

February 24, 2020

TO: State Steamfitting Apprenticeship Advisory Committee Members & Consultants

FROM: Owen Smith, Bureau of Apprenticeship Standards
(608) 266-2491; Owen.Smith@dwd.wisconsin.gov

SUBJECT: State Steamfitting Apprenticeship Advisory Committee Meeting

DATE: Thursday, March 5, 2020

TIME: 1:00 PM

Place: Local 601 Training Center
6310 Town Center Dr.
Madison, WI 53718

TENTATIVE AGENDA

1. Call to order.
2. Distribute the sign-in sheet.
3. Review the roster.
4. **Old Business**
 - a. Review follow-up items from the previous meeting:
 - i. **For action:** approve the minutes.
 - ii. How is assessing applicants using Accuplacer Next Generation proceeding?
 - b. Implementing revisions to CFR 29.30 (AA/EEO requirements)
 - c. Federal grants to expand registered apprenticeship
 - d. Revisions to www.DWD.Wisconsin.gov and www.WisconsinApprenticeship.org
 - e. 2021 Biennial Apprenticeship Conference
 - f. Apprenticeship Completion Award Program (ACAP)
 - h. Other
5. **New Business**
 - a. Lessons learned from DWD visit to Germany
 - b. BAS leadership and personnel changes
 - c. 2020 National Apprenticeship Week
 - d. Revising Transition to Trainer
 - e. Other

6. WTCS Update
7. Review the program participants.
8. Schedule the next meeting.
9. Adjourn.

**Draft Minutes of the
Steamfitting
State Apprenticeship Advisory Committee**

October 23, 2019
Local 601 Training Center
Madison, Wisconsin

1. The meeting was called to order at 10:05 a.m. by Co-Chair Terry Hayden, in conformance with the Wisconsin open meeting laws.
2. A roll call was conducted. A quorum was present.
3. The committee reviewed the current roster. No revisions were needed.
4. **Old Business**

a. Review follow-up items from the previous meeting.

i. For action: approve the minutes

The minutes were approved as revised.

ii. Assessing applicants with Accuplacer Next Generation

Mr. Owen Smith reviewed that the state committee supported implementing the lowest Arithmetic score among technical colleges' crosswalks for Accuplacer Classic to Accuplacer Next Generation. He reviewed the subsequent determination by the Bureau that state committees that require a minimum ACT Math score of 17 should require a minimum Next Generation Arithmetic score of 250. Mr. Smith asked attendees how the score has been working.

The committee replied that the score has worked well but it may be too early to tell. The committee asked whether 250 is the highest score for Accuplacer Arithmetic. Mr. Smith confirmed that is it the highest corresponding score across local crosswalks developed by technical colleges.

Action: *the Bureau will add the topic to the 2020 spring agenda.*

iii. Statewide curriculum standard model for WTCS

Ms. Nancy Nakkoul reviewed that developing a state curriculum standard model through the WTCS would prove the related instruction is validated as part of mandatory reviews by the Higher Education Commission. The state committee thought developing the model was not necessary because the curriculum is proprietary through the UA. However, a quorum was not present at the prior meeting,

Action: *the state committee approved a motion to not develop a model. BAS will assist the WTCS in providing documentation to prove the related instruction is validated.*

iv-v. WorkKeys and review of applicant assessment data

Mr. Josh Johnson reviewed that former BAS Director Karen Morgan and former ATR Steve Vander Heyden began researching the WorkKeys and applicant assessment results as a potential defense in case local committees were questioned about their ongoing use of certain mechanical-spatial assessments. Then Ms. Morgan retired and Mr. Vander Heyden accepted a different position. So, Mr. Johnson will continue researching this and bring a report to the state committee next year.

The committee asked if WorkKeys is administered by technical colleges. Mr. Johnson replied that the assessment is mostly administered by workforce development boards.

b. DWD Letter regarding Industry-recognized Apprenticeship Programs

Mr. Johnson reported that the national rule received 300,000 comments; the previous record for public comments received by a rule was 24,000. DWD Secretary Caleb Frostman issued a statement in support of registered apprenticeship. The overwhelming public response was likely influenced by the late decision to include construction occupations in the scope of IRAPs and the pending question of how IRAPs will be vetted and certified.

