



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

to Bureau of Apprenticeship Standards & Wisconsin Technical College System Board

November 16, 2022

Milwaukee Area Technical College - Downtown

In-Person w/ Virtual Option

Members Present	
Anthony, Jr., Ruben	Urban League
Blumer, Lindsay	WRTP/BIG STEP
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
Gall, Corey	WI Pipe Trades Association
Giese, Rob	North Central States Regional Council of Carpenters
Griffith, Tracey	WI Transportation & Builders 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
McHugh, Shaun	Wisconsin Operating Engineers
O'Neill, Hollie	IBEW 2150, WI Electrical Power
Nakkoul, Nancy (alternate)	Wisconsin Technical College System

Members Absent	
Pfannerstill, Kathleen	Toolcraft Co., Inc
Smith, Karin	Department of Public Instruction
Consultants & Guests	
Abbott, Nick	Bureau of Apprenticeship Standards
Badger, Richard	Bureau of Apprenticeship Standards
Caldie, Tom	Bureau of Apprenticeship Standards
DeCoster, Marc	U.S. Department of Labor
Friedrich, Astrid	Chamber of Skilled Crafts South Thuringia
Hains, Lori	Milwaukee Area Technical College
Harding, Burt	Bureau of Apprenticeship Standards
Hayden, Terry	Wisconsin-Germany Social Partnership
Herber, Ryan	Bureau of Apprenticeship Standards
Kasper, Andrew	Bureau of Apprenticeship Standards
Keckhaver, John	Bureau of Apprenticeship Standards
Madden, Caitlin	Department of Workforce Development, Legal Counsel
McGillivray, Pam	DWD Secretary's Office
Moser, Mike	DWD Office of Communications
Nehls, Herman	German Federation of Labor
Nowak, Raquel	Bureau of Apprenticeship Standards
Olsen, Chuck	Bureau of Apprenticeship Standards
O'Shasky, Lynn	Bureau of Apprenticeship Standards
Polk, David	Milwaukee Area Technical College
Popp, Corey	Bureau of Apprenticeship Standards
Pusch, Liz	Bureau of Apprenticeship Standards
Roddy, Elizabeth	ABC of WI
Schofield, Trina	Bureau of Apprenticeship Standards

Smith, Owen	Bureau of Apprenticeship Standards
Stuart, David	Milwaukee Area Technical College
Tyson, Lindsey	Bureau of Apprenticeship Standards
Wagner, Mike	Bureau of Apprenticeship Standards
Walsh, Julie	Mechanical Industries
Webster, Mackenzie	Bureau of Apprenticeship Standards

1. The meeting was called to order at 10:03 a.m. by Co-Chair Hurt. Mr. Dave Stuart provided housekeeping information on behalf of Milwaukee Area Technical College.
2. Mr. Owen Smith recorded attendance. A quorum was present.
3. The Council reviewed the roster. The vacancies will be included in the discussion on the Council Bylaws.

4. Special Presentations

a. Welcome by DWD Leadership

Director Polk welcomed Deputy Secretary Pam McGillivray.

Ms. McGillivray congratulated the Council and Bureau on surpassing 15,000 apprentices this year for only the second time in the state's history. She noted that registered apprenticeship provides a vital pathway to career advancement and high-wage jobs and continue expanding into new sectors, such as healthcare and information technology. She welcomed the German delegation and thanked them for their partnership.

Deputy Secretary McGillivray presented Governor Evers' proclamation to observe National Apprenticeship Week to Co-Chair Hurt, who accepted on behalf of the Council.

Co-Chair Hurt, Director Polk, and the Council thanked Deputy Secretary McGillivray for attending.

b. Culinary Sponsor Signing Event (noon)

Director Polk announced that this event would not occur; it was postponed by the sponsor.

c. Panel Discussion with German Delegation

Mr. Terry Hayden reminded attendees that a panel discussion with the German Delegation on its social partnership with Wisconsin Apprenticeship will occur following the Council's meeting.

5. Actions

a. Approve the minutes.

