



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

to DWD, Bureau of Apprenticeship Standards & Wisconsin Technical College System Board

May 4, 2021

Virtual

Members Present	
Anhalt, Tim (alternate)	NECA-IBEW Electrical Apprenticeship
Anthony, Jr., Ruben	Urban League
Barker, Daniel	Ariens Company
Blumer, Lindsay	WRTP / BIG STEP
Bukiewicz, Dan	WI Building Trades Council
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
Mortenson, Brandon	IAMAW District 10
Nakkoul, Nancy (<i>alternate</i>)	Wisconsin Technical College System
O'Neill, Hollie	IBEW 2150, WI Electrical Power
Pfannerstill, Kathleen	Toolcraft Co., Inc.
Reader, Chris	Wisconsin Manufacturers & Commerce

Members Absent	
Cook, Jim	NECA-IBEW
Lentz, Seth	Workforce Development Board of South Central WI
McHugh, Shawn	Wisconsin Operating Engineers
Seeley-Schreck, Chrystal	Wisconsin Technical College System
Wieseke, Mark	UAW, Region 4
Consultants	
Anhalt, Tim	NECA-IBEW
Conklin, Olivia	Bureau of Apprenticeship Standards
Crary, Cathy	Bureau of Apprenticeship Standards
Dernbach, B.J.	Office of Rep. Petryk
Gitter, Jesse	Bureau of Apprenticeship Standards
Gonzalez, Gladys	Aurora Health Care
Griffe, Craig	Wauwatosa East High School
Helbig, Anna	Aurora Health Care
Johnson, Joshua	Bureau of Apprenticeship Standards
Kargel, Nancy	Bureau of Apprenticeship Standards
Kasper, Andrew	Bureau of Apprenticeship Standards
Munoz, Tricia	GPS Education Partners
Myles, Tommy	Youth Apprenticeship
Olson, Chuck	Bureau of Apprenticeship Standards
O'Shasky, Lynn	Bureau of Apprenticeship Standards
Popp, Corey	Bureau of Apprenticeship Standards
Pratt, Dawn	Bureau of Apprenticeship Standards
Pusch, Liz	Bureau of Apprenticeship Standards
Rogers, Milton	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards

Tourdot, Kelly	Associated Builders & Contractors
Wagner, Mike	NECA-IBEW
Walsh, Julie	Mechanical and Sheet Metal Contractors Association
Walton, Jacob	
Webster, Mackenzie	Bureau of Apprenticeship Standards
Williams, Jessica	Bureau of Apprenticeship Standards
Williams, Sylvia	Teens Grow Greens

1. The meeting was called to order at 10:03 a.m. by Co-Chair Terry Hayden.
2. Mr. Owen Smith recorded attendance. A quorum was present.
3. The Council reviewed the roster. Director Joshua Johnson introduced and welcomed three new members: Ms. Lindsay Blumer of WRTP/BIG STEP; Mr. Dan Bukiewicz of the Building Trades Council; and Ms. Karin Smith of the WI Department of Public Instruction.

4. **"K-12 Career Readiness," a special Presentation by Ms. Karin Smith, Dept. of Public Instruction**

Director Johnson introduced Ms. Smith. He shared that they met at the Youth Apprenticeship Forum; he presented on bridging to registered apprenticeship; she followed with a presentation on career readiness. He was impressed because their presentations aligned very well. He expressed excitement that she was presenting to the Council.

Ms. Smith explained that the Career and Technical Education staff begins with this end in mind: each high school student graduates prepared for his or her desired form of post-secondary education. Every public school is required to have a process to help that happen: academic and career planning, which most students begin in elementary school. The process helps students begin thinking about which career they may want to pursue and how that relates to what they learn in the classroom.

The overarching goal of academic and career planning (ACP) is to gradually expose students to the world of work along their developmental continuum from sixth grade through graduation. The process includes four stages: know, explore, plan, and go. Know your interests and talents and the related career and education options. Explore the general career area(s) as a path after graduation. Plan to explore pursue the career area after graduation, not perform it forever. And go get the skills and support necessary to proceed.

The ACP process is created locally by each school district. All processes include interest inventories and financial literacy, at least two courses, an opportunity to participate in work-based learning, and an opportunity to earn an industry-recognized credential. Some activities include career-based learning experiences with employers, classroom speakers, career fairs, or part-time summer employment. The gold standard of career-based learning is youth apprenticeship.

ACP also involves Xello and INSPIRE software, which help students learn about specific occupations and

search job openings across the state.

Until now, school districts could provide only a local career pathway. Now, regional pathways are available, and they provide support from CESAs, which help facilitate participating employers.

Attendees thanked Ms. Smith for her presentation and commented on its timeliness and helpfulness.

