$Approved	\$Denied
Year One	18		\$64,842.15	\$352,010.20
Year One Totals		329	\$64,842.15	\$352,010.20
Completion	18		\$94,041.26	\$487,402.45
Completion Totals		159	\$94,041.26	\$487,402.45
Report Totals		488	\$158,883.41	\$839,412.65



WTCS System-Wide Activity Update for Spring 2018

- WTCS Apprenticeship Completion Report:** The WTCS published the new Apprenticeship Completion Report in February 2018 with data from completers from 2015-16.
<http://www.wtcsystem.edu/wtcsexternal/cmspages/getdocumentfile.aspx?nodeguid=b3153b83-19ff-41d4-8527-39fe0e9c845c>
 - Of 908 apprentice completers surveyed, 331 responded for a 36% response rate.
 - 98% indicated they were employed in the trade for which they received training, up 3% from the prior report.
 - Annual median earnings of \$71,624 was reported across all sectors, a 6% increase from the prior year's report.
 - 97% indicated that they were very satisfied or satisfied with their paid-related instruction. For On-The-Job Training, 95% reported they were very satisfied or satisfied.
 - 43% are considering continuing their formal education, up significantly from 34% from the prior year's survey (i.e., Technical Studies Journey Worker AAS, associate degree, bachelor's degree)
- WTCS Apprenticeship Enrollment Trend:** WTCS enrollments across all apprenticeship programs increased from 6128 to 6527 unduplicated, and 6633 to 7123 duplicated, students by the end of June 2017. That is a 6.5% and 7.4% increase, respectively, in one year. A current mid-year snapshot for 2017-18 is showing 6199 and 6634 enrollees. Confirmed actual enrollment for the 2017-18 academic year will not be available until August 2018.
- Great Lakes Tools of the Trade/WTCS Apprenticeship Scholarships:** In a surprise announcement in December 2017, the Great Lakes Higher Education Foundation Board decided to increase the apprenticeship scholarship amount to \$1500 per individual, and they are once again awarded 200 scholarships for industrial and construction sector apprentices in February 2018.
- System-Wide Curriculum:** Collaborative work between all stakeholders continues for the following new or substantively revised system-wide apprenticeship curriculum during the 2017-18 Academic year.

NEW	Organic Vegetable Farm Manager	Auto Body Collision and Repair	IT-Data Analyst	IT-Service Desk	Pharmacy Technician	Financial Services Rep.
Revisions & Crosswalks	Electrical & Instrumentation	Plumbing Below the Line Courses	Crosswalk of Mechatronics to Electromechanical and Automated Systems	Crosswalk between Machinist Technical Diploma and Apprenticeship	ABC Electrical	

State Committee Report - Construction

State Painting & Decorating Adv Comm

This summary counts employers and apprentices with contract(s) active or unassigned on 4/2/2018 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	75	18	24.0	3	4.0	75	100.0			23	23	100.0		
Madison Area Painting & Decorating JAC	33	7	21.2	1	3.0	33	100.0			10	10	100.0		
Painter And Decorator (184038101001)	29	5	17.2	1	3.4	29	100.0			8	8	100.0		
Taper - Finisher (184038101002)	4	2	50.0	0	0.0	4	100.0			3	3	100.0		
Milwaukee Area Painting & Decorating JAC	42	11	26.2	2	4.8	42	100.0			15	15	100.0		
Painter And Decorator (184038101001)	38	10	26.3	2	5.3	38	100.0			14	14	100.0		
Taper - Finisher (184038101002)	4	1	25.0	0	0.0	4	100.0			3	3	100.0		

Wisconsin Bureau Of Apprenticeship Standards
State Glazier Advisory Committee
Historical Report by Year
Report Period: 2018* and Previous 10 Years



*Current year is YTD data as of Run Date: 04/02/2018		
Run Date: 04/02/2018		
State Glazier Advisory Committee		
Sponsored Trade Group(s): Construction		
Year	Active Apprentices	Active Employers
2008	61	23
2009	49	17
2010	36	16
2011	25	14
2012	15	8
2013	14	7
2014	21	10
2015	27	12
2016	37	12
2017	43	15
2018	40	15

