



**Approved Minutes of the
Wisconsin Apprenticeship Advisory Council**

to Bureau of Apprenticeship Standards & Wisconsin Technical College System Board

November 17, 2021
Milwaukee Area Technical College w/ Virtual Option

Members Present	
Anthony, Jr., Ruben	Urban League
Barker, Daniel	Ariens Company
Bukiewicz, Dan	Milwaukee Area Labor Council, AFL-CIO
Cook, Jim	NECA-IBEW
Daily, Michael	United Steel Workers District 2
Emrick, Leigh	Associated Builders & Contractors of WI
Griffith, Tracey	WI Transportation & Builders Association
Grohmann, Gert	Associated General Contractors, Milwaukee
Hayden, Terry (Co-Chair)	Wisconsin Pipe Trades Association
Hellenbrand, Callie	Alliant Energy
Hurt, Henry (Co-Chair)	Hurt Electric
Jacobson, Gene	PDC Electrical Contractors
Lentz, Seth	Workforce Development Board of South Central WI
Mortenson, Brandon	IAMAW District 10
O'Neill, Hollie	IBEW 2150, WI Electrical Power
Pfannerstill, Kathleen	Toolcraft Co., Inc.
Seeley-Schreck, Chrystal	Wisconsin Technical College System

Smith, Karin	Department of Public Instruction
Members Absent	
Branson, Dave	Building Trades Council, Madison
McHugh, Shawn	Wisconsin Operating Engineers
Wieseke, Mark	UAW, Region 4
Consultants & Guests	
Abbott, Nic	Bureau of Apprenticeship Standards
Anhalt, Tim	NECA-IBEW Electrical Apprenticeship
Carter, Michelle	Division of Employment and Training
Hendrickson, Craig	Youth Apprenticeship
Jungwirth, Christina	Northeast Wisconsin Technical College
Kasper, Andrew	Bureau of Apprenticeship Standards
Laesch, Steve	Division of Employment and Training
Martin, Vicki	Milwaukee Area Technical College
Myles, Tommie	Youth Apprenticeship
Nowak, Raquel	Bureau of Apprenticeship Standards
Olsen, Chuck	Bureau of Apprenticeship Standards
O'Shasky, Lynn	Bureau of Apprenticeship Standards
Pehacheck, Amy	Department of Workforce Development
Polk, David	Milwaukee Area Technical College
Pusch, Liz	Bureau of Apprenticeship Standards
Pusch, Liz	Bureau of Apprenticeship Standards
Roddy, Elizabeth	Associated Builders & Contractors
Schofield, Trina	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards
Wagner, Mike	NECA-IBEW
Walsh, Julie	Mechanical and Sheet Metal Contractors Association
White, Toni	WRTP/BIG STEP

1. The meeting was called to order at 10:03 a.m. by Co-Chair Henry Hurt.
2. Mr. Owen Smith recorded attendance.
3. Mr. Smith and the Council reviewed the roster. Mr. Smith noted that the Bureau is recruiting a new member, from the healthcare sector, to fill the vacancy left by Mr. Reader.

Co-Chair Hayden announced that he will retire at the end of the calendar year, ending his nearly 20 years of service with the Advisory Council. He thanked the Council for many years of service. The Council applauded Mr. Hayden.

Co-Chair Hayden recommend the labor members discuss preliminarily discuss the next Co-Chair during the lunch vote. The item is not listed on the agenda, so the vote cannot occur.

The Council will nominate a new Co-Chair at its first meeting of 2022.

4. Special Presentations

a. DWD Secretary-Designee Ms. Amy Pechacek

Secretary-Designee Ms. Pechacek discussed how registered apprenticeship and National Apprenticeship Week support the Department of Workforce Development's mission and vision. She thanked the Council for its service to the State of Wisconsin, registered apprenticeship, and the seventh annual National Apprenticeship Week. She presented the National Apprenticeship Week proclamation from Governor Evers to the Council Co Chairs.

Attendees did not have questions or comments.

b. National Apprenticeship Week

Ms. Elizabeth Pusch also noted that this is the seventh annual National Apprenticeship Week. She highlighted several events on the statewide calendar of events. She thanked the Council for continuing to support the event.

