



**Approved Minutes of the  
Plumbing  
State Apprenticeship Advisory Committee**

**May 9, 2019**  
Mid-State Technical College  
Stevens Point, WI

<b>Members Present</b>	<b>Employer / Organization</b>
Brietlow, Christina	Local 75
Brietlow, Steve (Co-Chair)	UA Plumbers Local 75
Callies, Dan	Oak Creek Plumbing
DeYoung, Carol	Countryside Heating & Plumbing
Evers, Tony	Local 400
Hersey, Mark	J.F. Ahern
Schedler, Ketih	Don's Plumbing Service Inc.
<b>Members Absent</b>	<b>Employer / Organization</b>
Balke, Brian	EGI Mechanical, Inc.
Brenner, Jr., Joseph	J.F. Ahern Inc.
Bush, Mike	Local 75
Cartagena, Alaina	Local 75
Clark, Roger	Local 118
Flory, Tyler	Local 434
Gain, Greg	United Mechanical
Ignatowski, Christopher	Local 434
<b>Consultants &amp; Guests</b>	<b>Employer / Organization</b>
DuBenske, Scott	Wisconsin Technical College System
Gerhardt, Gail	MCA
Iwanski, Vince	Northcentral Technical College
Johnson, Joshua	Bureau of Apprenticeship Standards
Kasper, Andrew	Bureau of Apprenticeship Standards

Korn, Gary	Local 434
Mayek, Mandy	Mid-State Technical College
O'Shasky, Lynn	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards
Tourdot, Kelly	Associate Builders & Contractors
Vang, Long	Bureau of Apprenticeship Standards
Zastrow, Wes	Local 75

1. The meeting was called to order at 10:05 a.m. by Co-Chair Steve Brietlow 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. Bill Rozga and Dave Jones retired; they will be replaced by nominees of Associated Builders & Contractors. Joseph N. Brenner, Jr. will be replaced by a nominee of MCA. Keith Schedler needs to be listed and will renew; he is a nominee of PHCC.

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

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

###### **i. For action: approve the minutes**

The committee approved the draft minutes as written.

##### **b. Assessing applicants with Accuplacer Next Generation**

Owen reviewed the Bureau's guidance to local committees for comparing applicants' scores between Accuplacer Classic and Accuplacer Next Generation. The guidance was issued via official letter in January. To compare scores for Elementary Algebra and Reading, local committees should use the national crosswalk issued by College Board.

To compare scores for Arithmetic, local committees should use the local crosswalk developed by the technical college that administered the assessment. Technical college crosswalks will vary because each is based on local data. However, in the absence of a national crosswalk, local crosswalks are the most defensible option. If a local committee's applicants test at various technical colleges, the committees will have to use various crosswalks, and the equivalent scores will likely vary. If a local committee prefers not to deal with various scores, it can either suspend assessing Arithmetic or assess Elementary Algebra instead, which has a national crosswalk.

Josh explained that these are the interim options. The Bureau wanted to discuss other the options with all state construction committees before deciding whether to issue new guidance in June. The option, if state committees agree, is to use the lowest minimum score stated specifically in a crosswalk. That would provide a single number, which is easier to administer, and include the most

candidates. The risk, he stated, is that the lowest equivalent score could turn out to be lower than the original Accuplacer Classic, once further national data becomes available.

**Action:** *The committee declined to suspend its Arithmetic requirement and declined to assess Elementary Algebra in lieu of Arithmetic.*

**Action:** *the committee supported implementing the lowest minimum Arithmetic score stated on the crosswalks; the Bureau will issue the interim guidance via official letter by June 15.*

**c. Implementing revisions to CFR 29.30 (AA/EEO requirements)**

Josh reported that the Bureau projects the revisions will be fully implemented by January 2020. Some minor revisions have been implemented under an emergency administrative rule; all other revisions and the final version are being finalized by the state legislature and the Governor's Office.

Josh clarified that the minor revisions that have been implemented, such as the non-discrimination pledge, will not have a substantial state or local effect because sponsors already have the same or very similar policies in place. Other minor revisions will continue to be implemented through the year. The Bureau will have further guidance on specific changes and their effects at the fall meeting.

Josh added that the Bureau and Advisory Council will soon release an AA/EEO guide for sponsors that includes local resources to help sponsors identify outreach opportunities in their areas. In the future, sponsors must demonstrate that they are taking new steps to recruit and retain women and minorities; continuing to take the same efforts will not help.

The committee supported holding employers accountable for recruiting and retaining women and minorities; the local committees have been working hard and the responsibility is not all theirs. The committee supported the AA/EEO guide, too. They asked whether it will be digital or hard copy because local contacts will likely change over time. Josh replied the Bureau will print the guide first and explore electronic option later.

**d. Federal grants to expand "registered apprenticeship"**

Josh reported that the Bureau is proceeding very well on its three federal grants: the WAGE\$ grant, the state expansion grant, and the state accelerator grant.

The WAGE\$ grant is nearing completion. It has successfully met nearly all its targets. For example, it helped increase the enrollment of minority apprentices by 10%, which is very good, and developed new apprenticeships in information technology, healthcare, and advanced manufacturing. Information technology may be a very successful endeavor because its occupations work across all other sectors; the Bureau will conduct outreach efforts to recruit IT sponsors and apprentices across all sectors.

Two targets have proved difficult to meet: enrolling apprentices in the first apprenticeships in new industries; and enrolling female apprentices. The first apprenticeships in an industry commonly grow very slowly because employers are either unfamiliar with apprenticeship or need more time to adapt their administrative operations. Recruiting women apprentices has proven historically challenging.

An attendee noted the grants status report indicates only a few apprentices have completed a registered apprenticeship developed through the grants. The attendee asked whether additional

apprentices have enrolled. Josh confirmed that the data reflect completions only; more apprentices are enrolled currently; and more are in the process of registering.

**e. 27<sup>th</sup> Biennial Apprenticeship Conference Follow-Up**

Josh reported that the 27<sup>th</sup> Biennial Apprenticeship Conference was an overall success: it drew 375 attendees; included 30 workshops; and received positive feedback on the variety of topics and workshops, especially on career pathway programs such as youth apprenticeship and pre-apprenticeship. Many attendees reported, though, that they did not like the venue. The Bureau is planning the 28<sup>th</sup> Biennial Conference for early 2021. The location and venue are pending.

