

August 17, 2018

WISCONSIN APPRENTICESHIP ADVISORY COUNCIL

Tuesday, August 28, 2018
10:00 AM—3:00 PM

Milwaukee Area Electrical Training Center
11001 W Plank Court
Wauwatosa, WI 53226

Room 109

AGENDA-Updated 8/24/2018

1. Call to Order
Welcome New Members /Remarks/Announcements
2. **Action:** Review and approve minutes of May 15, 2018
3. **Action** -Election of Employer Co-Chair
Co-Chair Dawn Pratt has resigned from the Council in preparation of her impending retirement.
4. Update- National Association of State & Territorial Apprenticeship Directors (NASTAD)-Annual Conference NASTAD Update-Karen Morgan & Terry Hayden
5. **Action**-Memorandum of Agreement—Terry Hayden
State Apprenticeship Council Agreement
6. **Action:** Certified Pre-apprenticeship Programs
 - Fox Valley Workforce Development Board
 - Workplace Essentials for Manufacturing
 - Community Relations-Social Development Commission (SDC)
 - Pre-apprenticeship and Construction Training for Milwaukee County Residents
 - Dane County YA Consortium
 - YA Program-Construction
 - North Central WI Workforce Development Board
 - Offender Machine Tool Training/Manufacturing Readiness
7. Sub-Committee Report
Equal Access Sub-Committee

At the last meeting, the Council discussed the concept of putting two (2) AA/EEO products in various

stages of development for on-line easy access. These included the Mentoring Course and the Cultural Competency Course. A vendor has now been hired and we will begin implementation.

Status Report Attached.

For Discussion/Action

- AA/EEO Handbook
 - Any updates, edits or additions?
 - Cultural Competency Course-The Sub-Committee reviewed the Course and made suggested changes to the Course as many things were outdated. The Course will be ready for the vendor after those updates are completed.
8. 27th Biennial Apprenticeship Conference-Discussion
 9. Update-Presidential Executive Order Expanding Apprenticeships in America-
 10. DPI Update-Brent Kindred
 11. WTCS Update-Nancy Nakkoul on behalf of Carrie Morgan
 12. National Apprenticeship Week 2018 -Discussion
November 11-17, 2018
 13. BAS Update
 - a) Grant Update
 - American Apprenticeship Grant-WAGE\$-Nancy Kargel
 - ApprenticeshipUSA Accelerator Grant-Karen Moran
 - b) Youth Apprenticeship Update—Cathy Crary
 - c) WI Resources Playbook for Registered Apprenticeship
 - d) Apprenticeship Outreach Campaign
 14. Apprenticeship in WI Statistically Speaking—Karen Morgan
 - 15.. Next Meeting Date

Adjourn



**Approved Minutes of the
Wisconsin Apprenticeship Advisory Council
to DWD, Bureau of Apprenticeship Standards &
Wisconsin Technical College System Board**

August 28, 2018
Milwaukee Area Electrical Training Center
Wauwatosa, WI

Members Present	
Anthony Jr., Ruben	Urban League
Barker, Daniel	Ariens Company
Branson, Dave	Building Trades Council, Madison
Cook, Jim	NECA-IBEW Electrical Apprenticeship
Daily, Michael	United Steel Workers District 2
Daniels, Renee	Northcentral Workforce Development Board
Emrick, Leigh	Associated Builders & Contractors of WI
Grohmann, Gert	Associated General Contractors, Milwaukee
Hayden, Terry	Wisconsin Pipe Trades Association
Hurt, Henry	Hurt Electric
Kessenich, Mark	WI Regional Training Partnership
Kindred, Brent	WI Department of Public Instruction
McClure, Shawn	Wisconsin Operating Engineers
Mortenson, Brandon	IAMAW Lodge 78
O'Neill, Hollie	IBEW 2150, WI Electrical Power
Pfannerstill, Kathleen	Toolcraft Co., Inc.
Pratt, Dawn (Co-Chair)	Walbec Group

Reader, Chris	Wisconsin Manufacturers & Commerce
Wieseke, Mark	UAW, Region 4
Members Absent	
Hellenbrand, Callie	Alliant Energy
Jacobson, Gene	PDC Electrical Contractors
Morgan, Carrie	Wisconsin Technical College System
Consultants and Guests	
Anhalt, Tim	NECA-IBEW Apprenticeship
Crary, Cathy	Bureau of Apprenticeship Standards-YA
Johnson, Joshua	Bureau of Apprenticeship Standards
Kargel, Nancy	Bureau of Apprenticeship Standards
Keckhaver, John	Bureau of Apprenticeship Standards-YA
Morgan, Karen	Bureau of Apprenticeship Standards
Nakkoul, Nancy	Wisconsin Technical College System
Radcliffe, Kevyn	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards
Wagner, Mike	NECA-IBEW Apprenticeship
White, Matthew	Bureau of Apprenticeship Standards

1. Call to Order

The meeting was called to order at 10:10 a.m. by Co-Chair Terry Hayden. Attendees introduced themselves. The Council welcome its newest member, Mr. Shawn McClure with the Wisconsin Operating Engineers.