The committee asked what would happen if industries attempted to start IRAPs in Wisconsin. Mr. Johnson replied that the Bureau authorizes all registered apprenticeships in Wisconsin. The Bureau would exercise that authority unless directed otherwise. Wisconsin registered apprenticeship has many flexible options in its structures and delivery, so the Bureau would encourage industries to explore those others rather than IRAPs.

c. Implementing revisions to CFR 29.30 (AA/EEO)

Mr. Andrew Kasper reviewed that revisions to CFR 29.30, which governs affirmative action and equal employment opportunity in registered apprenticeship, were passed nationally in 2017. The equivalent Wisconsin law is DWD 296. Initial revisions were passed as an emergency rule in January 2019. DWD submitted a permanent rule to the legislature in spring 2019. The permanent rule passed the rule approval process and will be implemented on October 1, 2019.

Mr. Kasper reported that the Bureau has begun the next phase of outreach to sponsors through webinars, emails, and regional meetings. In 2020, apprenticeship training representatives will begin visiting different sponsors to review their implementation and offer technical assistance. The Bureau anticipates that outreach will be a gradual educational process.

Mr. Kasper explained that the first phase of outreach and implementation will apply to all sponsors. Sponsors must designate an AA/EEO liaison and establish an internal compliance process. The second phase will apply to sponsors with five or more apprentices; these sponsors will be required to develop and submit an affirmative action plan. In addition, all individuals who work with apprentices will be required to complete anti-harassment training.

The state committee expressed concern that local committees and employers not be punished for low percentages of minority and female apprentices because they have always conducted outreach and recruitment has proven challenging due to multiple factors beyond their direct control. Mr. Kasper acknowledged the concern and reported that the Bureau will provide guidance and technical

assistance, not punitive action. For example, if current outreach strategies do not work, then the Bureau will assist the sponsors with identifying different strategies and partners. In addition, as sponsors, local committees are responsible for outreach recruitment and coordinating with employers, but they are not responsible for the employers actions. Mr. Kasper stated that these new policies will likely not be as substantially different for local committees as they will for sponsors with less than five apprentices, for whom it will likely be a significant change.

d. Federal grants to expand registered apprenticeship

Mr. Josh Johnson reported that the first and second rounds of the state expansion grant will conclude in one year. The Bureau received a third round but under a different name; the third round will conclude in 2022. The Bureau used the first and second round to expand registered apprenticeship opportunities in construction occupations to underrepresented populations; develop the first registered apprenticeships for biotechnology and financial service occupations; and support certified pre-apprenticeship programs.

The Bureau will use the third round to hire two "navigator" positions that will liaise between the workforce development system and registered apprenticeship sponsors to connect graduates of certified pre-apprenticeship programs with registered apprenticeship sponsors. Although all certified pre-apprenticeship programs are connected to a registered apprenticeship occupation and sponsor, they often have no connection to the broader industry. That likely contributes to the fact that only 14% of certified pre-apprenticeship graduates have entered registered apprenticeships.

Round three will include \$2.2. million over one year. So, the Bureau is considering creative means of spending the funding in a short time frame. One possibility will be reimbursing employers that hire certified pre-apprenticeship graduates up to \$1500.

The state committee asked which certified pre-apprenticeship programs would qualify. Mr. Johnson answered that youth apprenticeship graduates would automatically qualify because youth apprenticeship is technically a certified pre-apprenticeship. In addition, construction pre-apprenticeships certified through the Apprenticeship Advisory Council would qualify, too.

The state committee asked whether certified pre-apprenticeship graduates that were hired prior to the grant would be grandfathered. Mr. Johnson answered that the Bureau does not know at this time if prior completers would count.

e. Pending revision to DWD and BAS websites

Mr. Joshon explained that DWD will revise its entire website and all webpages within it by the end of the year. The objective is to make all pages more intuitive for all user groups.

Attendees did not have questions or comments.

f. Apprenticeship Completion Award Program

Mr. Johnson reported that ACAP continues to receive strong bi-partisan support in the state legislature. He reviewed the current reimbursement statistics and noted that denied reimbursements will always exceed approved reimbursements because apprentices often request more than the maximum award.