The Council approved the minutes as revised: Mr. Giese's name was misspelled; and Mr. Corey Gall was not absent. The motion was made by Mr. Gall, seconded by Ms. Griffith, and approved by the Council.

b. Approve Employee Co-Chair

The Employee members approved Mr. Gall as Employee Co-Chair. The nomination was made by Mr. Cook and was seconded by Ms. Blumer.

c. Approve recommendations to the *Wisconsin Apprenticeship Manual*

Mr. Andrew Kasper reported that the Policy & Standards Subcommittee concluded its review of the proposed revisions and recommends the Council approve the current changes. He reviewed the summary of changes provided in the meeting material and welcomed questions from the Council.

Co-Chair Hurt asked Mr. Kasper to clarify the scope of revisions. Mr. Kasper reiterated that this was the initial round of revisions; the subcommittee intentionally tabled several broader policies for future discussion. In addition, not all public comments were addressed; many public comments were erroneous on the part of the commenter, so the Bureau explained the interpretation to the commenter.

Co-Chair Hurt asked whether the document version was now "firm." Mr. Kasper confirmed that the subcommittee recommends the Council vote to adopt this version; it is the product of the subcommittee's initial review, the 90-day public comment period, and the subcommittee's final review.

Director Polk reiterated that the Council's approval would implement the revisions as a working draft.

Co-Chair Hurt called for discussion.

Ms. Leigh Emrick, chair of the subcommittee, reminded the Council that the subcommittee will regularly review the document. She, Mr. Hayden, and Mr. Kasper thanked the subcommittee for its service.

Director Polk thanked Ms. Emrick and the subcommittee for their spirited debates and thoughtful dialogue. He confirmed that the subcommittee will regularly review the document in the future.

Co-Chair Hurt thanked the subcommittee for committing to cyclically reviewing the document. He commented that the subcommittee's passion is evident.

Action: *The Council unanimously approved the subcommittee's recommendations. The motion was made by Mr. Giese and seconded by Mr. McHugh.*

Mr. Kasper informed attendees that he will notify the Council once the final version is formatted and published to the Bureau website.

d. Approve recommendations from BAS on CPA policies and application documents.

Deputy Director Pusch summarized that the Bureau has nearly completed its required reviews of all certified pre-apprenticeships. In the process, the Bureau updated the application and review forms to clarify the respective procedures and required information. In addition, the Bureau identified existing policies to modify and new policies to implement.

Ms. Pusch recommended that the Bureau review their recommended policy revisions with the appropriate subcommittee in 2023. She noted that most discussions will center on the relationship between the certified pre-apprenticeship provider and the registered apprenticeship sponsor.

Action: *The Council recommended that the Bureau discuss the CPA policy recommendations with the Career Pathways subcommittee. Co-Chair Gall asked to be invited.*

6. Discussions

a. Update on state standards.

Mr. Owen Smith reviewed that the policies and procedures in the *Wisconsin Apprenticeship Manual* provide approximately 90% of the content in each state committee's standards. Therefore, now that the Council approved the revisions, the Bureau will incorporate the revisions into each state committee's standards.

Mr. Smith emphasized that the policies in the state standards that are established at the discretion of each committee, such as its Exhibit A and applicant assessment procedures, will not change. They will remain at the discretion of the committee.

Action: *The Bureau will prepare a draft template for review by the Policy & Standards subcommittee in the first quarter of 2023. The Bureau will then discuss the template with each state committee during its respective spring meeting.*

b. Update on Directors' Call with State Committee.

Director Polk reported that the first year of Directors' Calls went very well. The forum was received positively. He thanked the Council for supporting the initiative.

He noted that the Bureau enhanced the format based on input from attendees: the agenda specified a particular time for questions and answers; the Bureau posted a written summary of key points; and the invitation and communication stated the purpose of the forum more clearly.

The Council applauded the call as a streamlined approach to convening the committees. Several attendees who serve on state committees agreed that the Call provides more time for committees to discuss their own matters during their own meetings.

c. Update on Council By-Laws for Spring 2023

Director Polk informed the Council that the Bureau will review sections of the By-Laws that pertain to nominations and membership at its first meeting of 2023. The discussions will focus on adhering the current policies, not revamping them.