2. For Action: review and approve minutes of the previous meeting

The Council reviewed the draft minutes from its previous meeting. Mr. Ruben Anthony noted that his name was spelled incorrectly on page four.

Action: Mr. Dave Branson motioned to approve the minutes as revised; Mr. Anthony seconded the motion; and the Council approved the motion.

3. For action: elect Employer Co-Chair

Ms. Karen Morgan announced that Co-Chair Dawn Pratt resigned from the Council because she is in the process of retiring. Ms. Morgan informed the Council that they must elect a new Employer Co-Chair. She called for volunteers and nominations.

Ms. Kathleen Pfannerstill asked what duties the Co-Chair performs. Ms. Morgan replied that she Co-Chair must attend all meetings, serve on subcommittees, and attend biannual meetings of the state chair committee for all SAC states, which is currently forming. Mr. Mark Kessenich asked whether all seats on the Council are full. Ms. Morgan replied, yes: Ms. Kilah Engelke's seat was taken by Ms. Tracy Griffith.

Co-Chair Terry Hayden called for nominations. Ms. Pfannerstil nominated Mr. Henry Hurt. Mr. Hurt accepted the nomination.

Action: the Council unanimously approved Mr. Hurt as the Employer Co-Chair.

4. National Association of State and Territorial Apprenticeship Directors Annual Conference

Ms. Morgan explained that the National Association of State and Territorial Apprenticeship Directors is comprised of her counterparts in state apprenticeship agencies, i.e. SAC states, in 25 states and three U.S. territories. Wisconsin had the honor of hosting NASTAD's annual summer conference this year. Mr. John Ladd of the U.S. Department of Labor and many of his regional directors attended, too.

Ms. Morgan shared several key discussions from the conference. First, the state that hosts the meeting highlights unique projects that it is particularly proud of. Wisconsin had a panel discussion that highlighted collaborative projects with the workforce development boards and technical colleges that integrate registered apprenticeship into the workforce system and help build the apprenticeship pipeline. The panel included Ms. Rene Daniels and several employers that talked about their partnership with the Bureau in northcentral Wisconsin. The discussion greatly interested the attendees because many states' registered apprenticeship programs operate in a silo and are working very hard to collaborate outside of them.

Ms. Daniels added that the employers on the panel were phenomenal and the discussion helped her understand registered apprenticeship on a national perspective and how Workforce Innovation and Opportunity Act funds are used to interface with registered apprenticeship.

Ms. Morgan continued. The conference included annual inductions into the National Apprenticeship Hall of Fame. Held national apprenticeship hall of fame. Each year people are inducted. This time we inducted two Wisconsin stakeholders: Mr. Mike Sturdivant, a semi-retired steamfitter journey worker for Tweet-Garot, a mechanical contractor in the Green Bay area; and Ms. Pratt, who has worked tirelessly for many years to increase registered apprenticeship opportunities for underserved populations.

Co-Chair Hayden noted that he was happy that the Council co-chairs were invited to attend the conference. He met several advisory chairs and apprenticeship directors from other states, and their passion for enhancing registered apprenticeship was inspiring.

5. For action: Memorandum of Agreement

Ms. Morgan reviewed that advisory council chairs were first invited to the NASTAD conference several years ago by the U.S. Department of Labor. It was a great success and influenced discussions on the lack of a cohesive voice for state apprenticeship advisory councils on the national level. So, the SAC states forming a formal alliance of SAC state advisory councils. The draft Memorandum of Agreement (MOA) is being reviewed by all SAC advisory councils and is included in the material for this meeting.

Ms. Morgan explained that the MOA is not legally binding and does not require the Wisconsin Apprenticeship Advisory Council to do anything. Rather, it creates open communication between SAC councils to help enhance registered apprenticeship at the state and federal levels. She reiterated that it does not require the councils to take certain steps, but it does include common goals for the councils to strive towards to have the perspective of SAC states heard more strongly. SAC councils are in a better position than SAC states to be heard; council members are often private employers while SAC state representatives are employees of the state and therefore have to stay away from perceived lobbying. Co-Chair Hayden added that the SAC council chairs would represent their respective councils and could send an alternate representative, if necessary.