Council members and consultants had the following questions and comments:

- Mr. Dan Barker shared that his company works with CESA 6 and is involved in the INSPIRE program. Both have been very helpful and supportive.
- Ms. Pfannerstill asked how employers can become involved. Ms. Smith pasted the link to the primary webpage in the chat.
- Mr. Griffe asked whether DWD could help shape the career planning process. Ms. Smith replied that her staff is beginning to have state-level conversations about how to integrate additional various partnerships and funding throughout the various stages of academic and career planning.

The Council thanked Ms. Smith for her "awesome" presentation.

5. Review applications for Certified Pre-Apprenticeship

a. GPS Educational Partners

Director Johnson introduced Ms. Tricia Munoz, GPS representative. He explained that the program works with high-risk students that may not have access to youth apprenticeship.

Ms. Munoz thanked the Council for having her and briefly summarized the program content.

Council members and consultants had the following questions and comments:

- Mr. Barker stated he was confused about the relationship between the youth apprenticeship program and the application for certified pre-apprenticeship. The efforts seemed duplicative to him. He asked whether the Bureau and Council intend for all youth apprenticeships to become certified pre-apprenticeships.

Director Johnson clarified that BAS encourage youth apprenticeship consortia to apply for certified pre-apprenticeship status because the programs satisfy the criteria and would become eligible for related federal funding. However, federal funding is now available for youth apprenticeships, so the Bureau will stop encouraging youth apprenticeships to apply for CPA status.

Ms. Cathy Crary added that encouraging youth apprenticeships to apply for CPA status made sense at the time because youth apprenticeship lacked funding and the Bureau was growing participation in both areas. Since then, conditions have changed, and she agrees with no longer having YA applies. The state YA staff will issue related guidance soon.

- Ms. Nakkoul recommended the Bureau clarify the policy and program distinctions prior to further review by the Council. She recommended the Bureau research whether the Department of Labor has

a governing definition of pre-apprenticeship. She noted that the term "pre-apprenticeship" is used in many different contexts, such as a classification of full-time, underskilled workers. Director Johnson agreed to both recommendations.

- A consultant whether the Department of Labor has a federal policy that certified pre-apprenticeship must be unpaid. Director Johnson said he was unaware of such as policy and will research it.

Action: *A motion to postpone the review until BAS revises the policy distinctions between youth apprenticeship and certified pre-apprenticeship was made by Co-Chair Hurt, seconded by Mr. Daily, and approved by the Council.*

b. Teens Grow Greens

Director Johnson introduced Ms. Sylvia Wilson, a representative of the organization. Ms. Wilson explained that the pre-apprenticeship prepares participants for careers in agriculture and hospitality. Her organization decided to pursue CPA status rather than youth apprenticeship status because the local school district, Milwaukee Public Schools, offers its own youth apprenticeship in horticulture. In addition, her organization preferred to have a broader reach and partners with charter schools and private schools.

Council members and consultants had the following questions and comments:

- Mr. Hurt asked how the curriculum is aligned with registered apprenticeship. For example, is it aligned with the new registered apprenticeships in organic vegetable farming and dairy grazing?

Ms. Wilson replied that the program is support by one registered apprenticeship sponsor, Aurora Healthcare, which employs its graduates in its culinary retail staff. The curriculum is not aligned with the new agriculture registered apprenticeships. It focuses on two pathways in agriculture: greenhouse growing and community gardens.

- Co-Chair Hayden and Ms. Nakkoul asked to which specific registered apprenticeship does the program lead? Ms. Nakkoul noted that the application uses the terms applicant, apprentice, and intern interchangeably.

Ms. Wilson replied that the curriculum could apply to various agriculture programs in community gardens and greenhouse growing. Ms. Olivia Conklin stated in the participant chat that the curriculum may align with some related instruction for the Arborist registered apprenticeship.

- Co-Chair Hurt, Ms. Nakkoul, and Mr. Anthony, Jr. commented that the program is distinct from other applications but the alignment with and support from registered apprenticeship could be greater.

Director Johnson acknowledged that the application is distinct from other applications because it trains participants in two seemingly unrelated industries: agriculture and hospitality. However, the program curriculum is comprehensive; the program has supporting partners and one registered apprenticeship sponsor; and the program provider aims to become a registered apprenticeship sponsor itself.

Action: *a motion to provisionally approve the program pending further evidence of alignment with registered apprenticeship and support from registered apprenticeship sponsors was made by Mr. Barker, seconded by Mr. Anthony, Jr., and approved by the Council. The program provider must reapply with the evidence by the Council's fourth quarter meeting this year.*

c. Wauwatosa East High School

Director Johnson reviewed that the program was approved when it was offered at Brown Deer High School; the program has moved to Wauwatosa East High School; and no content has changed.

Mr. Griffe explained that the program is offered to seniors in their second semester. Many program graduates have entered the state carpentry registered apprenticeship.