Attendees did not have questions or comments.

c. Wisconsin-Germany Apprenticeship Initiative

Ms. Pusch reported that Wisconsin Apprenticeship and several stakeholders met with a German delegation yesterday to begin developing a vocational training social partnership between the two counties. The project offers an exciting opportunity to exchange best practices for registered apprenticeship. The project will focus on the Machine Repairer and Tool Maker apprenticeships. Partners include the Wisconsin Pipe Trades, the Steel Workers, International Machinists and Aerospace Workers, Harley Davidson and many more.

Co-Chair Hayden and Mr. David Polk reviewed that the meeting and project resulted from their initial trip to Germany in 2020.

The Council asked whether the meeting minutes will be shared. Co-Chair Hayden replied that the details of the project will be shared with the Council as they are established.

d. Interim leadership at BAS

Ms. Pusch reviewed that she is overseeing registered apprenticeship; Cathy Cray is overseeing youth apprenticeship; and the Division of Employment & Training is available to assist with matters that affect both staffs. She introduced Division Administrator Ms. Michelle Carter and Assistant Division Administrator Mr. Steve Laesch.

The Council did not have questions or comments.

e. Update on Apprenticeship Advisory Council Alliance

Co-Chair Hayden reported that the Alliance continues to meet but the frequency has slowed due to the pandemic. The most recent update is that Alabama became a SAAC state and joined the Alliance.

Attendees did not have questions or comments.

5. Action Items

a. Approve the minutes of the prior meeting.

The Council approved the minutes as written.

b. Modify the format of state committee meetings.

Mr. Smith explained that the Bureau will recommend two modifications to the next Bureau director: report BAS agenda items via a virtual director's call each spring and fall in lieu of reporting them at each state committee meeting; and convene all subsequent state committee meetings virtually with the option of meeting in person when warranted by the agenda.

Mr. Smith provided the following reasons for convening a virtual director's forum. Foremost, traveling to 18 committee meetings each spring and fall to discuss the same agenda items has proven restrictive and inefficient for the prior two directors and the current BAS analysts. Second, addressing the BAS updates virtually would maintain the historic value of state committees as a forum between the Director and industry. Third, it would allow the Director and BAS analysts to present more information and answer more questions.

Mr. Smith provided the following reasons for convening state committees virtually. Foremost, if the BAS items were discussed during a Director call in lieu of each meeting, the state committee agendas would be short and likely not warrant the travel time. Second, the resulting agendas would be focused on the primary responsibility of state committees—updating its learning content and policies—which may not shift frequently enough to warrant an in-person discuss. Third, if the remaining discussions warranted a lengthier discussion, the Bureau would retain the option of meeting in person.

Ms. Pusch reiterated that the proposals maintain the valuable roles and responsibilities of state committees while streamlining the time and financial costs for the Bureau.

Mr. Smith asked the Council to support both modifications.

Ms. Leigh Emrick supported convening a virtual Director's call, noting that she attends multiple state committee meetings and hears the same items repeated at each. She voiced concern that Mr. Smith had informed some but not all committees of the recommendations. She argued that many state committees, particularly large committees, may strongly prefer to meet in person. She inquired if BAS surveyed the state committees prior to recommending the modifications to the Council.

Mr. Smith acknowledged that he informed some state committees of the pending recommendations and did not survey the state committees prior to doing so. He explained that the Bureau proceeded with the recommendations due to enduring concerns over the operational inefficiencies of the current format, including reoccurring challenges with scheduling in-person meetings in the most efficient locations for the multiple partners that attend most meetings. He added that several partners have regularly voiced concerns with and recommend changes to the current format. Last, the Bureau knows many state committees would prefer to meet in person, but the Bureau is ultimately responsible to the Division of Employment and Training and the Department for conducting business efficiently.

Ms. Pusch added that continuing business through the pandemic demonstrated that many business operations could be conducted successfully online. She echoed Mr. Smith's arguments that the Bureau had enduring concerns with the required staff time to convene 18 committees in person; meeting virtually resolved many of the concerns. She reiterated that the modifications would retain the valuable role of state committees and are rooted in the doing so in the most effective manner.

Mr. Jim Cook cautioned that convening state committees virtually may further strain the relationship between its stakeholders and the Bureau, which the stakeholders perceive as tenuous due to other, unrelated decisions by former Bureau leadership. He stated that some members of his occupation feel "ignored" by the Bureau and therefore, if forced to attend meetings virtually, "may respond vehemently."

Mr. Smith and Ms. Pusch emphasized that the recommendations would include the option of meeting in person, if warranted. They agreed to consider convening the larger committees in person, such as the State Electrical Committee and State Plumbing Committee.