Attendees did not have questions or comments.

g. Other

Attendees did not have additional comments.

5. New Business

a. BAS Personnel Update

BAS Director Karen Morgan retired in September. The director position is non-appointed, so it will be posted to the public in early October. Until the position is filled, Mr. Johnson oversees registered apprenticeship, Ms. Cathy Crary oversee youth apprenticeship, and the Division of Employment and Training oversees both staffs.

Three apprenticeship training representatives are current open in Appleton, Madison, and Milwaukee. Former Appleton ATR Lisa Perkofski accepted a position with the carpenters; former Madison ATR Debbie Schanke retired; and former Milwaukee ATR Steve Vander Heyden accepted a promotion with Unemployment Insurance.

When the Bureau receives the third round of the expansion grant, it will hire three additional positions: a grant manager and two navigators.

Attendees did not have questions or comments.

b. National Apprenticeship Week 2019

Mr. Johnson reported that this year's National Apprenticeship Week will occur November 11-17. The Bureau encourages all sponsors and stakeholders to plan local events, and is planning special events for veterans and pre-apprenticeship programs.

Attendees did not have questions or comments.

c. 2021 Biennial Apprenticeship Conference

Mr. Johnson reported that the next conference will be held in February 2021 in the Wisconsin Dells. The Advisory Council will form a subcommittee to begin planning in early 2020. The conference will likely be three days, but the format has not been determined. The theme has not been determined, but the current objective is to highlight methods of enhancing registered apprenticeship, such as inviting new sectors, pre-apprenticeships, workforce development boards etc. Interested individuals are welcome to participate and should email Mr. Johnson for more information.

Attendees did not have questions or comments.

d. Other

Attendees did not have additional topics.

6. WTCS Update

Ms. Nakkoul reviewed current enrollment trends. Overall apprenticeship enrollment is up 13% and as of July 1, 2019, 528 Steamfitter registered apprentices were enrolled across the WTCS. In addition, the WTCS received additional funding from the state legislature, which will help local colleges address revenue gaps.

7. Review the participants.

Participants included 671 apprentices and 125 employers with a contract in active or unassigned status as of October 1, 2019.

8. Schedule the next meeting.

Mr. Owen Smith reported that the Bureau will begin scheduling multiple state committee meetings over consecutive days in the city or area. He asked the committee for its preferences. The committee preferred late April in the Madison area. Mr. Smith will email a Doodle poll.

9. The committee adjourned at 12:05 p.m.

*Submitted by Owen Smith,
Bureau of Apprenticeship Standards*

State Committee Report - Construction

State Steamfitting Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 2/21/2020 in trade(s) associated with this committee.