Council members and consultants had the following questions and comments:

- Co-Chair Hurt congratulated Mr. Griffe on the program's success.
- Ms. Smith stated the program is "fantastic" and "an example of a best practice."

Action: *A motion to approve the application was made by Ms. Smith, seconded by Ms. Griffith, and approved by the Council.*

d. WRTP/ BIG STEP

Director Johnson reviewed that both programs were approved by the Council several years ago. The programs are not up for review; their names are. The procedure is a formality to specify the programs so the respective graduates can be identified more easily by the Bureau. The approval and administrative confusion predates the hiring of Ms. Blumer.

Council members and consultants had the following questions and comments:

- Mr. Anthony, Jr., asked why the programs came before the Council.

Director Johnson reviewed that the Bureau needed to clarify the program names to determine whether employers who hired the graduates were eligible for on-the-job learning reimbursements provided by the Bureau's federal grant. The program was listed as "general construction pre-apprenticeship" but contained multiple programs.

- Mr. Jacobson asked whether the separate programs had separate funding sources. Ms. Blumer replied that they do not.
- Ms. Nakkoul recommend that the Bureau specify a threshold to distinguish when a program must reapply entirely or submit specific modifications for approval.
- Co-Chair Hayden expressed confusion. He asked Director Johnson to clarify whether the Council should review the names only.

Director Johnson answered, yes.

Action: *A motion to approve the program names was made by Ms. Griffith, seconded by Mr. Barker, and approved by the Council. Co-Chair Hurt and Mr. Grohmann abstained.*

e. TRANS program by Wisconsin Department of Transportation

Director Johnson reviewed that the submission clarifies the program for the purposes of reimbursing employers who hire graduates, as part of the Bureau's federal grant.

A lengthy discussion ensued concerning whether the application is for a certified pre-apprenticeship program or certified pre-apprenticeship curriculum. The discussion centered on the fact that the WI Department of Transportation is the program provider but subcontracts with third-party providers to deliver the curriculum. Several Council members expressed concern that the administrative practice distinguishes the application from all other applications, and therefore warrants separate policies and guidelines.

Council members and consultants had the following questions and comments:

- Co-Chair Hurt and Ms. Blumer argued that the application is for curriculum that will be delivered by third-party entities; therefore, the third-party entities may have to be approved by the Council. Ms. Blumer noted that W RTP/ BIG STEP provides the TRANS curriculum and had its various certified pre-apprenticeship programs individually approved by the Council. She argued that other providers should be held to the same standard.
- Mr. Anthony, Jr., argued that the Department of Transportation vets the curriculum and the providers. The application represents the program and the Department of Transportation's procedures. The Council can approve the application because the DOT vets the curriculum providers.
- Ms. Nakkoul supported updating the application policies and procedures to clarify the issues concerning how applicants deliver their programs. The current policies should be followed for all applications to avoid confusion.
- Director Johnson reviewed that he views the TRANS application similarly to the W RTP applications. W RTP had blanket approval for years and then clarified the names of its specific programs. DOT has its own metrics for its subcontractors, and all subcontractors are held to the same standards. DOT funds the programs and evaluates the subcontractors.

The Council then discussed whether to approve the application temporarily, but the suggestion raised similar concerns: requiring DOT to provide further documentation may adversely affect similar programs that are currently under contract and may fundamentally change the nature of future applications.

The Council also noted that a DOT representative was not present to answer related questions.

Director Johnson supported further discussion, but noted that the longer the decision remains pending, the longer the Bureau must wait to reimburse employers that may qualify.

Action: *a motion to schedule another meeting soon to complete the review, with a DOT representative present, was made by Ms. Griffith, seconded by Mr. Anthony, Jr., and approved by the Council.*

6. Other Discussions

Mr. Anhalt asked whether the *Wisconsin Apprenticeship Manual* was being revised. Director Johnson clarified that the document is being updated to reflect recent law changes.

Ms. Emrick requested that the Council review the ongoing performance criteria for certified pre-apprenticeships. Director Johnson agreed.

7. Adjourn.

The Co-Chairs and Director Johnson noted that the meeting had lasted nearly 30 minutes beyond schedule. They recommended the Council adjourn and the Bureau schedule a second meeting in May to conclude all remaining items. Mr. Smith will email a survey to Council members to schedule the next meeting.

Action: *a motion to adjourn and schedule another meeting in May was made by Mr. Daily, seconded by Co-Chair Hurt,, and approved by the Council.*

The Council adjourned at 12:55 p.m.