***Action:** a motion to support the virtual Director's Call was made by Mr. Cook, seconded by Ms. Emrick, and approved by the Council.*

***Action:** a motion that the Bureau survey state committees for their preference of virtual or in-person meetings was made by Mr. Cook, seconded by Ms. Emrick, and approved by the Council.*

6. Registered Apprenticeship Update

a. Pending projects of Council subcommittees, e.g. by-laws, CPA guidelines, CPA updates.

Mr. Smith reported that the Bureau has postponed the following projects until the new Director is hired: reviews of the Council By-Laws and Certified Pre-Apprenticeship policies.

Attendees did not have questions or comments.

b. Revisions to Wisconsin Apprenticeship Manual

Ms. Pusch, Mr. Kasper, and Ms. Emily Wogel, DWD legal counsel, reported that the revised manual will be "softly approved" by the end of January 2022 so the Bureau can use it to update the state committee standards. After the soft approval, the Council and its subcommittee can review it and comment.

***Action:** the Council stated it would prefer the revisions be included on the agenda of the next meeting. Several members noted prior revisions to the manual were presented to the subcommittee prior to implementation.*

c. Implementing revisions to CFR 29.30

Mr. Kasper reported that the Bureau trained senior Apprenticeship Training representatives in conducting affirmative action reviews and quality assessments; the staff are began reviews with construction sponsors in the Milwaukee area.

Attendees did not have questions or comments.

d. Implementing federal grants to expand registered apprenticeship.

Ms. Pusch reported that the Bureau continues implementing the grants. The Bureau is developing new registered apprenticeships in the Transportation, Healthcare, and Information Technology sectors. Reimbursements for on-the-job learning for employers and supportive services for apprentices are proceeding, too.

Attendees did not have questions or comments.

e. Other

The Council requested grant and registered apprenticeship data by demographic and geographic location.

***Action:** Mr. Kasper agreed to research and provide participant statistics based on demographic and geographic data.*

7. Youth Apprenticeship Update

Ms. Cathy Crary and Ms. Olivia Conklin updated attendees on youth apprenticeships participants, modernization of its curriculum, and projections for next years' participants.

Attendees did not have questions or comments.

8. Wisconsin Technical System Update

Ms. Seeley-Schrek stated that the WTCS has no items to present this quarter.

9. Schedule meetings for 2022.

Mr. Smith will email four Doodle polls to Council members before Christmas.

10. Adjourn

The Council adjourned at 12:36 p.m.

Submitted by Mr. Owen Smith, Senior Analyst

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Employment and Training Division
Bureau of Apprenticeship Standards
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November 11, 2021

Wisconsin Apprenticeship Advisory Council

Wednesday, November 17, 2021
10:00 AM – 3:00 PM

[attend the meeting virtually.](#)

Or call in: +1 608-571-2209; 761995554#

Tentative Agenda

1. Call the meeting to order.
2. Record attendance.
3. Review the roster.
4. **Special Presentations**
 - a. DWD Secretary-Designee Ms. Amy Pechacek
 - b. National Apprenticeship Week
 - c. Wisconsin-Germany Apprenticeship Initiative
 - d. Interim leadership at BAS
 - e. Update on Apprenticeship Advisory Council Alliance
5. **Action Items**
 - a. Approve the minutes of the prior meeting.
 - b. Modify the format of state committee meetings.
6. **Registered Apprenticeship Update**
 - a. Pending projects of Council subcommittees, e.g. by-laws, CPA guidelines, CPA updates.
 - b. Revisions to *Wisconsin Apprenticeship Manual*
 - c. Implementing revisions to CFR 29.30
 - d. Implementing federal grants to expand registered apprenticeship.
 - e. Other
7. **Youth Apprenticeship Update**
8. **Wisconsin Technical System Update**
9. **Schedule meetings for 2022.**
10. **Adjourn**