He noted that the forthcoming discussion was prompted by increased interest in serving on the Council and increased vacancies on the Council due to retirement or resignations.

Attendees did not have questions or comments.

d. Other

Director Polk recommended reconvening the Equal Access Subcommittee to discuss developing resources for local apprenticeship committees to build mentoring programs for apprentices in life strategies.

Ms. Blumer asked whether the resources would require the contractor to build out the program. Director Polk agreed; the subcommittee would collaborate with a third-party entity to develop a framework for local committees to adopt and modify.

Action: *The Council agreed with reconvening the Equal Access Subcommittee. Mr. Smith confirmed that the subcommittee consists of Co-Chair Hurt, Ms. Roddy, Mr. Giese, Mr. Mike Wagner, Mr. Seth Lentz, and Ms. Nancy Nakkoul. Others are welcome to attend and participate in the discussion.*

7. Youth Apprenticeship Update

Director Polk presented the youth apprenticeship statewide summary. He discussed several key metrics. Overall, he noted, student and employer participation has increased significantly in the past few years.

Attendees did not have questions or comments.

8. Wisconsin Technical College System Update

Ms. Nakkoul reviewed the WTCS Statewide Summary in the meeting material, such as the scholarships for apprentices, the courses required to teach Transition to Trainer to apprentices, and the five-year cyclical review of related instruction.

Co-Chair Hurt asked about Ascendium, the organization that provides the scholarships. Ms. Nakkoul explained the organization was formerly Great Lakes Higher Education

9. Wisconsin-Germany Vocational Training Social Partnership

Mr. Nells and Ms. Friedrich summarized their project with Wisconsin sponsors in manufacturing. Former Director Karen Morgan had commented that Wisconsin Apprenticeship functions very similarly to German apprenticeship, albeit within a very different system of governance, but has been missing a piece – an assessment exam for on-the-job learning. Such an assessment is legally required in the German apprenticeship model.

Therefore, the project has explored the feasibility of developing a comprehensive assessment of on-the-job learning for participating sponsors of Machine Repairer, Tool Maker, and Tool and Die Maker. Sponsors participating in discussions include Harley-Davidson and the Steelworkers Union. Participants have been exploring different means of implementing a comprehensive assessment, which would be optional for employers.

Attendees did not have questions or comments.

10. Schedule the 2023 quarterly meetings.

Mr. Smith reviewed that the Council had scheduled its 2022 quarterly meetings by the end of calendar year 2021. He asked the Council if it preferred to continue.

Action: *the Council recommended scheduling all of its 2023 meetings by the end of 2022.*

Mr. Smith reported that he will create separate surveys for each quarterly meeting and email them to the Council.

11. The Council adjourned at 1:00 p.m.

Submitted by Mr. Owen Smith, BAS Senior Analyst

November 4, 2022

Wisconsin Apprenticeship Advisory Council

Wednesday, November 16, 2022

10:00 AM – 3:00 PM

[Attend the meeting virtually.](#)

Attend via phone only:

+1 608-571-2209; 504 443 333#

Attend in person.

Milwaukee Area Technical College, T Building, Room T211
1101 N 6th St
Milwaukee, WI 53203

*Parking is available at the Bradley Center/Fiserv parking structure,
1030 N. 6th Street.*

Tentative Agenda

1. Call the meeting to order.
2. Introduce and record attendees.
3. Review the roster.

4. Special Presentations:

- a. Welcome by DWD Leadership
- b. Culinary Sponsor Signing Event (*noon*)

5. Actions

- a. Approve the minutes.
- b. Approve Employee Co-Chair
- c. Approve recommendations to the *Wisconsin Apprenticeship Manual* from Policy & Standards subcommittee.
- d. Approve recommendations from BAS on CPA policies and application documents.
- e. Approve recommendation from BAS to discuss CPA policies with appropriate subcommittee

6. Discussions

- a. Update on state standards.
- b. Update on Directors' Call with State Committee.
- c. Update on *Council By-Laws* for Spring 2023.
- d. Other

7. Youth Apprenticeship Update
8. Wisconsin Technical College System Update
9. Review timeframes for 2023 meetings.
10. Adjourn.