Ms. Morgan asked attendees for questions. Mr. Hurt asked whether the Wisconsin Council had any reasons not to support the MOA? Co-Chair Hayden replied, no; the MOA has only positive opportunities. Mr. Dan Barker asked to who the audience for the alliance would be. The U.S. Department of Labor and federal legislators, Co-Chair Hayden replied. Co-Chair Hayden explained that a federal apprenticeship advisory council, like the Wisconsin Council, that advises the D.O.L on apprenticeship issues. The members are from federal apprenticeship states and are appointed by the U.S. Secretary of Labor. The MOA establishes a similar advocacy body for SAC states.

Ms. Morgan informed the Council that she would like it to review the MOA and decide whether to support it.

Ms. Daniels voiced her support for the MOA. She asked whether states ever switch from SAC to federal status. Ms. Morgan replied that states do change occasionally, but she does not know how many have historically. New Hampshire was the last SAC state to switch to federal status, in the 90s. California is an anomaly; it views itself as a SAC state, but the DOL views it as a de-registered federal state. Currently, three or four federal states are considering become SAC state; the issue is whether their respective state governments have sufficient funding to support registered apprenticeship. With the current emphasis on expanding registered apprenticeship, some federal states have felt frustrated and unable to expand registered apprenticeship in their states as they would like.

Co-Chair Hayden shared a letter to send to the SAC council co-chairs about the MOA. It states, "the time has come to unify our voice to inform a national system from a local perspective."

Action: Mr. Anthony motioned to support the MOA; Mr. Barker seconded the motion; the Council approved the motion.

ii. Additional comments on NASTAD Conference

Co-Chair Hayden thanked the Council for its support and asked to briefly return to the topic of the NASTAD Conference. He shared that the D.O.L regional directors emphasized that the D.O.L will be marketing of "apprenticeship" not "registered apprenticeship," because the general term will apply to both registered apprenticeship and the new industry-recognized apprenticeship programs.

Mr. Joshua Johnson thanked attendees who donated funding and gifts for the NASTAD conference. The attendees were impressed and grateful.

6. For action: Certified Pre-Apprenticeship Programs

Co-Chair Hayden transitioned to several applications for pre-apprenticeship certifications. He gave the floor to Ms. Morgan.

i. Offender Machine Tool Training & Manufacturing Readiness

Ms. Morgan presented the first application, "Offender Machine Tool & Manufacturing Readiness" by Northcentral Workforce Development Board. Ms. Morgan explained that the Council approved the board's pre-apprenticeship program for construction. The board is now presenting a similar program for manufacturing, with an emphasis on training ex-offenders.

Ms. Morgan shared the results of her review. The board did a good job of identifying the participants and partners. The training will occur at North Central Technical College. The application included all manuals and documents. The curriculum was laid out well. The program is endorsed by area industry; a consortia of manufacturing employers and one individual employer have signed on. She concluded by stating the application is very sound and she did not find deficiencies.

Ms. Morgan asked for input or questions from attendees. Ms. Pfannerstill asked which section the Council should review? Ms. Morgan suggested the Council pay particular attention to the application itself, the first three pages that outlines the program and its link to industry. Mr. Johnson asked Ms. Daniels which minimal security facilities are in her area. Ms. Daniels replied, none; the workforce development board is concentrating on county jails and offenders eligible for HUBER or on probation. I ask for your input or questions.

Co-Chair Hayden called for comments and questions. Mr. Anthony agreed that the application is very strong.

Action: Mr. Anthony motion to approved the application; Mr. Hurt seconded the motion; Ms. Daniels abstained from the vote; and the Council approved the motion.

ii. Workplace Essentials for Manufacturing, Fox Valley Workforce Development Board

Ms. Morgan continued to the next application. She reviewed that the Fox Valley Workforce Development Board has submitted this program to the Council several meetings ago, and the Council denied it out of concerns that the program was too mixed between construction and manufacturing. Accordingly, the Council advised the board to resubmit it as a program focused on either construction or manufacturing, not both. So, the board resubmitted this program, which focuses on manufacturing.

Ms. Morgan shared key points from her review. The target population is the same. Much of the curriculum and facilities are the same because this program, like the initial version, would be delivered through Fox Valley Technical College. However, the application did not include a letter of intent from Fox Valley Technical College, the RA sponsor, as was included in the initial application. Ms. Morgan stated she did not want to presume the same sponsor signed on. In addition, the workforce development board contact that submitted the application did not sign it, which Ms. Morgan does know how important that is to the Council.

Several Council members expressed concern over the application. Mr. Anthony stated that the application looks very incomplete, even for a resubmittal; no resumes are included, and although they may have been submitted initially, it's unclear. Co-Chair Hayden noted that the application does not have a direct link to a registered apprenticeship sponsor. Mr. Brandon Mortenson and Mr. John Daily expressed concern that, as manufacturers, they believe the application does not include the skills training they would expect, such as blueprint reading. Ms. Pfannerstil commented that the focus seems to be worker training.