Overview

2021 Snapshot (ytd)

Active Registered Apprentices.....**14,445**

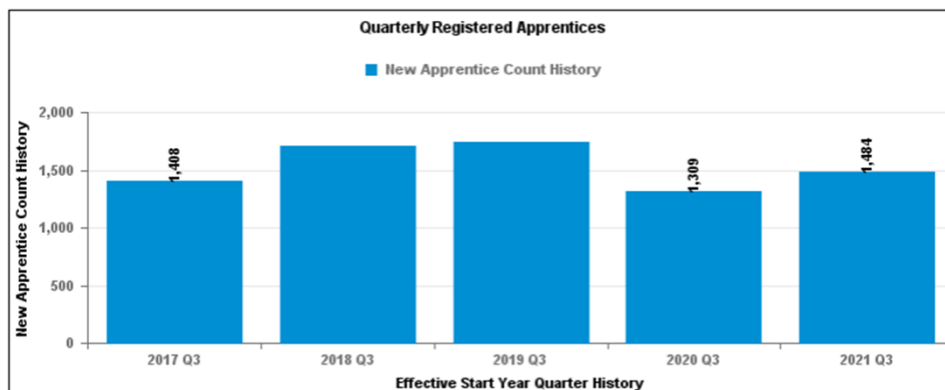
Apprentice Completers.....**1,577**

New Apprentices.....**3,108**

Employers**2,847**

1

New Apprentices

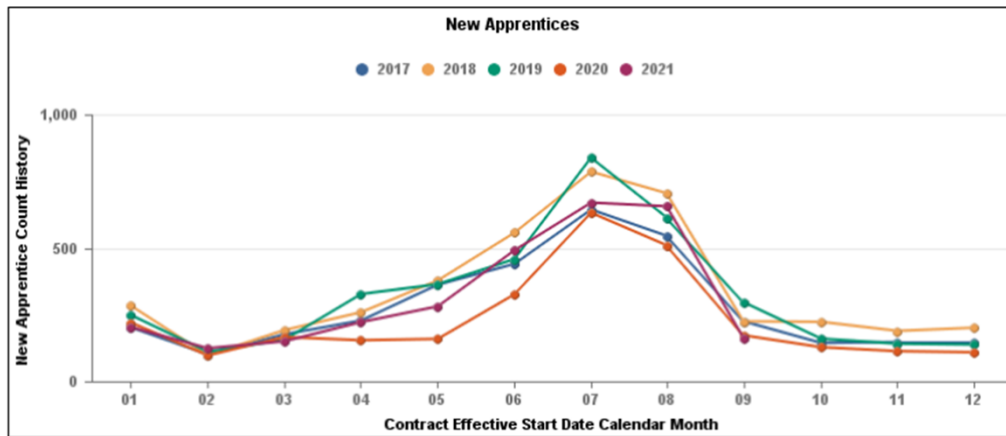


Quarterly

Year Quarter	Apprentice Count
2017 Q3	1,408
2018 Q3	1,712
2019 Q3	1,741
2020 Q3	1,309
2021 Q3	1,484

2

New Apprentices



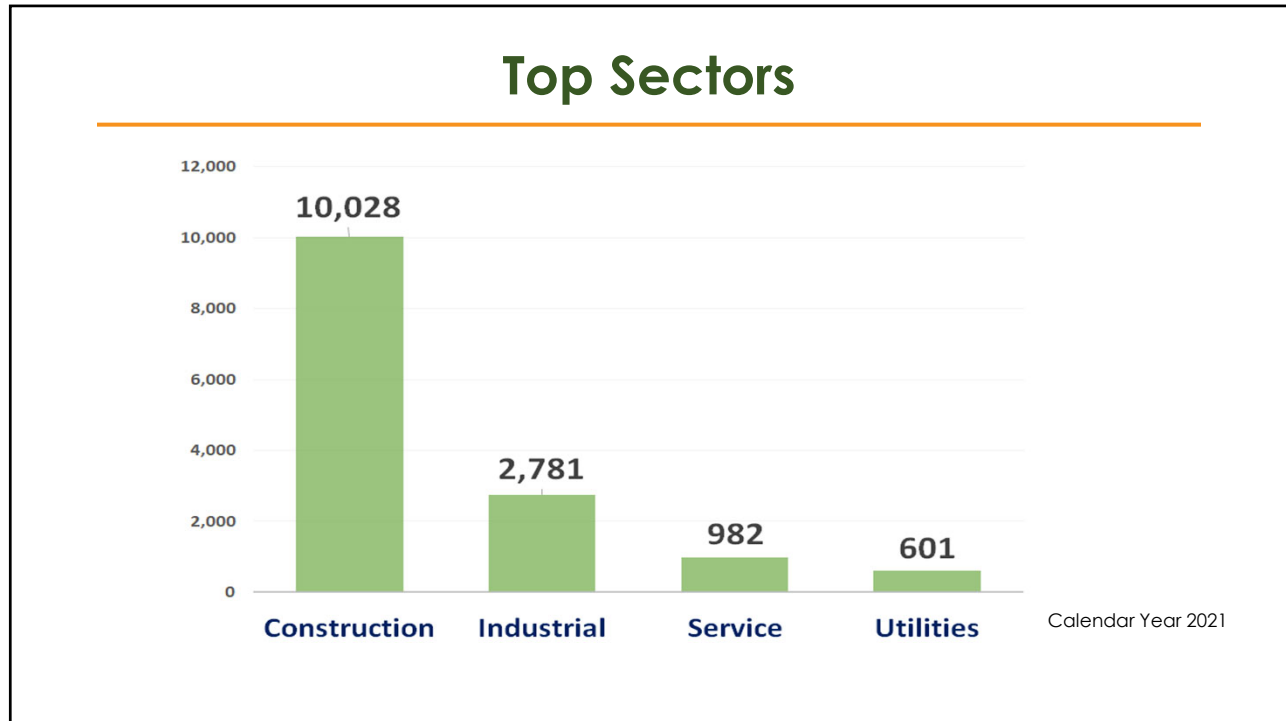
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Registered Apprenticeship