Submitted by Owen Smith, Program and Policy Analyst

April 28, 2021

Wisconsin Apprenticeship Advisory Council

Tuesday, May 4, 2021

10:00 AM – 12:30 PM

Virtual

Access Information

Link: <https://dwdwi.webex.com/dwdwi/j.php?MTID=m3d115e7bc8b44bf192eba95b2baa90fc>
Meeting number: 145 172 7241
Password: D8pXFeTrx23
Join by phone: 1-855-282-6330 US TOLL FREE
Access code: 145 172 7241

Tentative Agenda

1. Call the meeting to order.
2. Record attendance.
3. Review the roster.
4. **For action:** approve the minutes of the prior meeting.
5. **Presentation w/ Q&A: "Career Pathways," by Ms. Karin Smith, Department of Public Instruction (45 min)**
6. **Action: review applications for certified pre-apprenticeships (applications emailed separately to Council)**
 - a. GPS Educational Partners
 - b. Teens Grow Greens
 - c. Wauwatosa East High School
 - d. WRTP/BIG STEP: "Apprenticeship Readiness Program for Construction"
 - e. WRTP/BIG STEP: "Entry-Level Construction Skills"
7. **Additional Action Items**
 - a. Review the Council Bylaws.
 - b. Review recommendations of the Equal Access & Outreach subcommittee.
8. **Discussions**
 - a. Registered apprenticeship during COVID-19
 - b. Implementing revisions to CFR 29.30
 - c. National Apprenticeship Act 2021
 - d. Reimbursing employers for on-the-job learning and apprentices for supportive services.
 - e. National Apprenticeship Week 2021
9. **Youth Apprenticeship Update**
10. **Wisconsin Technical System Update**
11. **Adjourn.**

WI Apprenticeship Advisory Council

ByLaws

DRAFT 2017



ARTICLE I. Name

The name of the organization shall be the Wisconsin Apprenticeship Advisory Council ("Council").

ARTICLE II. Authority and Purpose

The Council is created under the authority of WI Statutes 15.227 (13). The Council's mission is to advise the Department of Workforce Development on matters involving the Wisconsin Apprenticeship Systems, including the enactment of Laws, Rules and Standards.

ARTICLE III. Organization

3.1 Membership

Council membership is voluntary and shall consist of representatives of various stakeholders. All members of the Council must be persons who are familiar with apprenticeable occupations.

3.2 Appointment

(1) Council Membership

- Nine (9) members are employer representatives and nine (9) employee representatives who are appointed by the Secretary of the Department of Workforce Development (DWD);
- One (1) representative from the Department of Public Instruction appointed by the State Superintendent of Public Instruction;
- One (1) representative from the Wisconsin Technical College System (WTCS) appointed by the President of the Technical College System;
- Two (2) members who represent public interest appointed by the DWD Secretary;
- One (1) non-voting Secretary, which shall be the Director of the DWD Bureau of Apprenticeship Standards.

(2) Designees

Council members may select an official designee to attend meetings they are unable to attend. Any member who wishes to identify a designee must convey the name and any other requested information in writing in advance of any Council meeting to the Director of the Bureau of Apprenticeship Standards. Only an approved designee may participate fully at Council meetings.

(3) Terms

Employee, employer, and public members serve three year terms and are nominated by statewide trade associations, employer groups, the state labor organization, and community based organizations. Members may be renominated for further terms.

It is the responsibility of the nominating bodies to include minorities and females in their nominations.

(4) Termination and Resignation

- (a) The Director of the Bureau of Apprenticeship Standards may terminate the appointment of any member who has had two (2) unexcused absences in one year.
- (b) Any member may resign from the Council by submitting a letter of resignation to the Bureau of Apprenticeship Standards. The resignation shall become effective on the date specified in the resignation letter.
- (c) Council members, who due to job change or other reasons no longer represent the stakeholder which they represent, may no longer serve on the Council and a replacement must be renominated and appointed.

3.3 Voting

Only members appointed under Section 3.2(1) of these by-laws, or individuals designated under Section 3.2(2) of these by-laws, are voting members of the Council. Each member of the Council shall have one vote.

3.4 Conflict of Interest

Council members are state public officials as defined by ss. 19.42, Wis. Stats., and are subject to ss. 19.46, Wis. Stats., concerning conflict of interest prohibitions, including a prohibition on:

- (a) Taking any official action substantially affecting a matter in which the official, a member of his or her immediate family, or an organization with which the official is associated has a substantial financial interest; and
- (b) Using his or her office or position in a way that produces or assists in the production of a substantial benefit, direct or indirect, for the official, one or more members of the official's immediate family either separately or together, or an organization with which the official is associated.

3.5 Staffing of the Apprenticeship Advisory Council

The Bureau of Apprenticeship Standards shall provide staff and administrative support for the Council.

ARTICLE IV. Officers and Secretary

4.1 Co-Chairs

The Council shall elect Co-Chairs; a representative of labor and a representative of management. They will serve three (3) year terms and may be re-nominated. Elections will be held if vacancies occur. Where possible, the Co-Chairs will preside at alternate meetings.