Mr. Johnson asked whether the application would be sufficient training to enter the Industrial Manufacturing Technician (IMT) registered apprenticeship, which is an entry-level manufacturing occupation. Mr. Kessenich shared that he believes the program appears to train great workforce skills but lacks training related to a manufacturing registered apprenticeship, including the IMT registered apprenticeship.

Mr. Barker commented that his company, Arien's Manufacturing, was tied to the initial application, but he hasn't had any follow-up regarding the current application. He stated he thinks the current application is "really thin." It would help a person get a foot in the door for entry-level work, but would not qualify them for the IMT registered apprenticeship in his company. He stated he'd be happy to provide feedback on the application to the Fox Valley Workforce Development Board. Ms. Pfannerstil agreed and added that the application states the program targets females but doesn't include an accompanying strategy.

Action: a motion to deny the application was made by Ms. Pfannerstil, seconded by Mr. Mortenson, and approved by the Council.

ii. Youth Apprenticeship Program for Construction

Ms. Morgan transitioned to the next application, "Youth Apprenticeship Program for Construction" by the Dane County Youth Apprenticeship Consortia. She explained that she the Council had discussed and supported setting up youth apprenticeship consortia as pre-apprenticeship programs at its last meeting. The application is first the Bureau has received in that vein.

Ms. Morgan shared her review with attendees. The program is for construction and follows the Architecture & Construction Youth Apprenticeship competency checklist. When a student signs a youth apprenticeship agreement, the employer and apprentice agree to train to the checklist. She acknowledged that she did not include the checklist and the youth apprenticeship agreement, which is similar to the registered apprenticeship contract, in the Council's material. If the Council would find it helpful to review those documents prior to voting, she will provide them.

Mr. Anthony asked Ms. Morgan to explain the details that were not included. Ms. Morgan explained that the youth apprenticeship program is a one-year program of 450 hours. The youth apprentices are from various school districts and perform on-the-job learning for various employers in Dance County.

The providers of related instruction vary, too; some are high schools; others are technical colleges. Ms. Cathy Crary explained more background on youth apprenticeship structure, such as the broad focus of on-the-job learning, benefits of the competency checklists, and options for related instruction. Ms. Morgan added that youth apprentice applicants are vetted by the local coordinator and the employer. Last, Ms. Morgan noted that youth apprentices are recruited in high school, so underrepresented populations would not be recruited in the same manner as they are by a registered apprenticeship sponsor.

Mr. Anthony asked how many youth apprenticeship graduates continue to work in the trades. Ms. Crary replied that the state youth apprenticeship staff does not have a system to track that particular data, but it recently implemented a post-completion survey that captures much related data. The state youth apprenticeship staff is currently developing a method to cross-reference the youth apprenticeship and registered apprenticeship databases. The staff will continue to develop related data collection and analysis tools. The post-completion survey was launched in late 2015, and the first data are just now being received.

Ms. Daniels supported the concept of certifying youth apprenticeship consortia as pre-apprenticeship programs. She asked whether the various providers of related instruction deliver the curriculum consistently between another. Ms. Morgan replied that all providers provide the full curriculum.

Mr. Barker asked how certifying youth apprenticeships as pre-apprenticeships would affect pre-apprenticeship programs outside of the K-12 system. Ms. Morgan reviewed that the programs are separate and operate parallel to another, but they are not mutually exclusive. Youth apprenticeships operate in the K-12 system; most pre-apprenticeship programs operate outside of K-12; and the Council supported the concept of approving youth apprenticeships as one type of pre-apprenticeship at its previous meeting because opportunities for earning credentials are critical to recruiting youth.

Mr. Barker replied that he would like to see more detail. Mr. Anthony acknowledged the request for additional detail but stated he would support approving the application today. Mr. Barker agreed. Mr. Mortenson asked whether the Council would consider conditional approve for these programs because the Council has maintained the position that pre-apprenticeships must maintain a link to a registered sponsor. Therefore, if RA sponsors discontinue working with the local youth apprenticeship program, the Council may not want the program to maintain the credential. Ms. Morgan supported the idea.

Ms. Daniels shared concerns similar to those of Mr. Barker: would certifying youth apprenticeships as pre-apprenticeships, diminish the value of her pre-apprenticeship program? Absolutely not, Ms. Morgan replied; youth apprenticeships and pre-apprenticeships deal with entirely different populations.

Mr. Kessenich suggested the Bureau track the youth apprenticeship programs' outcomes over time to determine whether certifying them as pre-apprenticeships leads graduates into registered apprenticeships. Ms. Morgan acknowledged that tracking such outcomes will be feasible in the future once the youth and registered apprenticeship databases are cross-referenced. She reiterated, though, that youth apprenticeship graduates have many valid career and education options and that fact does not diminish any of them.