Attendees did not have questions or comments.

**f. Updates to [www.WisconsinApprenticeship.org](http://www.WisconsinApprenticeship.org)**

Josh reviewed many historic updates the Bureau made to its webpage. Foremost, for the first time in its history, the Bureau website features sponsors. The update was made at the request of sponsors because they continue having trouble recruiting qualified applicants. Prior to this, sponsors preferred not to be featured because so they would not receive public inquiries outside of their hiring windows.

Additional updates include the following: three quick search functions on the homepage—by key word, by occupation, and by industry; three distinct navigation boxes based on user group—career seeker, employer, and current apprentices and sponsors; and apprenticeship-specific webpages that feature visual representations of the training information, employment projections, and salary estimates.

Josh encouraged attendees to review their organizations' information, submit updates, and test the site for any potential improvements.

***Action:** the state committee asked the Bureau to remove Kathy O' Sullivan's name from the LaCrosse JAC post; remove the rank list from the Milwaukee JAC's post; and revise the Madison JAC's address for applications accepted.*

**g. Department of Corrections registered apprenticeships**

Josh explained that the Bureau is enhancing registered apprenticeship opportunities within the state's correctional system after an inspiring tour of Ohio's apprenticeship program within correctional facilities. Wisconsin has 42 apprentices in correctional facilities; Ohio has 2,400.

Josh introduced Liz Pusch, a former Apprenticeship Training Representative and the Bureau's Program and Policy Analyst in charge of developing programs with Wisconsin's Department of Corrections (DOC).

Liz summarized several key facts about registered apprenticeships within correctional facilities. First, 90% of offenders are released, so the correctional population is a large talent pool that is worth training and employing. Second, registered apprenticeships are selective opportunities within the facilities; individuals are selected based on aptitude, interest, and parameters of offense. Third, most programs are offered through minimum security facilities, provide up to 60% of the training in the facility, and then release participants to complete the rest.

Last, this initiative expands the registered training that DOC has been providing many years. DOC has offered apprenticeships in correctional officers, carpenters, horticulturalists, and cooks; added

machining, masonry, and welding; and is expanding further into building maintenance and construction, and considering pre-apprenticeships. Much of the training is provided through the Wisconsin Technical College System, and some programs provides the same instruction as apprentices receive.

Many companies currently employ offenders on work release. Since the training is already being delivered, the Bureau ensures its result in a valuable credential and facilitate partnerships with sponsors.

Liz asked attendees for input on training that would help offenders qualify for registered apprenticeships.

- *How the related instruction will be completed?*

Liz replied that the Bureau is considering front-loading all related instruction (RI) and a few hours of on-the-job learning (OJL); once related instruction is complete, the rest of the on-the-job learning would be completed. Other options include offering OJL and RI simultaneously or front-loading OJL. Liz and Josh emphasized the importance of optional formats because the formats should make the most efficient use of the offenders' available time.

- *How would an employer justify hiring an individual that must work a limited hours or job site?*

Josh acknowledged that the limited scope of hours or job sites presents challenges. He added employers shift employees and crews between jobs based on job requirements. He also noted that hiring offenders is a viable solution to employers' lack of qualified applicants. Last, WI law prohibits employers from discriminating against ex-offenders unless their offense is directly related to the work, e.g. sex offenders are prohibited from working at or near schools.

- *Customers, not employers, would perform background checks on the crew.*

Josh acknowledged the practice and the committee's concern. He replied that if problems arose, the Bureau would advise the employer and local committee on their options. The state committee replied that employers would likely respond better to an official communication from the Bureau.

Josh acknowledged that employing employers may have strong concerns about hiring ex-offenders. He also noted that many employers already employ ex-offenders in the skilled trades. He acknowledged that some employers may prefer not to hire ex-offenders, but the Bureau prefers those decisions do not arise from implicit bias or something the Bureau failed to do, such as establish a pipeline.

- *Completing unpaid related instruction prior to release would very helpful. Completing paid related instruction prior to OJL would not be helpful.*

The committee commented that applicants often lack the skills learned in unpaid related instruction and unpaid related instruction is helpful in succeeding in paid related instruction. However, the committee cautioned that an apprentice is unlikely to pass related instruction without it coupled with extensive OJL. Paid related instruction and OJL need to be learned simultaneously. Otherwise, the system sets up the individual to fail.

- *Are there delineations or categories of offenders that would affect how graduates are selected or employed, e.g. number of offenses, etc.?*

Josh thanked the committee for the question. He suggested the matter comes back to insurance,

liability, and fidelity bonding. He acknowledged he is not very familiar with the various risk categories and their corresponding options, so he encouraged local committees to contact their insurance providers.

**h. Other**

Attendees did not have additional topics.

**5. New Business**

**a. National Apprenticeship Week**

Josh announced that 2019 National Apprenticeship Week will be held November 10-16. November 11 will be Veterans Day, so the Bureau is planning an event to recognize veterans in apprenticeship. Overall, the Bureau is planning and outreaching the event six months in advance to increase the likelihood that high schools and other partners can attend.

Attendees did not have questions or comments.

**b. BAS personnel changes**

Josh reported the following changes:

- Deb Schanke, Madison Apprenticeship Training Representative (ATR), retired.
- Mary Harrington, federal ATR, retired.
- Mary Pierce, policy analyst, retired.
- Long Vang was hired as the new ATR for Eau Claire.
- Dominic Robinson, former ATR for Racine, was hired as a policy analyst in the Madison office.

Attendees did not have questions or comments.

**c. Other**

Attendees did not have additional topics.

**6. WTCS Update**

Scott DuBenske discussed items on the written WTCS report. Attendees did not have questions or comments.

**7. Review the program participants.**

Program participants include 1,184 apprentices and 502 employers with a contract in active or unassigned status on April 15, 2019.

**8. Schedule the next meeting.**

The next meeting is tentatively scheduled for October 22 at 10:00 a.m. at Associated Builders & Contractors in Madison.