Sponsor Name Trade	Apprentices									Employers				
	Total	Minority		Female		Union		Non- Union		Total	W/Union Appr		W/Non-Union Appr	
		#	%	#	%	#	%	#	%		#	%	#	%
1	2	3	3a	4	4a	5	5a	6	6a	7	8	8a	9	9a
All Sponsors Total	688	34	4.9	10	1.5	676	98.3	12	1.7	128	123	96.1	5	3.9
ABC of Wisconsin (All)	12	0		0	0.0			12	100.0	5			5	100.0
Steamfitter (0186228102201)	3	0		0	0.0			3	100.0	2			2	100.0
Steamfitter (Construction) (0186228102208)	9	0		0	0.0			9	100.0	4			4	100.0
Appleton Area Steamfitter JAC	102	1	1.0	1	1.0	102	100.0			22	22	100.0		
Steamfitter (0186228102201)	2	0		0	0.0	2	100.0			2	2	100.0		
Steamfitter (Construction) (0186228102208)	76	0		1	1.3	76	100.0			19	19	100.0		
Steamfitter (Service) (0186228102204)	2	1	50.0	0	0.0	2	100.0			2	2	100.0		
Steamfitter (Service/Refrigeration) (0186228102207)	22	0		0	0.0	22	100.0			8	8	100.0		
East Central Steamfitting JAC	20	1	5.0	0	0.0	20	100.0			7	7	100.0		
Steamfitter (0186228102201)	3	0		0	0.0	3	100.0			2	2	100.0		
Steamfitter (Construction) (0186228102208)	14	1	7.1	0	0.0	14	100.0			7	7	100.0		
Steamfitter (Service/Refrigeration) (0186228102207)	3	0		0	0.0	3	100.0			2	2	100.0		
Eau Claire Area Steamfitting JAC	24	0		0	0.0	24	100.0			9	9	100.0		
Steamfitter (0186228102201)	1	0		0	0.0	1	100.0			1	1	100.0		
Steamfitter (Construction) (0186228102208)	18	0		0	0.0	18	100.0			9	9	100.0		
Steamfitter (Service/Refrigeration) (0186228102207)	5	0		0	0.0	5	100.0			4	4	100.0		
Green Bay Area Steamfitting JAC	62	1	1.6	0	0.0	62	100.0			11	11	100.0		
Steamfitter (0186228102201)	1	0		0	0.0	1	100.0			1	1	100.0		
Steamfitter (Construction) (0186228102208)	38	1	2.6	0	0.0	38	100.0			8	8	100.0		
Steamfitter (Service/Refrigeration) (0186228102207)	23	0		0	0.0	23	100.0			7	7	100.0		
K-R-W Steamfitting JAC	23	1	4.3	0	0.0	23	100.0			11	11	100.0		
Steamfitter (Construction) (0186228102208)	14	0		0	0.0	14	100.0			7	7	100.0		
Steamfitter (Service/Refrigeration) (0186228102207)	9	1	11.1	0	0.0	9	100.0			7	7	100.0		
La Crosse Area Steamfitting JAC	15	0		0	0.0	15	100.0			9	9	100.0		
Steamfitter (0186228102201)	3	0		0	0.0	3	100.0			3	3	100.0		
Steamfitter (Construction) (0186228102208)	9	0		0	0.0	9	100.0			5	5	100.0		

State Committee Report - Construction

State Steamfitting Committee

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	Total	Minority		Female		Union		Non- Union		Total	W/Union Appr		W/Non-Union Appr	
		#	%	#	%	#	%	#	%		#	%	#	%
1	2	3	3a	4	4a	5	5a	6	6a	7	8	8a	9	9a
All Sponsors Total	688	34	4.9	10	1.5	676	98.3	12	1.7	128	123	96.1	5	3.9
Steamfitter (Service/Refrigeration) (0186228102207)	3	0		0	0.0	3	100.0			2	2	100.0		
Madison Area Steamfitting JAC	119	9	7.6	3	2.5	119	100.0			26	26	100.0		
Steamfitter (0186228102201)	2	0		0	0.0	2	100.0			2	2	100.0		
Steamfitter (Construction) (0186228102208)	81	6	7.4	3	3.7	81	100.0			18	18	100.0		
Steamfitter (Service/Refrigeration) (0186228102207)	36	3	8.3	0	0.0	36	100.0			15	15	100.0		
SE WI Area Steamfitting JAC	254	21	8.3	5	2.0	254	100.0			40	40	100.0		
Steamfitter (0186228102201)	9	1	11.1	0	0.0	9	100.0			6	6	100.0		
Steamfitter (Construction) (0186228102208)	138	14	10.1	4	2.9	138	100.0			22	22	100.0		
Steamfitter (Service/Refrigeration) (0186228102207)	107	6	5.6	1	0.9	107	100.0			32	32	100.0		
Tri-City Area Steamfitting JAC	26	0		1	3.8	26	100.0			7	7	100.0		
Steamfitter (0186228102201)	1	0		0	0.0	1	100.0			1	1	100.0		
Steamfitter (Construction) (0186228102208)	17	0		1	5.9	17	100.0			6	6	100.0		
Steamfitter (Service/Refrigeration) (0186228102207)	8	0		0	0.0	8	100.0			2	2	100.0		
Wausau Area Steamfitting JAC	31	0		0	0.0	31	100.0			15	15	100.0		
Steamfitter (Construction) (0186228102208)	19	0		0	0.0	19	100.0			12	12	100.0		
Steamfitter (Service/Refrigeration) (0186228102207)	12	0		0	0.0	12	100.0			6	6	100.0		