Mr. Grohman suggested requiring pre-apprenticeship programs to report participation data would help re-focus programs with low success rates. Ms. Morgan noted that the certification guidelines do include language that the program may have to provide the Bureau with ongoing documentation, but the Bureau has yet to act on that.

Mr. John Keckhaver commented that the state youth apprenticeship staff views the potential of individual consortia being certified as pre-apprenticeship programs as one of several helpful steps towards bridging youth and registered apprenticeship opportunities. For example, the state committees approved competency crosswalks between the programs, and the Bureau is researching how to cross-reference the youth and registered apprenticeship databases.

Co-Chair Hayden thanked Mr. Keckhaver for clarifying that this youth apprenticeship program is already approved by industry and linked to registered apprenticeship through program development. That makes blanket approval a possibility.

Mr. Mortenson reiterated that conditional approval would be helpful. Ms. Morgan agreed to draft a reporting plan for all pre-apprenticeship programs and present it to the Council for input and the next meeting.

Action: a motion to approve the application was approved by the Council. Ms. Leigh Emrick abstained from the vote.

Action: Ms. Morgan will present a reporting plan for all pre-apprenticeships at the next meeting.

ii. Pre-Apprenticeship and Construction Training for Milwaukee County Residents

Ms. Morgan stated that she believes the application meets all basic requirements. Mr. Anthony commented that the application is very strong. Mr. Kessenich commented that his organization has worked very closely with this program in the past and he can attest to the training.

Co-Chair Hayden called for comments or concerns. Attendees had none.

Action: a motion to approve the application was made by Mr. Kessenich, seconded by Mr. Hurt, and approved by the Council. Ms. Leigh Emrick abstained.

7. Department of Public Instruction Update

Co-Chair Hayden announced that Mr. Brett Kindred has to leave early, so the Council will skip to the Department of Public Instruction Update and then return to the agenda.

Mr. Kindred distributed a handout from the K-12 chair. He stated his staff works hard to always create awareness around apprenticeship. This year, the Career and Technical Education staff is developing a structured plan to talk about apprenticeship opportunities throughout the academic year. The handout includes a draft communication plan that targets teachers, CTE staff, and school counselors. He invited the Council to provide feedback and suggestions.

The Council shared the following input. Ms. Morgan suggested Mr. Kindred ask the Education Linkages Subcommittee to help finish the document. Mr. Johnson said the document is very helpful for apprenticeship training representatives in their conversations with teachers and counselors. Mr. Branson said he really likes the gradual, steady strategic approach.

Mr. Johnson asked Mr. Kindred for guidance on when to approach high schools for participating in 2018 National Apprenticeship Week. Mr. Kindred strongly suggested contacting schools more than 30 days in advance. Ms. Morgan suggested that the Bureau renew conversations with the high school counselors association. Mr. Kindred advised that the time to do so likely has passed.

The Council broke for lunch at noon.

8. Sub-committee Reports: Equal Access Subcommittee

The Council resumed at 12:45 p.m. Co-Chair Hayden thanked Mr. Hurt and the facility for hosting the meeting and providing lunch, and gave the floor to Ms. Morgan.

Ms. Morgan reviewed that the Equal Access Subcommittee met several times since the Council's last meeting and worked on two pieces. She gave the floor to Mr. Hurt.

i. Equal Access Subcommittee: AA/EEO Handbook

Mr. Hurt reported that the subcommittee has been readdressing existing materials, including the mentoring guide, the cultural competency guide, and the apprentice orientation handbook. The subcommittee focused primarily on the AA/EEO handbook and Cultural Competency course for sponsors. The drafts in the meeting material are the subcommittee's final drafts; both offer great suggestions and leave no questions as to what needs to be done and effective means of accomplishing them. If followed, the AA/EEO handbook would bring sponsors into compliance with the revisions to CFR 29.30.

Mr. Hurt shared that the subcommittee will meet on September 6 at 1:00 p.m. in Madison. Anyone is welcome to attend.

He asked for input. Attendees had none.

Co-Chair Hayden asked Ms. Morgan which pieces will be available online and developed by the online vendor that worked on the apprentice orientation. Ms. Morgan reviewed that the Bureau received an accelerator grant for \$200,000, which was to be used to solidify and increase the Bureau's administrative infrastructure. The Bureau has used the grant to train apprenticeship training representatives in AA/EEO revisions and conducting compliance reviews; research registered apprenticeship's return on investment to employers; and will use the remainder of the funds to put several products developed through this subcommittee online, such as the cultural competency course, the mentoring guide, and training on registered apprenticeship for partners. The Bureau will provide the text to the vendor, who will develop it into an online format. That will allow any partner to access and present the material. The handbook that accompanies the AA/EEO material will not be put online; it will be printed and distributed to local committees in person during compliance reviews.