**9. The meeting adjourned at 12:00 p.m.**

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*Submitted by Owen Smith,*

Department of Workforce Development  
Employment and Training Division  
Bureau of Apprenticeship Standards  
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P.O. Box 7972  
Madison, WI 53707-7972  
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Tony Evers, Governor  
Caleb Frostman, Secretary  
Chytania Brown, Division Administrator

April 25, 2019

TO: State Plumbing Apprenticeship Advisory Committee Members and Consultants

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

SUBJECT: State Plumbing Apprenticeship Advisory Committee meeting

DATE: Thursday, May 9, 2019

TIME: 10:00 AM

PLACE: Mid-State Technical College – Stevens Point  
1001 Center Point Dr.  
Stevens Point, 54481, Rm CE-634

#### **TENTATIVE AGENDA**

1. Call the meeting to order.
2. Distribute the sign-in sheet. Introduce attendees.
3. Review the roster.
4. **Old Business**
  - a. **For action:** approve the minutes
  - b. Assessing applicants with Accuplacer Next Generation
  - c. Implementing revisions to CFR 29.30 (AA/EEO requirements)
  - d. Federal grants to expand "registered apprenticeship"
  - e. 27<sup>th</sup> Biennial Apprenticeship Conference Follow--Up
  - f. Updates to [www.WisconsinApprenticeship.org](http://www.WisconsinApprenticeship.org)
  - g. Department of Corrections registered apprenticeships
  - h. Other
5. **New Business**
  - a. 2019 National Apprenticeship Week
  - b. BAS personnel changes
  - d. Other
6. WTCS Update
7. Review the program participants.
8. Schedule the next meeting.
9. Adjourn.



# DWD 296: Sponsor Obligations

## All sponsors

**Do not** discriminate based on race, color, religion, sex, national origin, disability, age (over 40), sexual orientation or genetic information

**Designate** an individual to oversee equal opportunity functions, maintain records, and submit reports to the Department

**Perform** universal apprentice outreach and recruitment, maintain a list of recruitment outlets, and provide those outlets 30-day advance notice of apprenticeship postings

**Publish**, post and disseminate an equal opportunity pledge, policy and complaint instructions

**Ensure** apprenticeship activities and facilities are free from discrimination and establish an internal process for reviewing harassment and intimidation complaints—disseminated in writing

**Hold** information sessions to conduct anti-harassment training, introduce apprentices program staff to equal opportunity policy, and instruct them how to file a discrimination complaint with the Department

**Keep** records of apprentice demographics, selection, assignment, layoff, accommodation requests, etc., for at least five years

**Select** apprentices through any non-discriminatory methods, so long as they are outlined in the sponsor's written standards and applied uniformly. Selection methods must also comply with the Uniform Guidelines on Employee Selection Procedures (UGESP) and not violate the Americans with Disabilities Act (ADA)

## Five or more Apprentices

**Maintain** a written affirmative action program which includes:

1. utilization analysis to compare race, sex and ethnicity of apprentices to recruitment area
2. establishment of utilization goals for race, sex and ethnicity, if appropriate
3. establishment of utilization analyses and goals for individuals with disabilities
4. targeted outreach, recruitment and retention activities, if necessary, to meet utilization goals
5. Perform annual review of personnel processes for potential discrimination

**Invite** applicants and apprentices to confidentially disclose a disability, at two times during hiring process and annually

# DWD 296: Implementation Timeline 2019

<b>January 18</b>	<b>Emergency rule enacted</b>
<b>January 22</b>	<b>Economic impact analysis period ended. Rule draft filed with Legislative Rules Clearinghouse. Public Comment begins.</b>
<b>February 20</b>	<b>Public hearing for DWD 296 and 295</b>
<b>March 15</b>	<b>Submit to Governor's Office for approval</b>
<b>April 1</b>	<b>Rule filed with Senate and Assembly</b>
<b>April 15</b>	<b>Legislature refers rule to appropriate assembly and senate committees</b>
<b>May 15</b>	<b>Review period ends for senate and assembly committees</b>
<b>May 20</b>	<b>Rule referred to Joint Committee for Review of Administrative Rules (JCRAR)</b>
<b>June 18</b>	<b>JCRAR completes review of rule</b>
<b>June</b>	<b>First phase of sponsor requirements</b>
<b>July/August</b>	<b>Publication date of permanent rule DWD 296 and 295</b>
<b>January 2020</b>	<b>Second phase of sponsor requirements</b>

# DWD 296: Recurring Obligations

<u>Annually</u>	<u>At Compliance Review</u>	<u>As Needed</u>
<p>Update list of recruitment sources</p> <p>Review of personnel processes for selection criteria, wages, assignments, discipline, etc.</p> <p>Notice to apprentices they may update disability self-identification</p>	<p>Update written affirmative action plan</p> <p>Conduct workforce analysis for disability</p> <p>Undertake targeted outreach and action-oriented programs, if necessary</p> <p>Conduct workforce analysis for race, sex and ethnicity</p> <p>Conduct utilization analysis for race, sex and ethnicity</p> <p>Establish utilization goals for race, sex and ethnicity and conduct targeted outreach and action-oriented programs, if necessary</p>	<p>Conduct anti-harassment training and share EEO policy at orientation and periodically</p> <p>Invite prospective and new apprentices to self-identify disability status:</p> <ol style="list-style-type: none"><li>1. During apprenticeship application process</li><li>2. After acceptance into program, but before start date</li></ol>



## WAGE\$ Apprentices Spring Committee Update March 2019

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.

