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Employment and Training Division
Bureau of Apprenticeship Standards
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May 12, 2021

Wisconsin Apprenticeship Advisory Council

Tuesday, May 18, 2021

10:00 AM – 12:30 PM

Virtual

Access Information

Link: <https://dwdwi.webex.com/dwdwi/j.php?MTID=m845df0feb5efb4ea82f934b3cc3c6ee5>
Meeting number: 145 082 0116
Password: 3buGm3cTBA7
Join by phone: +1-855-282-6330 US TOLL FREE
Access code: 145 082 0116

Tentative Agenda

1. Call the meeting to order.
2. Record attendance.
3. Review the roster.

4. Action Items

- a. Approve the minutes of the prior meeting.
- b. Review certified pre-apprenticeship (CPA) application for "TRANS Program" from Dept. of Transportation.
- c. Review CPA application for "Machine Tool Pre-Apprenticeship" from Manufacturing Works.
- d. Review CPA application for "Mechatronics Pre-Apprenticeship" from Manufacturing Works.
- f. Review CPA application policies on third-party providers of curriculum via Policy & Standards subcommittee.
- g. Review Council By-laws via the Policy & Standards subcommittee.
- h. Review recommendations of the Equal Access & Outreach subcommittee.

5. Registered Apprenticeship Update

- a. Introduce new Bureau of Apprenticeship Staff
- b. Review the impact of COVID-19 on WI Apprenticeship.
- c. Implement revisions to CFR 29.30
- d. Reimburse employers for on-the-job learning and apprentices for supportive services.
- e. Plan for National Apprenticeship Week 2021

6. Youth Apprenticeship Update

7. Wisconsin Technical System Update

8. Adjourn.



Draft 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 WRTP/ 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 WRTP applications. WRTP 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



Draft Minutes of the
Equal Access & Outreach Subcommittee
of the
Wisconsin Apprenticeship Advisory Council

April 30, 2021
Virtual

Attendees	
Anhalt, Time	NECA-IBEW
Anthony, Jr., Ruben	Urban League
Griffith, Tracey	WI Transportation & Builders Association
Holton, Jessica	DWD Division of Vocational Rehabilitation
Hurt, Henry	Hurt Electric
Jenkins, Tasha	DWD Bureau of Job Service
Johnson, Joshua	Bureau of Apprenticeship Standards
Kasper, Andrew	Bureau of Apprenticeship Standards
Nakkoul, Nancy	Wisconsin Technical College System
O'Shasky, Lynn	Bureau of Apprenticeship Standards
Pfannerstill, Kathleen	Toolcraft Co., Inc.
Roddy, Elizabeth	Associated Builders & Contractors of WI
Smith, Karin	Department of Public Instruction
Smith, Owen	Bureau of Apprenticeship Standards
Williams, Mike	DWD Bureau of Workforce Training

1. The meeting was called to order at 10:03 a.m. by Director Johnson.

2. Mr. Owen Smith recorded attendance.

3. **Elect Co-Chair.**

The subcommittee approved Ms. Kathy Pfannerstill as Chair of the Subcommittee.

4. **Review the structure of the subcommittee.**

Director Johnson reviewed the new structure for subcommittees:

- The Chair will be a Council member.
- The Secretary will be a BAS staff member.
- Members will include Council members and other apprenticeship stakeholders.
- Non-voting consultants will include guests and other apprenticeship stakeholders.

Attendees voiced support for the new structure.

5. **Review the initial draft of the Five-Year Outreach Plan.**

Director Johnson reviewed that a primary aim of the state expansion grant is to position registered apprenticeship as one of the primary workforce solutions for private and public employers. He drafted the initial proposal based on his vision as Director. The strategies and tactics are basic. He wants the subcommittee and Council to comment on the face validity of this draft before he seeks input from the DWD sections involved.

Attendees offered the following questions and comments:

How does this relate to prior efforts of the Council?

The plan will overlap in some ways to prior efforts of the Council, but it is mostly unique to the grant goals of integrating registered apprenticeship within the broader workforce development system,, such as workforce development boards, youth apprenticeship, etc.

What are the metrics?

Unlike other grant goals, the plan does not have specific metrics, such as apprentices served. Instead, the objective is to develop the plan for long-term integration, and report progress on the plan's development each quarter. The Bureau must submit a full draft by July 1, 2021 and submit a final plan by December 31, 2022.

Why does the plan not include strategies for specific industries and specific industry organizations?

The plan focuses broadly on sectors and large organizations within the sectors that would represent or includes specific industries and specific industry organizations. The plan is inclusive; specific industries and organizations are embedded within but not specifically targeted.

How will the plan exposure high school students to youth and registered apprenticeship?

The plan will focus on linking youth apprenticeship with broader workforce opportunities, including registered apprenticeship. The Department of Public Instruction requires students develop a career and education plan as early as the sixth grade. The emphasis is gradually shifting from college to readiness to college and career readiness, which emphasizes that entering a workforce training is post-secondary education.

The Council and Bureau should evaluate their past efforts and incorporate lessons learned into the plan.

Several attendees encouraged the Bureau to evaluate the success of past efforts and to identify what did not work. The consensus is that many past projects were one-time projects, not sustained efforts, and several of those efforts were developed but not implemented. For example, the Mentor Program was not implemented, and the DPI CTE staff survey on registered apprenticeship was discussed only once.

The plan should further emphasize equal access.

Equal access efforts have been moderately successful so far in metropolitan areas, but the efforts suffer in rural areas. Tribes, Hmong, and other underrepresented populations in northern Wisconsin need to be engaged. Persons with disabilities should be included, too.

6. Recommendations

- i. Evaluate past efforts by Council and BAS before developing new products.
- ii. Review the status of the Mentor Program.
- iii. Review the status of the DPI CTE staff survey on registered apprenticeship.
- iv. Shift to longer-term, sustainable products and projects, not various one-time projects.
- v. Link the strategies and tactics to equity intermediaries funded by the U.S. Dept of Labor.
- vi. Include younger RA graduates on advisory committees, similar to WTCS student ambassadors.
- vii. Be bold.

7. The subcommittee adjourned at noon.

Submitted by Owen Smith, Program and Policy Analyst

May 2021 YA Update:

YA by the Numbers:

- 2019/2020: Planned enrollment was 5659 student's Actual enrollment: 6054 students
- 2020/2021: Planned enrollment was 5956, Actual 5426 down about 500 (not bad for a pandemic)
- 9% minority participation
- 41% Female participation
- Average wage: \$11.08 (last year \$10.65)
- Top Five for Participation 20/21
 - Health Science (925)
 - Manufacturing (818)
 - AFNR (795)
 - Hospitality (768)
 - Arch & Const (795)

YA RFP:

- 35 Consortia this year, a few smaller consortia joined forces with others.
- Grants have been received, scored and reviewed. * Thank you, Terry Hayden, for assisting with this.
- New this year, the Bridge was emphasized by being worth the most points and therefore a heavily weighted question.
- Next steps: funding gets decided, recommendations are made and sent through the DWD ladder for approval then out to the field.

Modernization:

Tier Two: Nearing Completion, rollout in July

- Arts/AV
- AFNR: NEW Bridging opportunities: Organic Veggie Farmer, Dairy Grazer, Arborist!!
- Arch & Construction: Currently being revised. Employer groups gathered, if you would like to be a part of the employer team, please let YA know. Update will include strengthening the Bridge and possibly new occupations.