Ms. Morgan concluded by stating it is now time to test the products to see whether they add value. The Bureau will begin conducting compliance reviews this fall. Mr. Hurt added that the subcommittee will use them with WRTP/BIG STEP in its retention program.

Ms. Morgan asked attendees to let her know of any minor revisions because she intends to submit the final drafts to the vendor very soon. Mr. Barker commented that the suggestions on retention activities are fantastic even outside of registered apprenticeship. He stated the documents are very valuable and thanked the subcommittee for its work.

Action: a motion to approve the drafts was made by Mr. Jim Cook, seconded by Mr. Grohman, and passed by the Council.

8. 27th Biennial Apprenticeship Conference

Ms. Morgan continued to the next agenda item, the 27th Biennial Wisconsin Apprenticeship Conference. She reviewed that the Bureau had been considering holding a diversity conference, but decided to follow the Council's suggestion to have diversity workshops as part of a reinstated biennial conference. The conference will be held on March 11-14, 2019, at the Madison Marriot in Middleton.

i. Theme and Topics

Ms. Morgan shared that the planning team met twice since the Council last met. The team suggested the theme of #WorkForceNext and three key topics: building the talent pipeline; diversity in apprentices; and strengthening youth and registered apprenticeship in Wisconsin. Along those lines, all youth apprenticeship staff will be invited. The team recommended the same format as previous conferences except without the Apprentice Expo. The general thinking was that the prior format worked well because it and attendees a variety of options.

ii. Speakers

Ms. Morgan continued. The Bureau has not contacted or confirmed any speakers, but the planning team did brainstorm keynote speakers. The keynote speaker would focus on the state of the economy. Suggestions included the following: Dennis Winters of the Department of Workforce Development; Ariban Basu, a national economist; David Long from Miller Electric; Brent Pardon, who facilitated the Wisconsin Apprenticeship Summit; and Earl Buford, who used to work for W RTP/BIG STEP and Employ Milwaukee.

iii. Awards Ceremonies

Ms. Morgan shared that the planning team discussed the awards ceremony, too. In the past, awards for good apprenticeship programs and stellar apprentices were presented at a lunchtime banquet; and the WI Apprenticeship Hall of Fame awards were presented in the evening banquet. The lunchtime awards involved a sponsor and apprentice from each sector, i.e. construction, industrial, and service occupations, and a diversity award. The award ceremony at the last conference was pitiful because the Bureau did not receive many nominations. Some attendees did not like the way in which they were presented and suggested we make videos and allow the people to speak for themselves before bringing them to the state to receive the award.

Ms. Morgan asked attendees whether the Bureau should continue including the award ceremonies.

Mr. Tim Anhalt commented that as a veteran of many apprenticeship conferences, the problem with the lunchtime awards ceremony is partly the lack of nominations but also the timing—people are eating lunch and handling phone calls and emails. A different time would likely draw more attention. Mr. Hurt agreed. Mr. Cook added that receiving nominations is difficult, even if sponsors are asked up to a year in advance; this year the Bureau will ask six months in advance, which is worrisome.

iv. Awards Nomination Process

Ms. Morgan replied that she hopes recipients will pay more attention because the matter is time sensitive. She noted that Associated Builders & Contractors gets a lot of nominations for their awards banquets. Ms. Emrick agreed, but added that the organization does a lot of work to get them. Ms. Morgan offered that the apprenticeship training representatives could push for nominations when attending local committee meetings. Co-Chair Hayden commented that it would helpful to make the nomination process as easy as possible and encourage stakeholders to submit them. In the past, the nominations included one or two passionate, lengthy nominations and many more brief nominations, which made judging the applications difficult.

Ms. Cray suggested centering the recognition around groups that have accomplished many projects

related to the three conference objectives, such as aggressive talent recruitment, high percentages of diverse apprentices, etc. Ms. Morgan agreed to consider nominating groups rather than individuals.

Action: the conference planning team will discuss whether to nominate groups rather than individuals at its next meeting.

v. Costs and Invitees

Ms. Morgan reported that the cost per attendee for the upcoming conference will be slightly greater than previously. A full pass will cost \$175 prior to the registration deadline and \$200 afterwards.

She continued that the planning team carefully considered whom to invite. In the past, the Bureau invited sponsors and stakeholders. Former Secretary Newsome strongly encouraged the Bureau to invite an expanded base of stakeholders, such as the Department of Vocational Rehabilitation. For the upcoming conference, the Bureau will invite even more stakeholders, including all youth apprenticeship staff statewide, the workforce development boards, and with the help of the Department of Public Instruction, K-12 staff.

vi. Workshops

Ms. Morgan pointed out the list of proposed workshop topics on the planning team's report. She noted that the Bureau, rather than generate topics internally as it had done in the past, called for topics from sponsors and stakeholders. The ideas received were very good and many are not the same-old, same-old. The Bureau will solicit the final draft of proposed topics to sponsors and stakeholders in September and finalize the topics in January.