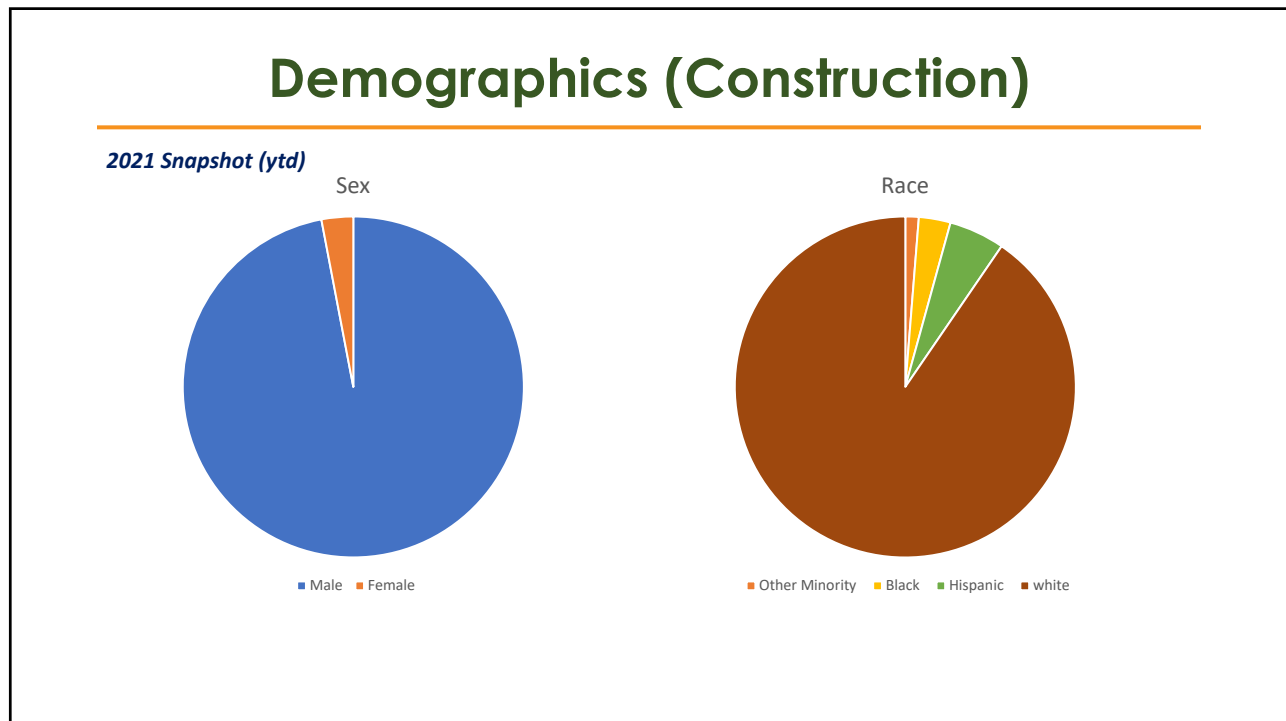
2021 Snapshot (ytd)

Healthcare.....	62
Arborist.....	95
Information Technology.....	19
Financial Services Professional.....	15
Organic Vegetable Farm Manager.....	7
Lubrication Technician.....	4
Freight Forwarding.....	2