4.2 Secretary

WI Statutes 15.227 (13) requires one (1) permanent classified employee of the Department of Workforce Development, appointed by the secretary of workforce development, shall serve as nonvoting chairperson. In lieu of the nonvoting chairperson, the Director of the Bureau of Apprenticeship Standards shall serve as the nonvoting Secretary. The Secretary shall be responsible for meeting notices, agendas, facilities, minutes and Council correspondence.

ARTICLE V. Meetings

5.1 Frequency

The Council shall meet at least four times a year. Additional meetings may be scheduled at the call of the Co-Chairs.

5.2 Notice

- (1) Notice of meetings of the Council, along with an agenda of items for consideration at such meeting, shall be provided to all members at least seven days prior to the date of the meeting. Mailing by e-mail or postal mail to the member's registered address shall be deemed adequate notice.
- (2) Public notice as required under Subchapter V of Chapter 19 of the Wisconsin Statutes (also known as the Wisconsin Open Meetings Law) shall be given prior to each meeting.

5.3 Presiding Officers

The Co-Chairs shall preside at all meetings of the Council and where possible preside at alternate meetings. If both Co-Chairs are absent, the permanent classified employee of the Department of Workforce Development shall preside over the meeting.

5.4 Agenda

The Co-Chairs, in consultation with the Secretary, shall determine the agenda for each Council meeting.

5.5 Quorum

A majority of Council members, or their official designees, shall constitute a quorum for the purpose of conducting official business of the Council.

5.6 Technology

A conference line may be provided at all Council meetings , if possible, and at the discretion of the Council Co-Chairs. Web-based meetings may also be used as deemed appropriate by the Co-Chairs.

ARTICLE VI. Committees

6.1 Executive Committee

(1) Membership

The Executive Committee shall be comprised of the Council Co-Chairs, Secretary, and Chairs or Co-Chairs of the standing committees. The Co-Chairs may designate additional Council members to serve on the committee at his/her pleasure.

(2) Purpose

The Executive Committee shall provide overall direction to Council activities. The Executive Committee shall also take action on matters when time does not allow issues to be addressed at a regularly scheduled Council meeting. A majority vote of the Executive Committee is required for all such actions. All actions of the Executive Committee are binding and other members are welcome to participate in the special meetings. All actions shall be reviewed by the full Council at the next regularly scheduled meeting.

6.2 Standing Committees

(1) Committees

The Council shall have four standing committees to implement the Council's Strategic Plan and to formalize a structure for stakeholders in Wisconsin's apprenticeship system to actively participate in the maintenance, support and refinement of the system's activities. The committees shall include the following:

a) Educational Linkages Sub-Committee

Mission Statement: Develop critical linkages between the apprenticeship community and the secondary and post secondary educational systems.

b) Equal Access Sub-Committee

Mission Statement: Increase access, recruitment, training and retention of women and minorities in state approved apprenticeship programs.

c) Policy and Standards Sub-Committee

Mission Statement: Review and provide recommendations to the DWD/Bureau of Apprenticeship Standards concerning apprenticeship regulations and policies.

d) Outreach Sub-Committee

Mission Statement: Promote apprenticeship opportunities into high growth areas.
Outreach materials will be developed to assist applicants and sponsors.

All members of the Council are expected to serve on at least one sub-committee. Other apprenticeship stakeholders may be appointed to the sub-committees and serve at the discretion of the Bureau of Apprenticeship Standards.

(2) Purpose

The committees shall consist of a diverse range of stakeholders, including employers. The committees shall report to the Council and submit recommendations for approval during formal committee reports at Council meetings except when the standing committee acts on behalf of the Council based on prior authority granted by the Council for a specific purpose. The chairs or Co-Chairs of the committees shall establish appropriate rules for management of the committee's business.

6.3 Ad hoc Committees

The Council Co-Chairs and/or Secretary may establish *ad hoc* committees, workgroups, or task forces to assist the Council in carrying out its responsibilities. The scope, duration, and membership of the committee shall be determined by the Co-Chairs and/or Secretary at the time of the appointment.

6.4 Quorum

The majority of the committee members shall constitute a quorum for the purpose of conducting official committee business.

6.5 Notice

- (1) Notice of meetings for the Council Executive committee, standing committees and ad hoc committees shall be provided to all members at least seven days prior to the date of the meeting, along with an agenda of items for consideration at such meeting. Mailing by e-mail or postal mail to the member's registered address shall be deemed adequate notice.
- (2) The committees shall conduct meetings in conformity with the open meeting laws of Wisconsin.

ARTICLE VII. Council Responsibilities

7.1 Provision of Advice

- 1) Advise the Department of Workforce Development on matters involving the Wisconsin Apprenticeship System including the enactment of laws and rules.
- 2) Advise the leadership of the Wisconsin Technical College System on matters pertaining to related instruction for apprentices and related occupational instruction.
- 3) Advise the State Superintendent of the Department of Public Instruction on matters pertaining to the value and expectations of apprenticeship career options.