### WAGE\$ Apprentices by Trade

#### Current Count

Entered Active Status 10/1/15 - 3/13/19 from data pull 3/14/19

This report includes apprentice contract records which, during the selected report period, match the following criteria: CONTRACT TRADE=Industrial Manufacturing Technician;Maintenance Technician;Mechatronics Technician;Welder - Fabricator;Welder / Automated Welding;Software Developer;IT Service Desk Technician;Data Analyst;Medical Assistant,

		Current Count	Female	Minority & Race / Ethnicity*
<b>All WAGE\$ Occupations</b>		427	16 (4%)	60 (14%)
		Current Count	Female	Minority & Race / Ethnicity*
<b>Industrial Manufacturing Technician</b> 18 Completed 19 Cancelled (18%)		106	10 (9%)	32 (30%)
<b>IT Service Desk Technician</b>		2	0 (0%)	0 (0%)
<b>Maintenance Technician</b> 9 Completed 35 Cancelled (15%)		231	3 (1%)	22 (10%)
<b>Mechatronics Technician</b> 12 Cancelled (19%)		63	1 (2%)	5 (8%)
<b>Software Developer</b>		2	2 (100%)	0 (0%)
<b>Welder / Automated Welding &amp; Fabricator</b> 2 Completed 4 Cancelled (34%)		23	0 (0%)	1 (5%)



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

Apprenticeship Completion Award Program (ACAP)

Bureau of Apprenticeship Standards

Division of Employment and Training

4/1/19 02:19 PM

Filters Applied: Determination Date between 7/1/18 and 4/1/19, Fiscal Year(s)= FY19

Type	Fiscal Year	# of RRs	\$Approved	\$Denied
Year One	19		\$110,520.09	\$558,356.80
<b>Year One Totals</b>		<b>528</b>	<b>\$110,520.09</b>	<b>\$558,356.80</b>
Completion	19		\$199,208.76	\$1,148,242.04
<b>Completion Totals</b>		<b>441</b>	<b>\$199,208.76</b>	<b>\$1,148,242.04</b>
<b>Report Totals</b>		<b>969</b>	<b>\$309,728.85</b>	<b>\$1,706,598.84</b>



Department of Workforce Development  
Employment and Training Division  
Bureau of Apprenticeship Standards  
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Tony Evers, Governor  
Caleb Frostman, Secretary  
Chytania Brown, Division Administrator

January 7, 2018

TO: All Local Committees

FROM: Owen Smith, Program and Policy Analyst  
Bureau of Apprenticeship Standards  
[Owen.Smith@dwd.wisconsin.gov](mailto:Owen.Smith@dwd.wisconsin.gov)

RE: Converting from Accuplacer Classic to Accuplacer Next Generation

### Summary

Effective January 28, 2019, Accuplacer Classic will be fully replaced by Accuplacer Next Generation. If your local committee uses Accuplacer Classic to assess applicants, it must convert its scores to the equivalent Next Generation scores by January 28.

### Converting Accuplacer Classic Scores to Accuplacer Next Generation

Classic	Next Generation	Crosswalk
Elementary Algebra	Quantitative Analysis and Statistics (QAS)	College Board, Table 4 (enclosed)
Reading	Reading	College Board, Table 2 (enclosed)
Arithmetic	Arithmetic	Contact your local technical college

National concordance tables (crosswalks) for Elementary Algebra and Reading were developed by the College Board. They are enclosed for your use.

*No national concordance table is available for Arithmetic due to insufficient data.* Therefore, many Wisconsin technical colleges developed concordance tables based on local data. The tables vary by college.

### Action Items for Local Committees, Effective January 28, 2019:

If your local committee uses Accuplacer Classic to assess Elementary Algebra and/or Reading:

Use the Accuplacer Concordance Tables developed by College Board (enclosed) to determine the equivalent scores on Accuplacer Next Generation scores.

For example, if your local committee requires a minimum Elementary Algebra score of 33, the corresponding QAS score on Accuplacer Next Generation would be 235 (see Table 4).

For example, if your local committee requires a minimum Reading score of 55, the corresponding Reading score on Accuplacer Next Generation would be 236 (see Table 2).

If your local committee uses Accuplacer Classic to assess Arithmetic and the minimum score was set by your respective state committee:

1. Use the Arithmetic concordance table of the technical college at which the applicant took Accuplacer Classic.
2. If the technical college does not have a concordance table, use the one from the nearest technical college to your committee.
3. If your local committee administers Accuplacer Classic in-house, use local data to determine the equivalent score.

If your local committee uses Accuplacer Classic to assess Arithmetic and the minimum score was NOT established by a state committee:

1. Do actions one through three above, OR
2. Suspend assessing Arithmetic by submitting revised local standards to the Bureau for review and approval.

If your local committee does not use Accuplacer Classic, no action is needed.

### **Discussion by State Committees**

All state construction committees except those that use proprietary assessments will discuss Accuplacer Next Generation at their 2019 spring meetings. Please bring your questions and concerns to the meetings.

### **Questions**

Please direct immediate questions or comments to Mr. Joshua Johnson, Chief of Field Operations, at 608-266-3132 or [Joshua.johnson@dwd.wisconsin.gov](mailto:Joshua.johnson@dwd.wisconsin.gov).

# ACCUPLACER® Concordance Tables

Next-generation ACCUPLACER placement tests launched in September 2016 to more effectively help higher education institutions place students in classes that match their skill level. To assist institutions in transitioning from the classic to the next-generation ACCUPLACER placement tests, the College Board conducted concordance studies between corresponding classic and next-generation tests that have adequate content alignment and for which sufficient data were collected (see Table 1). Concordance tables in this document were developed based on the results of the studies.