4



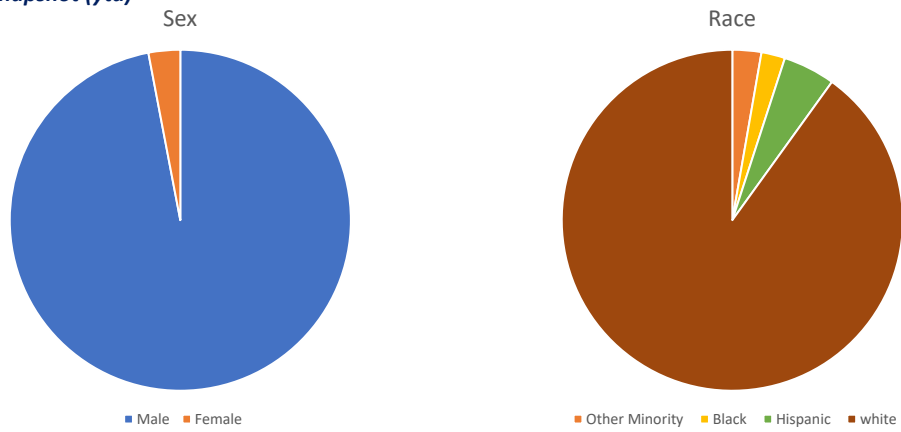
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Demographics (Industrial)

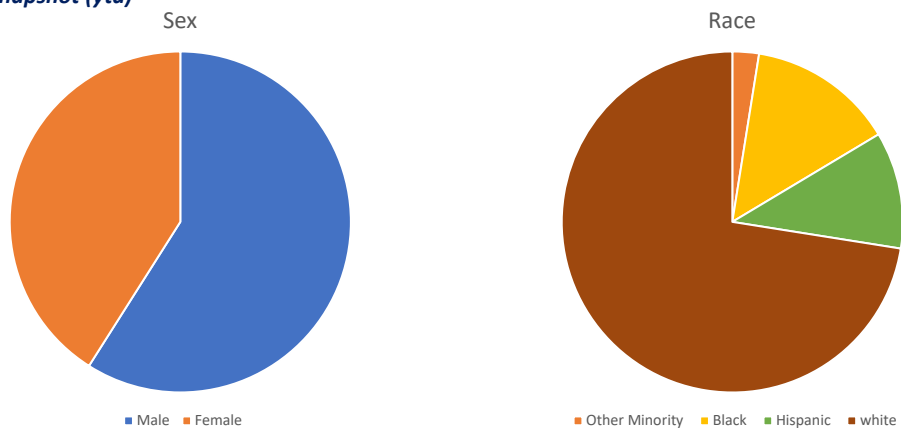
2021 Snapshot (ytd)



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Demographics (Service, Ag, Finance)

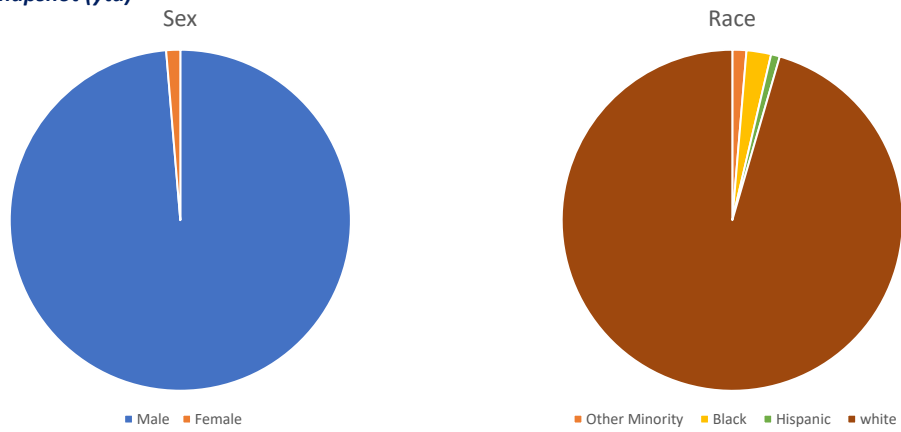
2021 Snapshot (ytd)



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Demographics (Utilities)