WTCS Systemwide Report November 2022

WTCS Apprenticeship Enrollment Trend

WTCS enrollments across all apprenticeship programs increased from 7630 to 7742 unduplicated, and 7720 to 7822 duplicated, students by the end of 2021-2022 academic year. That is a 1.5% and 1.3% increase, respectively, in one year.

Ascendium Education Group Substantially Increases to the Tools of the Trade (ToTT) Scholarship

In April of 2022, [Ascendium Education Group announced](#) the awarding of \$766,500 in \$1500 scholarships to over 500 construction and industrial apprentices who received their related instruction through a WTCS college in 2021-22. This unexpected increase more than doubled the total awards over the prior year.

Continuing that expansion trend for the 2022-23 academic year, the ToTT scholarship will increase to \$2000 per person. Ascendium expects to again award over 500 scholarships in Spring 2023. The scholarship application period ran September 1-October 31, 2022.

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

In 2021, one-hundred twenty-four (124) private and public sector individuals completed a PT2TT2T or Teaching Methods course to prepare as instructors for the BAS Transition to Trainer course. For 2022-23, additional T2T instructor training courses are being offered on as needed basis based on demand. Please contact Owen Smith, BAS, with inquiries.

5-Year Cyclical Revision Plan for 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 seventy-five systemwide apprenticeship programs have a documented curriculum standard that forms the foundation for review of program and course outcomes and competencies. Apprenticeship faculty, industry sponsors and State Apprenticeship Trade Advisory Committees are engaged in the review process.

Curriculum Review Completed 2021-22	Curriculum Reviews in 2022-23
<ul style="list-style-type: none">• Industrial Manufacturing Technician• Arborist• Industrial Electrician, Maintenance Technician, and Electrical & Instrumentation• Mechatronics• Electric Line, Metering Technician, and Substation Electrician• Bricklaying/Masonry• Barber/Cosmetology	<ul style="list-style-type: none">• Metering Technician• Maintenance Mechanic, Millwright, Pipefitter and Lubrication Tech• Welding and Metal Fabrication• Sheet Metal-Construction (JAC)• HVAC (ABC)• Environmental Service Technician• Medical Assistant

Youth Apprenticeship Section Update

Current YA Participation Numbers and Highlights

- Participation for the 2022/23 school and program year is already robust, with 5,507 YAs as of 11/11/22.
- These apprentices are working at 3,956 employers statewide.
- One YA Program Area, Architecture and Construction, is already at all-time high for that area, with 739 YAs. This YA Program Area is primarily construction, with 8 of the 9 occupational pathways within it being construction-related. Three of those 8 are new occupations for YA, having been created during the recent modernization (Gas Distribution Technician, Heavy Equipment Operator and Operating Engineer, Utilities Electrical Technician).
- Remember that you can check in on real-time YA Participation at our online Dashboard: <https://dwd.wisconsin.gov/apprenticeship/ya/yoda.htm>

2022/23 YA Contracts and Grants

- The YA contracts entered into with 36 YA consortia for this current school/program year amount to approximately \$8.9 million, with a total planned enrollment of 8,534. If achieved, this would amount to an increase over the 2021/22 year of 33 percent. (The 2021/22 YA participation figure of 6,412 was also a record.)

New Program Development Update

- We have begun developing YA Occupational Pathways in 5 new YA Program Areas (synonymous with "career clusters"). Those 5 are:
 - Business Management and Administration
 - Education and Training
 - Human Services
 - Government and Public Administration
 - Law, Public Safety, Corrections, and Security
- This will be a two-year process. We are first working on the first two areas on this list, then will address the other three. All will be completed by fall of 2024.
- If you are interested in the complete list of current YA Program Areas and Occupational Pathways (75), go to: <https://dwd.wisconsin.gov/apprenticeship/ya/pdf/ya-pathways-complete-list.pdf>

Other Staff and Administration Highlights

- The YA staff were happy to return to providing in-person new YA Coordinator training over the last two weeks. This key training on the program, its requirements, and best practices was conducted remotely during the pandemic.
- DWD has recently hired two youth apprentices in the IT YA Program Area. Multiple other state agencies are in the process of hiring youth apprentices as well.