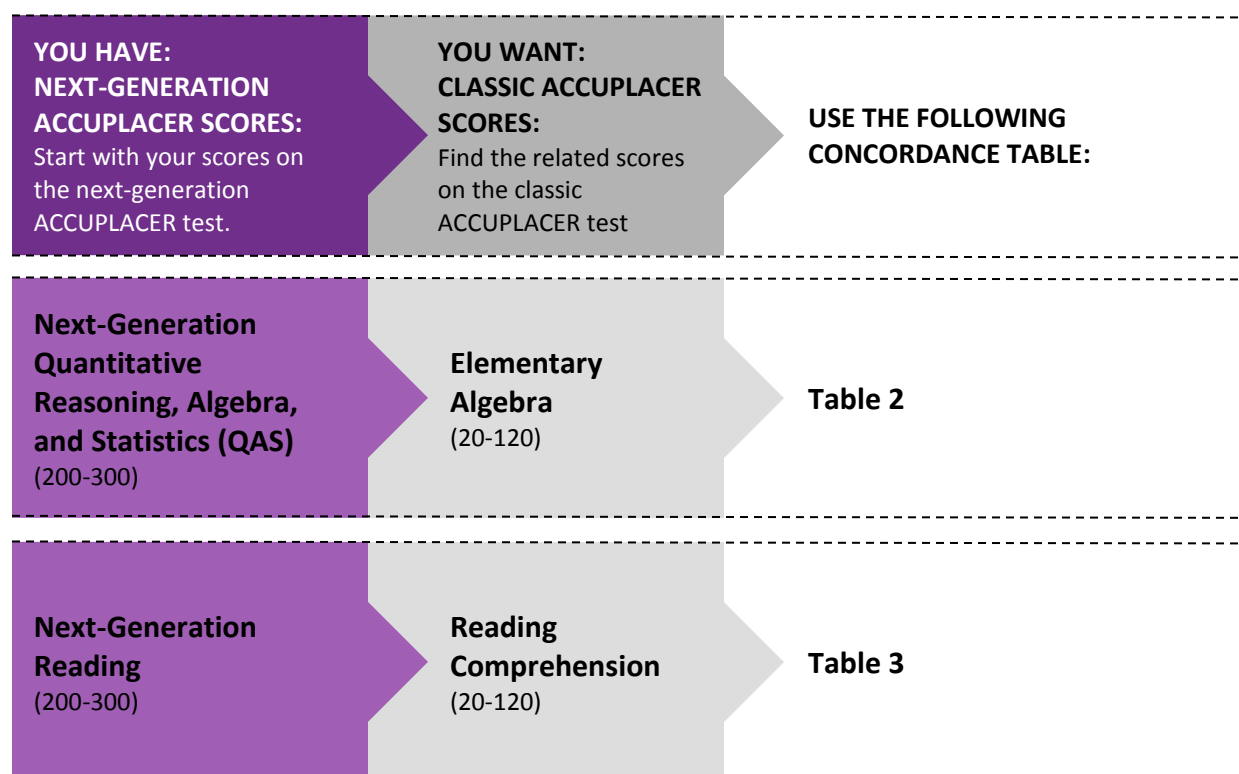
The College Board strongly recommends that institutions use multiple academic and nonacademic factors to determine placement policies and implement predictive placement validity studies to help validate those placement decisions. Institutions should conduct validity studies as soon as sufficient data are available to confirm or adjust next-generation ACCUPLACER placement scores. This can be done using the College Board's free Admitted Class Evaluation Service (ACES) at [aces.collegeboard.org](https://aces.collegeboard.org).

*Table 1: Next-Generation and Classic ACCUPLACER Placement Tests*

Next-Generation	Classic	Content Alignment	National Concordance Tables
Arithmetic	Arithmetic	Strong	Not constructed
Quantitative Reasoning, Algebra, and Statistics (QAS)	Elementary Algebra	Strong	Table 2 and Table 4
Advanced Algebra and Functions (AAF)	College-Level Math	Moderate	Not constructed
Reading	Reading Comprehension	Strong	Table 3 and Table 5
Writing	Sentence Skills	Minimal	Not constructed

## Instructions for Concoring Next-Generation to Classic ACCUPLACER

**Note:** Two sets of tables are available: one to concord scores from next-generation to classic ACCUPLACER and one from classic to next-generation ACCUPLACER. Be sure to use the appropriate direction – if you are starting with scores on classic and need to concord to next-generation ACCUPLACER, please see Tables 4 and 5, on pages 6 and 7 respectively, in this document.



*Table 2: Next-Generation Quantitative Reasoning, Algebra, and Statistics (QAS) to Classic Elementary Algebra Concordance*

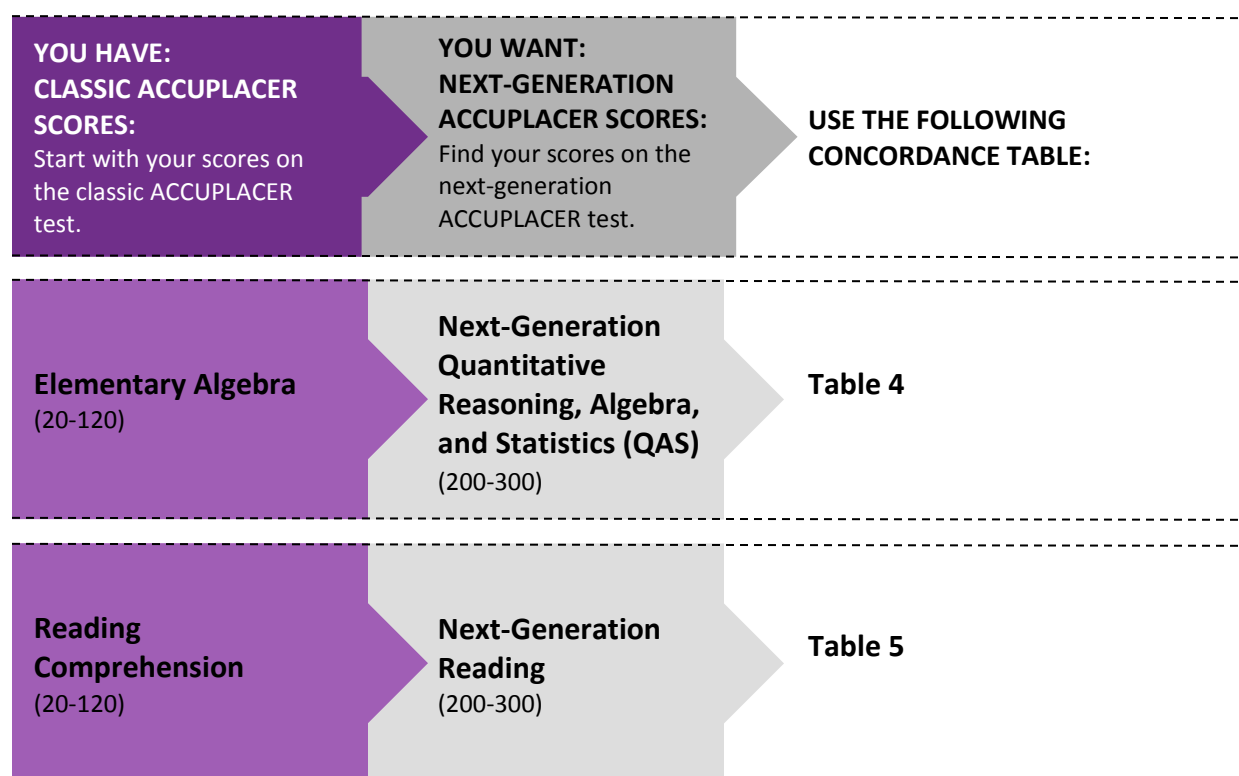
Next-Generation QAS	Classic Elementary Algebra	Next-Generation QAS	Classic Elementary Algebra	Next-Generation QAS	Classic Elementary Algebra
200-211	31	246	53	268	82
212-215	32	247	54	269	84
216-218	33	248	55	270	85
219-221	34	249	56	271	87
222-223	35	250	57	272	89
224-225	36	251	58	273	90
226-227	37	252	59	274	92
228-229	38	253	61	275	94
230	39	254	62	276	96
231-232	40	255	63	277	97
233	41	256	64	278	99
234	42	257	66	279	101
235-236	43	258	67	280	103
237	44	259	68	281	105
238	45	260	70	282	107
239	46	261	71	283	109
240	47	262	73	284	111
241	48	263	74	285	113
242	49	264	76	286	115
243	50	265	77	287	117
244	51	266	79	288	119
245	52	267	80	289-300	120