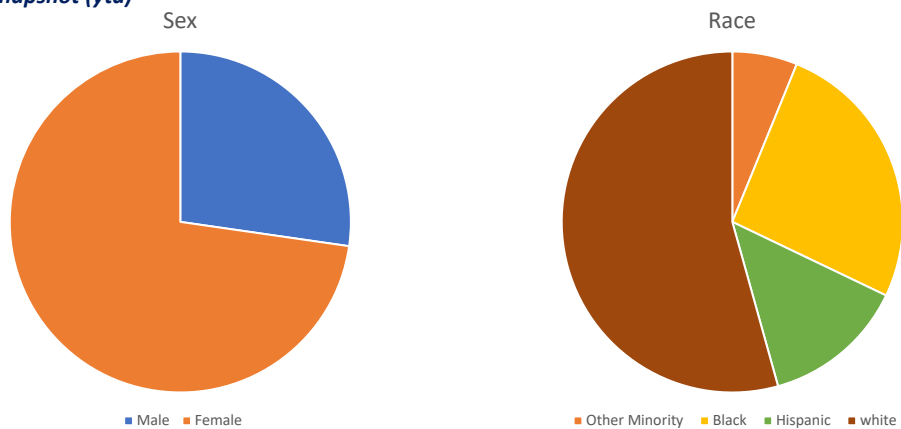
2021 Snapshot (ytd)



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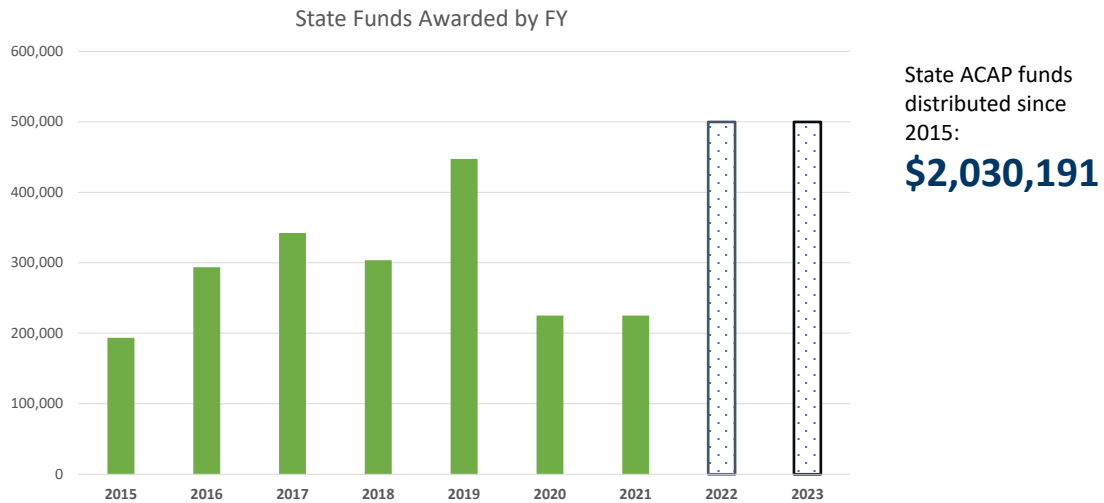
Demographics (Healthcare, IT)

2021 Snapshot (ytd)



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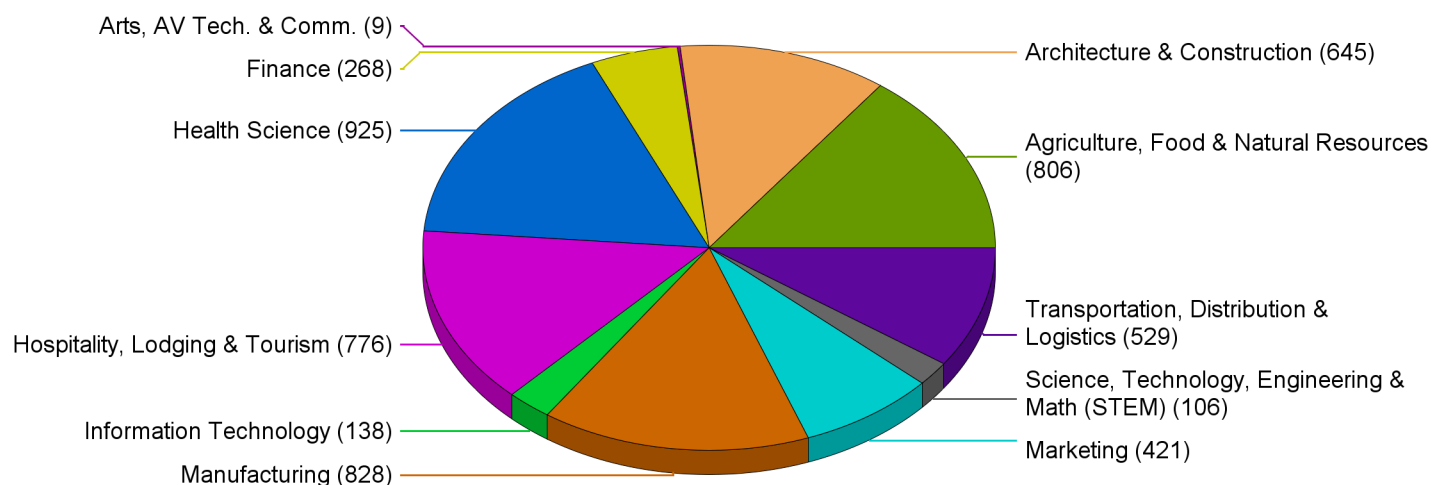
Apprenticeship Completion Award Program