Ms. Emrick asked attendees for input on the list so the planning team can compare the suggestions with the Council's ideas. Ms. Pfannerstill asked whether the Apprenticeship Consortium is involved with planning the conference. Ms. Morgan answered that the consortium is involved only with outreach campaigns, but the Bureau will solicit their input on the conference later in the planning process. The agenda will have room for new ideas and revisions.

Co-Chair Hayden called for input on the list of proposed topics. Attendees had none.

9. Presidential Executive Order Expanding Apprenticeships in America

Co-Chair Hayden transitioned to the next topic and gave the floor to Ms. Morgan and Mr. Johnson. Ms. Morgan drew attendees' attention to federal task force's final report included in the meeting material. She reiterated that the report includes the task force's final recommendations on implementing industry-based apprenticeships and improving registered apprenticeships. Once the Office of the President reviews the report, the U.S. Department of Labor will issue further guidance on implementation.

Ms. Pfannerstill asked how industry recognized apprenticeships' focus on competency-based training will differ from that of registered apprenticeship? Ms. Morgan commented that there are few comparisons between the actual training between industry-recognized and registered apprenticeships; the main differences are found in the policies and standards. Industry-recognized apprenticeships are designed for individual companies or groups of companies, do not involve a regulatory body, and do not include a progressive wage scale. In short, they are similar to on-the-job training programs except that they include related instruction. However, the related instruction does not have to be a minimum of 144 hours per year.

Ms. Pfannerstill replied that the industry-recognized apprenticeship sound similar to the NIMS

competency-based apprenticeship. Ms. Morgan agreed to an extent, and added, though, that the NIMS standards were very rigorous. Ms. Morgan noted that industry-recognized apprenticeships will have to include a credential given by a credentialing agency approved by the D.O.L. So, in that sense, NIMS could be involved.

Ms. Pfannerstill asked how registered apprenticeships will be affected. Ms. Morgan replied that much remains to be determined and seen. Most sponsors in Wisconsin have supported the registered apprenticeship model for years and the programs, even youth apprenticeships, are widely known and used. Registered apprenticeships are not so established in other states; they are known more loosely.

Ms. Pfannerstill asked whether industry-recognized apprenticeships are intended for current sponsors or companies that do use registered apprenticeship? Ms. Morgan replied that many training models these days are hybrids of time and competency requirements because employers like the idea of observing employee's performance over time and know that seat time doesn't necessarily equate to performance. Mr. Johnson reiterated that many policies and scenarios remain to be seen; currently, the policies are projected to be up to nine months away from being finished, especially the ones related to certifying industry-recognized apprenticeship sponsors, which have yet to be drafted. What is more certain is that industry-recognized apprenticeships will likely attract companies in new sectors that think the registered apprenticeship model is too rigid and time-consuming.

Mr. Kessenich asked whether the Bureau and other SAC states have any intention of either promoting industry-recognized apprenticeships or changing how registered apprenticeships operate in response. Ms. Morgan replied that she was asked by the D.O.L. what she would do if industry-recognized apprenticeships come to Wisconsin and she answered she would attempt to persuade them to follow the letter of Wisconsin law, which states all apprenticeships in Wisconsin must be approved by the Bureau. The Bureau's interpretation of the Wisconsin apprenticeship law is that only registered apprenticeships and youth apprenticeships are legal, which was reaffirmed by the revisions to CFR 29.30 which require all apprenticeships in Wisconsin to be registered with the Bureau.

Co-Chair Hayden noted that the industry-recognized apprenticeships exclude construction and military occupations. He called for final comments. Attendees had none.

11. Wisconsin Technical College System Update

No representative of the WTCS was present.

12. 2018 National Apprenticeship Week

Ms. Morgan continued to the next agenda item. The Bureau has begun preparing for 2018 National Apprenticeship and drafted a one-page summary that highlights accomplishments since last year. She asked attendees for input on the look and content. Attendees did not have input.

Ms. Morgan stated the Bureau will encourage a broader audience to participate, including workforce development boards, intermediaries, and community-based organizations. She asked for input on the event structure, including the role of the Council.

Mr. Branson offered to again host a meeting of the Advisory Council at the Labor Temple in Madison, as in the previous year. Mr. McClure offered to host the meeting at the Operating Engineers training center in Kaukauna. Mr. Kessenich suggested that the Bureau pay more attention to the event schedule to avoid having significant events on the same day, at the same time, but in different cities.

Ms. Daniels shared that her workforce development board will host an event again this year. Mr.

Barker stated his company would like host a joint event with Fox Valley Technical College, as it did last year.