*Table 3: Next-Generation Reading to Classic Reading Comprehension Concordance*

Next-Generation Reading	Classic Reading Comp	Next-Generation Reading	Classic Reading Comp	Next-Generation Reading	Classic Reading Comp	Next-Generation Reading	Classic Reading Comp
200	32	225	54	251	76	276	98
201	33	226-227	55	252	77	277	99
202	34	228	56	253	78	278	100
203-204	35	229	57	254	79	279-280	101
205	36	230	58	255	80	281	102
206	37	231	59	256-257	81	282	103
207	38	232	60	258	82	283	104
208	39	233	61	259	83	284	105
209	40	234-235	62	260	84	285	106
210	41	236	63	261	85	286	107
211-212	42	237	64	262	86	287-288	108
213	43	238	65	263	87	289	109
214	44	239	66	264-265	88	290	110
215	45	240	67	266	89	291	111
216	46	241-242	68	267	90	292	112
217	47	243	69	268	91	293	113
218-219	48	244	70	269	92	294-295	114
220	49	245	71	270	93	296	115
221	50	246	72	271	94	297	116
222	51	247	73	272-273	95	298	117
223	52	248	74	274	96	299	118
224	53	249-250	75	275	97	300	119

## Instructions for Concoring Classic to Next-Generation ACCUPLACER

**Note:** Two sets of tables are available: one to concord scores from classic to next-generation ACCUPLACER and one from next-generation to classic ACCUPLACER. Be sure to use the appropriate direction – if you are starting with scores on next-generation and need to concord to classic ACCUPLACER, please see Tables 2 and 3 on pages 3 and 4 respectively, in this document.



*Table 4: Classic Elementary Algebra to Next-Generation Quantitative Reasoning, Algebra, and Statistics (QAS) Concordance*

Classic Elementary Algebra	Next-Generation QAS	Classic Elementary Algebra	Next-Generation QAS	Classic Elementary Algebra	Next-Generation QAS
20-22	230	54-55	245	88-89	260
23-24	231	56-58	246	90-91	261
25-26	232	59-60	247	92-93	262
27-28	233	61-62	248	94-96	263
29-31	234	63-64	249	97-98	264
32-33	235	65-66	250	99-100	265
34-35	236	67-69	251	101-102	266
36-37	237	70-71	252	103-105	267
38-40	238	72-73	253	106-107	268
41-42	239	74-75	254	108-109	269
43-44	240	76-78	255	110-111	270
45-46	241	79-80	256	112-114	271
47-49	242	81-82	257	115-116	272
50-51	243	83-84	258	117-118	273
52-53	244	85-87	259	119-120	274

*Table 5: Classic Reading Comprehension to Next-Generation Reading Concordance*

Classic Reading Comprehension	Next-Generation Reading	Classic Reading Comprehension	Next-Generation Reading	Classic Reading Comprehension	Next-Generation Reading
20	213	54-55	236	88	258
21	214	56	237	89-90	259
22-23	215	57-58	238	91	260
24	216	59	239	92-93	261
25-26	217	60-61	240	94	262
27	218	62	241	95-96	263
28-29	219	63-64	242	97	264
30	220	65	243	98-99	265
31-32	221	66-67	244	100	266
33	222	68	245	101-102	267
34-35	223	69-70	246	103	268
36	224	71	247	104-105	269
37-38	225	72-73	248	106	270
39	226	74	249	107-108	271
40-41	227	75-76	250	109	272
42	228	77	251	110-111	273
43-44	229	78-79	252	112	274
45-46	230	80-81	253	113-114	275
47	231	82	254	115	276
48-49	232	83-84	255	116-117	277
50	233	85	256	118-119	278
51-52	234	86-87	257	120	279
53	235				

## Appendix

### Concordance Tables: Appropriate Uses

Concordance tables allow institutions to compare scores between two tests that measure similar but not the same thing. While a concordance table is one way to compare scores from different assessments, a concorded score is not a perfect prediction of how a student would perform on the other test.

The ACCUPLACER concordance tables were constructed from a sample that is intended to represent the ACCUPLACER test-taking population. Applying the concordance tables to populations of students that are demographically different from the national population may result in decisions that are not beneficial to students. When using the classic to next-generation concordance tables to establish placement scores, recognize that the resulting placements using the concorded scores may be materially different from placement using the classic scores.

The College Board strongly recommends that institutions use multiple academic and nonacademic factors to determine placement policies and implement predictive placement validity studies to help validate those placement decisions. Institutions should conduct validity studies as soon as sufficient data are available to confirm or adjust next-generation ACCUPLACER placement scores. This can be done using the College Board's free Admitted Class Evaluation Service (ACES).

**Note:** Two sets of concordance tables were constructed. One to concord next-generation scores to classic scores, another to concord classic scores to next-generation scores. Be sure to use the appropriate direction.