Youth Apprenticeship Status Report

Filters - Fiscal Year: 2020-21
Partnership/Project Name: All

Youth Apprenticeship Enrollees:	5,744	Active Employers:	3,967
Active Local Consortia:	37	Number of Schools for Enrollees:	402
Gender profile of Enrollees:	41% Female	Number of Districts for Enrollees:	323
Racial profile of Enrollees:	9% Minority	Estimated Wages Earned:	\$28,743,763.50
Average GPA:	2.57	Average Wage:	\$11.12
At-Risk GPA:	2.02		
Student Count:	5,418	Expected Completers:	4,401
Total Completers:	3,652	Completion Rate:	83%
Employment Offered to Completers:	2,470	Employment Offer Rate:	67.6%

Enrolled Youth Apprentices by Career Cluster



WTCS System-Wide Activity Update November 2021

WTCS Apprenticeship Enrollment Trend

WTCS enrollments across all apprenticeship programs decreased from 7923 to 7630 unduplicated, and 8053 to 7720 duplicated, students by the end of 2020-2021 academic year. That is a 3.7% and 4.1% decrease, respectively, in one year.

Ascendium Education Group Tools of the Trade Scholarships Increased Again in 2021

For the 2021-22 academic year, Ascendium Education Group has committed to awarding an additional 75 scholarships to industrial and construction sector apprentices who receive their related instruction through a WTCS college. A total of 325 awards of \$1500 apiece will be granted statewide in March 2022, with the scholarship application period open from late August until October 31, 2021.

New MyWTCS Website: <https://mywtcs.wtcsystem.edu/>

MyWTCS is an intranet site for the Wisconsin Technical College System and stakeholders. Launched in February 2021, the re-designed site includes a new look and improved functionality and features, including an [expanded apprenticeship resources section](#). WTCS systemwide publications, including the annual Apprenticeship Completion Report, can be found on the [Wistechcolleges](#) sister-site, under [publications](#).

[Preparing to Teach Transition to Trainer \(PT2TT2T\)](#)

MyWTCS also hosts information, administrative guidance, and upcoming PT2TT2T course offerings for instructors of the BAS-mandated apprentice Transition to Trainer course. As of January 2021, current instructors of Transition to Trainer must complete the 3-hour abridged Preparing to Teach Transition to Trainer course by the end of 2021.

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

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

Curriculum Review Completed 2020-21	Curriculum Slated for Review 2021-22
<ul style="list-style-type: none">• Carpentry (All)• Wastewater Treatment• Electrical (All)• Industrial Manufacturing Technician• IT-Service Desk	<ul style="list-style-type: none">• HVAC (ABC)• Mechatronics• Barber/Cosmetology• Bricklaying/Masonry• Industrial Electrical, Maintenance Technician, and E&I Technician

<ul style="list-style-type: none"> • IT-Software Developer 	<ul style="list-style-type: none"> • Arborist • Electric Line, Metering Technician, and Substation Electrician
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Active WTCS-BAS Apprenticeship Programs, By Sector, Occupation, and College as of August 2021

The master [color-coded chart](#) of all apprenticeship programs with active related instruction offered through the WTCS colleges can be found on the MyWTCS website. “Active” is defined as approved programs with enrollments in the past two years.