7.2 Relationship to State Committees

Provide guidance and leadership to State Trade Committees for the purpose of improving Apprenticeship and the committee structure and operations.

7.3. Leadership

- a) Promote (formally or informally) apprenticeship to state agencies, boards, etc.
- b) Determine/advise need for communications and provide “official” line to other systems, structures and agencies; such as, the Council on Workforce Investment.
- c) Technical College System or others for information, opinions, etc.
- d) Assist with gaining funds for apprenticeship.
- e) Promote diversity; both within the formal apprenticeship structure and in apprenticeship programs.
- f) Assist in sponsoring the Biennial Apprenticeship Conference.
- g) Review, discuss and offer opinions regarding trends, best practices, and related topics apprenticeship.
- h) Communicate with the apprenticeship community regarding topics critical to the health of the apprenticeship system.
- i) Recommend needed and appropriate policies and program changes to the Bureau of Apprenticeship Standards.

ARTICLE VIII. Amendment of By-laws and Parliamentary Authority

7.1 Amendment of By-laws

The Council, by majority vote, may approve changes to these by-laws.

7.2 Parliamentary Authority

For procedural matters not covered in these by-laws, Robert's Rules of Order, Newly Revised shall be the parliamentary authority.



K12 Career Readiness in Wisconsin

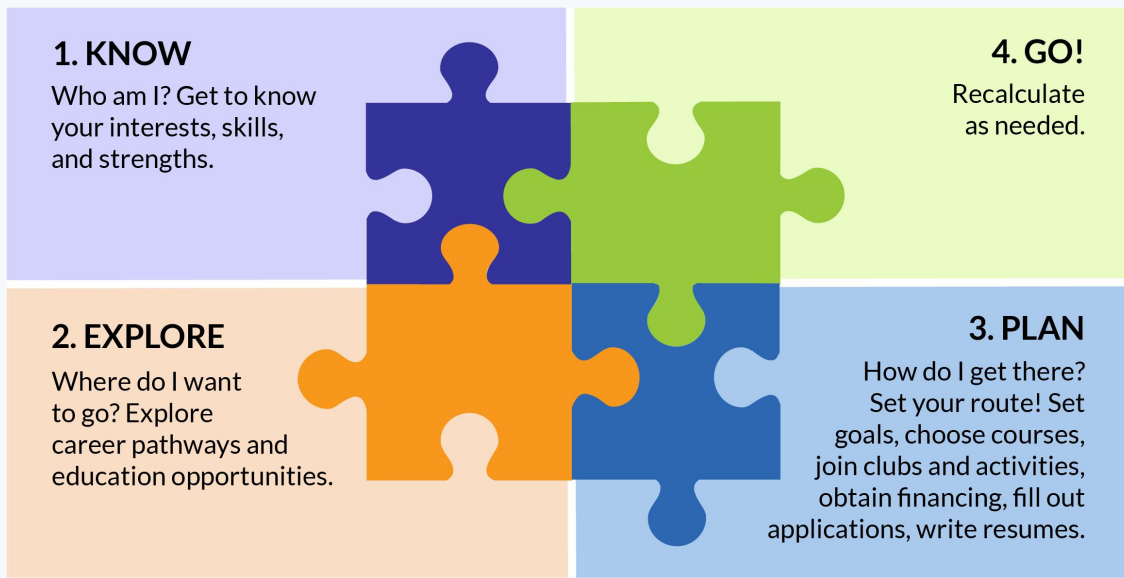
DPI Vision and Ultimate Goal

Every child a graduate,
college and career ready

Academic & Career Planning

Academic and Career Planning =
The process school districts in Wisconsin use to ensure all students
graduate college and career ready.

4 Stages to Successful Academic and Career Planning (ACP)



Career-based Learning Experiences (CBLEs)

KNOW	EXPLORE	PLAN & GO
<ul style="list-style-type: none">• Classroom Speaker• Company Tour• Career Fair• Career-related Project• Part-time or Summer Job	<ul style="list-style-type: none">• Job Shadow• Career-related Volunteering or Service-learning• CTSO or Career-related Out of School Activity	<ul style="list-style-type: none">• Informational Interview• Career Mentoring• Simulated Worksite• School-based Enterprise• School Entrepreneurial Experience• Supervised Agricultural Experience• Internship or Local Co-op• State Certified Co-op• Youth Apprenticeship Program

CBLEs in Action



LAUNCH



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Math for Skilled Trades

This course is intended to prepare students interested in careers in the skilled trades for various technology-related industries. It uses a problem-based, hands-on learning approach. Each challenge presented motivates the need for learning mathematical techniques necessary to solve the problem. Topics include communication and applications of algebra, geometry, and trigonometry to construct solutions to complex, real-world problems.

recent po

@ Dec 31

upcoming




Pathways
WISCONSIN

Pathway Tools



XELLO (formerly Career Cruising) and **INSPIRE WISCONSIN** assist students with exploration and development of their own personal **CAREER PATHWAY** as a part of the **ACADEMIC AND CAREER PLANNING PROCESS**



Career Pathways

For many students, the ACP process leads naturally to a career pathway.