### Next-Generation to Classic Concordance

Table 2 is the concordance table for Next-Generation Quantitative Reasoning, Algebra, and Statistics (QAS) to Classic Elementary Algebra. Table 3 is the concordance table for Next-Generation Reading to Classic Reading Comprehension. Use these tables when you have next-generation scores and need to concord to the classic scores. A concorded score in this context is the likely score on the classic test for a given score on the next-generation test. For each score on the next-generation test, there is a corresponding score on the classic test. However, there are scores on the classic test that do not have a corresponding score on the next-generation test.

### Use Case 1: Placing Students with Next-Generation Scores Using Existing Classic Placement Scores

Tables 2 and 3 are recommended for use during transition when an institution has placement scores for classic tests but has not yet set placement scores for the next-generation test using the Bookmark method or other procedures. After a student takes the next-generation test, their score is concorded using the appropriate next-generation to classic table. The concorded score is then used for placement based on the institution's classic placement policy.

*Example 1:*

Melville College is a current user of the Classic Elementary Algebra placement test and transitioning to QAS. Their placement policy states that students who receive a score of 82 or above in Elementary Algebra and have a GPA of 2.6 are placed in MATH 101, an introductory credit-bearing course. Mark and Diana took QAS and both have GPAs that are above 2.6. Mark received a score of 262 while Diana received a 269. Mark's concorded score on Elementary Algebra is 73. Based on the placement policy he is not placed in MATH 101; Diana's concorded score in Elementary Algebra is 84 and therefore she is placed in MATH 101.

By submitting data from the transition period to ACES, an institution can obtain data to inform placement scores on the next-generation test that are based on the institution's student population and specific course description. A sample size of 50 students or greater is required to use ACES.

**Use Case 2: Transferability of Scores Across Institutions**

Classic to next-generation concordance tables are useful when students take a next-generation test and then need to transfer to a school that has not yet transitioned to next-generation or has placement policies based on classic ACCUPLACER tests.

*Example 2:*

Bobby planned to enroll in Greendale Community College, an institution that has transitioned to the next-generation tests. He took the reading test and received a score of 291. Later, he enrolled in Hudson College to take a sociology class. Hudson College is still using the Classic Reading Comprehension test for placing students in reading-intensive courses, where a score of 75 is deemed college-ready. Rather than having to take the classic test, Bobby's concorded score of 111 may be used to place him in any reading-intensive course at Hudson College, including an introductory credit-bearing sociology class.

**Classic to Next-Generation Concordance**

Table 4 is the concordance table for the Classic Elementary Algebra to Next-Generation Quantitative Reasoning, Algebra, and Statistics (QAS). Table 5 is the concordance table for Classic Reading Comprehension to Next-Generation Reading. Use these tables to concord classic scores to next-generation scores. A concorded score in this context is the likely score on the next-generation test for a given score on the classic test.

For each score on the classic test, there is a corresponding score on the next-generation test. However, there are scores on the next-generation test that do not have corresponding scores on the classic test.

**Use Case 3: Transferability of Scores**

Institutions have different policies regarding the length of time between when an ACCUPLACER test was taken and the time of enrollment and course placement. For institutions using the next-generation tests to set their placement scores, the classic to next-generation concordance tables will enable them to

accept students who come to their institution that have previously taken the classic test. This is especially useful for institutions using the next-generation tests but have never used the classic tests.

*Example 3:*

Ed intends to enroll in Barnett College which is an early adopter of next-generation tests. Barnett College requires students to score 253 and 262 on Next-Generation Reading and Next-Generation QAS are, respectively, to be placed in a credit-bearing course, and accepts scores from tests taken within the last two years. Ed took Classic Reading Comprehension and Classic Elementary Algebra at another college within the last year but decided to enroll at Barnett instead. His scores of 97 in Reading Comprehension and 103 in Elementary Algebra concord to 264 and 267. Therefore, Ed can take credit-bearing courses at Barnett College without taking the next-generation ACCUPLACER tests.

#### Use Case 4: Concorded Placement Scores

The College Board is committed to easing the transition between classic and next-generation ACCUPLACER tests, including providing support for establishing placement scores on the next-generation tests. The College Board provides procedure documents and materials to support a standard setting process using the Bookmark method. The College Board has also produced ACCUPLACER Skills Insight™ statements for all the next-generation tests. Skills Insight consist of statements of what students know and can do at each of the five score ranges. When compared to what students need to know and be able to do to enroll and succeed in credit-bearing courses, it is a powerful tool for establishing initial placement scores. For institutions with established placement scores on the Classic Elementary Algebra and Classic Reading Comprehension, concorded placement scores are found using Tables 4 and 5.

*Example 4:*

Adams College is using the Classic Elementary Algebra test to place their incoming freshmen in appropriate levels of college math. Their placement scores for levels 1, 2, and 3 are 44, 82, and 109, respectively. Using the concordance information in Table 4, placement scores using Next-Generation QAS are as follows:

- 240 to 256: Level 1 Math
- 257 to 268: Level 2 Math
- 269 or higher: Level 3 Math



## **WTCS System-Wide Activity Update March 2019**

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### **Wisconsin Fast Forward Awards \$250,000 to the WTCS to Support Apprenticeship Instruction**

In recognition of the rapid expansion of apprenticeship programs in Wisconsin, the WTCS will administer Wisconsin Fast Forward grant funds as sub-grants to WTCS Colleges to supplement instructional costs where need has outpaced projected growth. Funds will be available from January 2019-December 2020.

### **WTCS-BAS 2019 Apprenticeship Completion Report**

The 2019 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: <https://www.wtcsystem.edu/about-us/resources-publications> Or via direct link here: <https://www.wtcsystem.edu/wtcsexternal/cmspages/getdocumentfile.aspx?nodeguid=b3153b83-19ff-41d4-8527-39fe0e9c845c>

- Of the 847 completers surveyed, 330 (39%) responded.
- Respondents reported a 96% satisfaction rate for both on-the-job training and classroom instruction.
- Median salary across all trades increased to \$77,753 from \$71,624 in the prior year.
- Respondents indicating an interest in continuing education beyond apprenticeship rose to 46%, up from 43% and 34% in the two preceding years.