Ms. Morgan concluded by stating the Bureau will email sponsors and stakeholders with more information and to continue raising awareness around the event.

13. Bureau of Apprenticeship Standards Update

i. WAGE\$ grant

Ms. Morgan gave the floor to Ms. Nancy Kargel, manager of the WAGE\$ grant.

Ms. Kargel distributed a status report on the WAGE\$ grant performance. She reviewed that WAGE\$ is a five-year, \$5 million grant, and the Bureau will begin the fourth year on October 1. The grant focuses on expanding existing registered apprenticeships, such as the Industrial Manufacturing Technician, and developing new registered apprenticeships, such as Data Analyst. The Bureau is meeting all performance metrics except one, the number of apprentices in new registered apprenticeship programs. The Bureau is not concerned because the new programs were implemented only recently and registrations in new programs are commonly slow at first. In addition, the development of several new programs in health care has been delayed due to prolonged industry discussions. Ms. Kargel concluded by noting that the Bureau is meeting the requirement to enroll sufficient percentages of female and minority apprentices. She asked attendees to please inform her of any errors on the report.

Co-Chair Hayden gave the floor to Ms. Keyvn Radcliffe, outreach manager of the WAGE\$ grant. She reported that the Bureau will launch the new registered apprenticeship for I.T. Service Desk Technician this week at Footlocker / East Bay headquarters in Wausau. She added that the new registered apprenticeship for Data Analyst is projected to launch during National Apprenticeship Week.

ii. Youth Apprenticeship Update

Co-Chair Hayden gave the floor to Ms. Crary.

Ms. Crary shared a program completion survey for youth apprenticeship programs. She noted that the staff plans to incorporate data in the future on whether graduates participate in registered apprenticeships, as well as whether graduates received credit for prior learning towards post-secondary education. But that will be possible once the Bureau links the youth and registered apprenticeship databases.

The statewide youth apprenticeship staff has been busy conducting a lot of outreach activities. Mr. Keckhaver has been very helpful in leading the activities, which are designed on the concept of multipliers, i.e. working with stakeholders that multiply the reach and effect of the messages. Many outreach activities focus on linking with at-risk and underutilized populations. Partners include the Department of Vocational Rehabilitation. Some high schools are hesitant to share student data, so the youth apprenticeship staff is not sure whether the outreach activities are reaching the targeted populations. So, the staff is working on data-sharing agreements.

The Department of Vocational Rehabilitation has 8,000 approved-for-work customers. The youth apprenticeship staff does not know the degree of accommodations, which could range from screen savers to a standing desk to more. So, as employers continue to claim their pools of qualified talent are shrinking, the youth apprenticeship staff continues to explore new avenues.

Regarding national awareness of youth apprenticeship, Wisconsin is one of three states recognized for excellence in youth apprenticeship, and the state youth apprenticeship staff have been approached to host several learning exchanges. For example, the staff will participate in a Workforce Matters site visit in Milwaukee in September and present youth apprenticeship to a network of potential funders.

Mr. Kessenich added that WRTP/BIG STEP is involved with that conference. The conference will discuss how students and younger workers will enter the workforce, and Wisconsin is the suggested model to study.

iii. Registered Apprenticeship Playbook

Ms. Crary gave the floor to Ms. Morgan. She explained that the Bureau developed a "playbook" for Wisconsin sponsors that is modeled after the federal resources playbook. The federal playbook includes all of the resources available to apprentices and sponsors, like Pelle grants. So, the Bureau created a playbook that includes all of the resources for apprentices and sponsors known to the Bureau. The playbook is in early draft form, and the Bureau will share a more complete draft with the Council at a later meeting.

iv. Outreach Campaign

Ms. Morgan continued. The Bureau will use federal grant funding to develop a new outreach campaign for Wisconsin apprenticeship. The campaign is in the early drafting stages; the Bureau will lay out the campaign with the vendor tomorrow. The Bureau projects it will have several drafts ready for review at the next Council meeting.

v. Organic Vegetable Farm Manager

Mr. Owen Smith presented the outreach packet for the new registered apprenticeship for Organic Vegetable Farm Manager. He noted that the program is a unique first in many ways: it is the first competency-based statewide registered apprenticeship in Wisconsin and it is the first registered apprenticeship developed in partnership with departments of the University of Wisconsin-Madison.

14. Apprenticeship in WI, Statistically Speaking

Ms. Morgan informed attendees that the Bureau did not produce a statistical report for this meeting due to turn-over in the staff positions responsible for the report.

15. Schedule the next meeting

The Council tentatively scheduled its next meeting for November 13 at 10:00 a.m. in Madison. Mr. Branson will coordinate the specific location.

16. Adjourn

The council adjourned at 2:05 p.m.

Submitted by
Owen Smith, Program and Policy Analyst