In K12 education, a career pathway is a series of connected career and technical education and training opportunities that move seamlessly into a postsecondary option for a specific career area.

Components of a Career Pathway

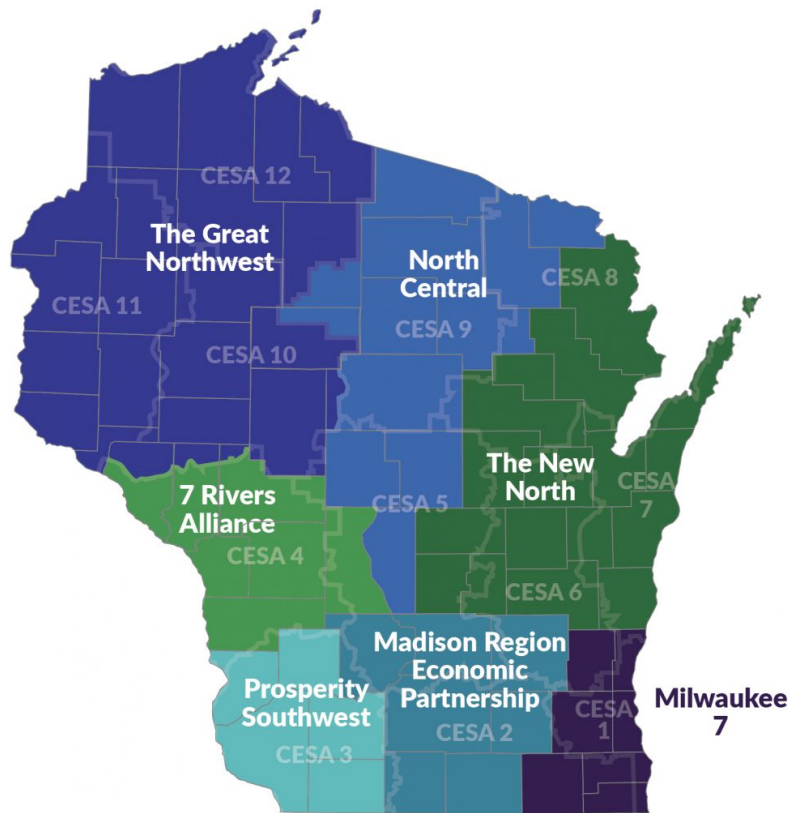
A high school career pathway includes:

1. Sequence of career and technical education courses
2. Industry-recognized credential
3. Work-based learning experience
4. Dual enrollment opportunity
5. Career and technical student organization related activities