### **WTCS Apprenticeship Enrollment Trend**

WTCS enrollments across all apprenticeship programs increased from 6528 to 6903 unduplicated, and 7124 to 7450 duplicated, students by the end of 2017-2018 academic year. That is a 5.7% and 4.6% increase, respectively, in one year. A current mid-year snapshot for 2018-19 is showing 7058 and 7154 enrollees. Confirmed actual enrollment for the 2018-19 academic year will not be available until August 2019.

### **Great Lakes Higher Education Corporation (under new corporate name Ascendium Education Group) Tools of the Trade Scholarships**

As in the prior year, Ascendium Education Group again awarded 200, \$1500 scholarships for industrial and construction sector apprentices in Spring 2019.

### **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:

<https://mywtcs.wtcsystem.edu/wtcsinternal/cmspages/getdocumentfile.aspx?nodeguid=2b3fe9c1-681d-4ceb-a612-f474b04aaa8b>

# Apprentice Related Instruction



## Active WTCS/BAS Programs by Sector and Occupation - January 2019

	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																
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 Service/Refrigeration																
Steamfitting Construction																
<b>Industrial Sector Apprentice Related Instruction</b>																
Automated Packaging Technician																
Electrical & Instrumentation/Instrumentation Tech																
Industrial Electrician																
Industrial Manufacturing Technician																
Injection Mold Set-Up (Plastic)																
Machinist/Tool & Die/Patternmaker/Moldmaker																
Maint Mech/Machine Repair/Millwright / Lube Tech																
Maintenance Technician																
Mechatronics																
Metal Fabricator/Welder																
Pipe Fabricator																
Pipefitter																
<b>Service Sector Apprentice Related Instruction</b>																
Arborist																
Barber/Cosmetologist																
Cook/Chef																
Dairy Grazier																
Electrical Line Worker																
Funeral Director																
Metering Technician																
Substation Electrician																
Wastewater Treatment Operator																

## State Committee Report - Construction

### State Plumbing Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 4/15/2019 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	1184	67	5.7	10	0.8	397	33.5	787	66.5	502	106	21.1	411	81.9
ABC of Wisconsin (All)	369	18	4.9	3	0.8			369	100.0	143			143	100.0
Plumber (186238103001)	369	18	4.9	3	0.8			369	100.0	143			143	100.0
Appleton Area Plumbing JAC	76	1	1.3	0	0.0	18	23.7	58	76.3	34	7	20.6	27	79.4
Plumber (186238103001)	76	1	1.3	0	0.0	18	23.7	58	76.3	34	7	20.6	27	79.4
Central WI Area Plumbing JAC	25	1	4.0	0	0.0	7	28.0	18	72.0	14	5	35.7	11	78.6
Plumber (186238103001)	25	1	4.0	0	0.0	7	28.0	18	72.0	14	5	35.7	11	78.6
Eau Claire Area Plumbing JAC	68	0		0	0.0	20	29.4	48	70.6	40	12	30.0	31	77.5
Plumber (186238103001)	68	0		0	0.0	20	29.4	48	70.6	40	12	30.0	31	77.5
Fond du Lac Area Plumbing JAC	20	0		0	0.0	14	70.0	6	30.0	9	3	33.3	6	66.7
Plumber (186238103001)	20	0		0	0.0	14	70.0	6	30.0	9	3	33.3	6	66.7
Kenosha-Racine-Walworth Plumbing JAC	55	3	5.5	0	0.0	48	87.3	7	12.7	28	23	82.1	7	25.0
Plumber (186238103001)	55	3	5.5	0	0.0	48	87.3	7	12.7	28	23	82.1	7	25.0
La Crosse Area Plumbing JAC	73	1	1.4	0	0.0	20	27.4	53	72.6	39	11	28.2	31	79.5
Plumber (186238103001)	73	1	1.4	0	0.0	20	27.4	53	72.6	39	11	28.2	31	79.5
Lake To Lake Area Plumbing JAC	23	0		0	0.0	6	26.1	17	73.9	15	3	20.0	12	80.0
Plumber (186238103001)	23	0		0	0.0	6	26.1	17	73.9	15	3	20.0	12	80.0
Madison Area Plumbing JAC	124	9	7.3	4	3.2	75	60.5	49	39.5	42	10	23.8	33	78.6
Plumber (186238103001)	124	9	7.3	4	3.2	75	60.5	49	39.5	42	10	23.8	33	78.6
Marshfield Area Plumbing JAC	13	0		0	0.0			13	100.0	9			9	100.0
Plumber (186238103001)	13	0		0	0.0			13	100.0	9			9	100.0
Milwaukee Area Plumbing JAC	156	30	19.2	3	1.9	156	100.0			42	42	100.0		
Plumber (186238103001)	156	30	19.2	3	1.9	156	100.0			42	42	100.0		
Northeast WI Area Plumbing JAC	63	2	3.2	0	0.0	22	34.9	41	65.1	28	6	21.4	22	78.6
Plumber (186238103001)	63	2	3.2	0	0.0	22	34.9	41	65.1	28	6	21.4	22	78.6
Northern WI Plumbing Advisory Committee	8	2	25.0	0	0.0			8	100.0	7			7	100.0
Plumber (186238103001)	8	2	25.0	0	0.0			8	100.0	7			7	100.0
Rhineland Area Plumbing JAC	20	0		0	0.0			20	100.0	17			17	100.0
Plumber (186238103001)	20	0		0	0.0			20	100.0	17			17	100.0
Southwest WI Area Plumbing Advisory Comm	25	0		0	0.0			25	100.0	21			21	100.0
Plumber (186238103001)	25	0		0	0.0			25	100.0	21			21	100.0
Wausau Area Plumbing JAC	37	0		0	0.0	8	21.6	29	78.4	22	4	18.2	18	81.8

## State Committee Report - Construction

### State Plumbing Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 4/15/2019 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	1184	67	5.7	10	0.8	397	33.5	787	66.5	502	106	21.1	411	81.9
Plumber (186238103001)	37	0		0	0.0	8	21.6	29	78.4	22	4	18.2	18	81.8
Western WI Area Plumbing JAC	29	0		0	0.0	3	10.3	26	89.7	22	2	9.1	22	100.0
Plumber (186238103001)	29	0		0	0.0	3	10.3	26	89.7	22	2	9.1	22	100.0