**Youth
Apprenticeship!**

State Expansion of Regional Career Pathways



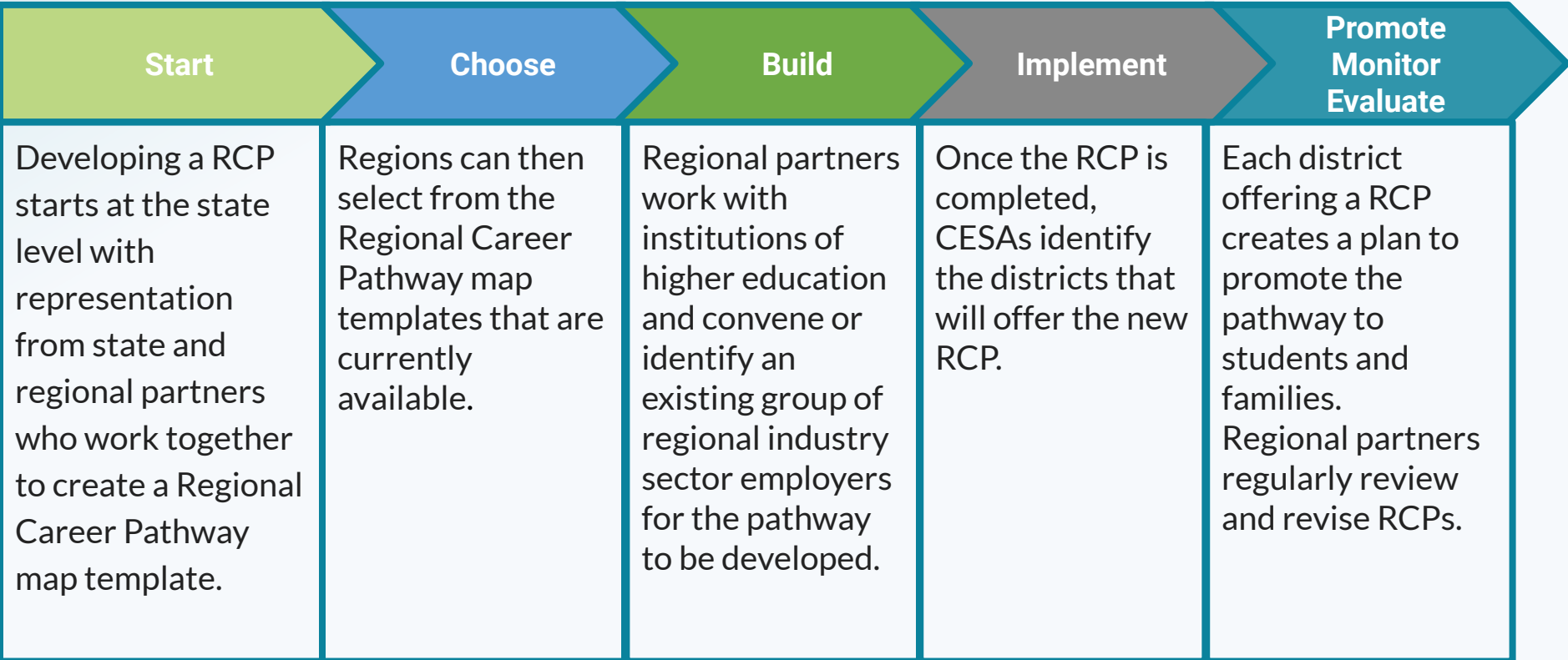
<https://dpi.wi.gov/pathways-wisconsin/regional-pathways-project>



Current RCP Regions & Coordinators

7 Rivers	Great Northwest	MadREP	Milwaukee7	New North	North Central WI	Prosperity Southwest
<p>Amanda Langrehr alangrehr@cesa4.k12.wi.us (608) 386-7846</p> <p>Jessie Sloan jsloan@cesa4.k12.wi.us (608) 786-4850</p>	<p>Dani Schott danis@cesa11.k12.wi.us (715) 554-0772</p>	<p>Gene Dalhoff gdalhoff@madisonregion.org (608) 571-0403</p>	<p>Eric Hill ehill@cesa1.k12.wi.us</p> <p>Mary Gavigan mgavigan@cesa1.k12.wi.us (262) 787-9500, ext. 9510</p> <p>Susan Koehn skoehn@mke7.com (262) 957-6760</p>	<p>Marcia Waldron-Kuhn mkuhn@cesa7.org (920) 617-5616</p>	<p>Lynn Aprill laprill@cesa8.org (920) 680-7168</p>	<p>Darla Burton dburton@cesa3.org</p>
<ul style="list-style-type: none"> • Patient Care • Advanced Manufacturing 	<ul style="list-style-type: none"> • Patient Care • Advanced Manufacturing • Construction • Business Admin - Management 	<ul style="list-style-type: none"> • Patient Care • Digital Tech • Advanced Manufacturing • Construction 	<ul style="list-style-type: none"> • Patient Care • Digital Tech • Advanced Manufacturing • Construction • Business Admin - Finance 	<ul style="list-style-type: none"> • Patient Care • Digital Tech • Advanced Manufacturing • Construction 	<ul style="list-style-type: none"> • Patient Care • Advanced Manufacturing 	<ul style="list-style-type: none"> • Patient Care • Construction

Regional Career Pathway Process



Current and Future Regional Career Pathways

Current RCPs

- Healthcare: Patient Care
- Construction
- Advanced Manufacturing
- Digital Technology
- Business Administration
 - Management
 - Finance
 - Marketing
- STEM
 - Energy

Future RCPs

- Education
- Agriculture
- STEM
 - General
 - Biomedical

<https://dpi.wi.gov/pathways-wisconsin/industry-sectors>



Each Region Has Convened a Collaborative of Partners

- CESAs
- Regional and County Economic Development Partners
- Business and Industry Partners
- Workforce Development Professionals
- Higher Education Partners
- Community Organizations
- Supportive Services Partners
- Youth Apprenticeship Consortia

Statewide Implementation Goals

Year One (2020-2021) Goal= To create the infrastructure necessary for regional career pathway development.

Year Two (2021-2022) Goal= To engage and promote students to access, participate, and complete regional career pathways.

Year Three (2022-2023) Goal= To ensure access and equity are addressed in regional career pathway access, participation, and completion with an emphasis on special populations.

Thank You

To learn more about Academic and Career Planning go to:

<https://dpi.wi.gov/acp>

To learn more about Regional Career Pathways go to:

<https://dpi.wi.gov/pathways-wisconsin>

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Thank you!

