



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

**May 17, 2023**  
 201 E. Washington Ave,  
 Madison, WI, w/ virtual option

<b>Council Attendees</b>		
<b>Educational Members</b>	<b>Organization</b>	<b>Present</b>
Seeley-Schreck, Crystal	Wisconsin Technical College System	Yes
Smith, Karin	Department of Public Instruction	Yes
<b>Employee Members</b>	<b>Organization</b>	<b>Present</b>
Bukiewicz, Dan	Milwaukee Area Labor Council, AFL-CIO	Yes
Blumer, Lindsay	WRTP/BIG STEP	Yes
Cook, Jim	NECA-IBEW	Yes
Gall, Corey (Co-Chair)	WI Pipe Trades Association	Yes
Giese, Rob	North Central States Regional Council of Carpenters	Yes
McHugh, Shaun	Wisconsin Operating Engineers	No
O'Neill, Hollie	IBEW 2150, WI Electrical Power	Yes
<b>Employer Members</b>	<b>Organization</b>	<b>Present</b>
Emrick, Leigh	Associated Builders & Contractors of WI	Yes
Hellenbrand, Callie	Alliant Energy	No
Hurt, Henry (Co-Chair)	Hurt Electric	Yes
Jacobson, Gene	PDC Electrical Contractors	Yes

<b>Public Members</b>	<b>Organization</b>	<b>Present</b>
Anthony, Jr., Ruben	Urban League	Yes
Lentz, Seth	Workforce Development Board of South Central WI	No
<b>Non-voting Chairperson</b>	<b>Organization</b>	<b>Present</b>
Polk, David	Bureau of Apprenticeship Standards	Yes
<b>BAS Support Staff</b>		
Pusch, Liz	Bureau of Apprenticeship Standards	
Smith, Owen	Bureau of Apprenticeship Standards	
Stahlecker, Ben	Bureau of Apprenticeship Standards	
<b>Public Attendees</b>		
Abbott, Nick	Bureau of Apprenticeship Standards	
Ahrendt, Samantha	DWD Staff Counsel	
Caldie, Thomas	Bureau of Apprenticeship Standards	
Jungiwirth, Christina,	Northeast Wisconsin Technical College	
Kendhammer, Melissa	Bureau of Apprenticeship Standards	
Large, Dan	NECA-IBEW	
Madden, Caitlin	Office of Legal Counsel	
Nowak, Raquel	Bureau of Apprenticeship Standards	
Perkofski, Lisa	Wisconsin Carpentry Training Institute	
Reiter, Tim	United Steel Workers	
Roddy, Elizabeth	Associated Builders & Contractors	
Schofield, Trina	Bureau of Apprenticeship Standards	
Warsh, Dean	IBEW	
Wagner, Mike	NECA-IBEW	

1. Mr. Smith called the meeting to order at 10:03 a.m., in conformance with Wisconsin Public Meeting Law. He noted that discussion for each item would occur in the following order: Council discussion, public comment, and Council action.
2. Attendees introduced themselves. Mr. Smith recorded attendance.
3. Mr. Smith reviewed the current vacancies. Mr. Polk stated that the Bureau will not discuss the roster further at this time.

#### 4. **Old Business**

##### **a. For action: approve the minutes.**

The Council approved the minutes as written.

##### **b. Further review of revised state standards by Policy & Standards Subcommittee**

Mr. Smith reviewed that the subcommittee approved the revised template for statewide minimum standards in spring. The Bureau distributed the template to all state committees and formalized the input it received for additional consideration by the subcommittee. He asked to reconvene the subcommittee to discuss the input from state committees and standardized language proposed by the DWD Office of Counsel for specific standards.

The Council supported reconvening the subcommittee.

Public attendees did not have comments.

##### **c. Update on "landscape analysis" for mentorship template via Equal Access & Outreach Subcommittee**

Director Polk reviewed that the Bureau and the subcommittee discussed the first phase of a collaboration with Mentor Greater Milwaukee to develop a mentorship template for local committee: a landscape analysis, or interviews with a broad range of apprenticeship stakeholders, is necessary to gather evidence on which to shape the template.

Director Polk reported that Bureau will soon implement a second call for analysis participants because the initial outreach did not result yield suitable results. He clarified to attendees that any apprenticeship stakeholder can participate: an apprentice, a journeyworker, a training director, a company manager, etc. the first call for volunteers for the analysis did not receive a sufficient response.

Public attendees had the following comments:

- Mike Wagner asked Mr. Polk to explain the commitment. Mr. Polk replied that the commitment would be short and include one or two interviews. Mentor Greater Milwaukee is an experts in building templates and communication plants; the Bureau needs to provide a broad range of experts in apprenticeship.

Members had the following comments:

- Jim Cook asked Mr. Polk to provide the timeline. Mr. Polk asked stakeholders to volunteer as soon as possible.
- Rob Giese thanked Mr. Polk for explaining that the Bureau will invite a broad range of stakeholders to participate.
- Corey Gall asked whether participation is in person or virtual and confidential. Mr. Polk clarified that participants can request to be interviewed in person or virtually and anonymously.

##### **d. Update on reviewing certified pre-apprenticeship policies via Career Pathways Subcommittee**

Deputy Director Pusch reported that the Bureau and the subcommittee will table their review of certified pre-apprenticeship policies until BAS concludes its first round of technical assistance reviews and concludes conversations with the staff of the External Training Provider List. She noted that the first round of technical assistance revealed several areas of policy and procedures that the Bureau and subcommittee could improve; however, the Bureau will be better positioned to discuss these once it clarifies the relationship between certified pre-apprenticeships and other training programs.

Members had the following comments:

- Co-Chair Hurt asked to whom the Bureau reports certified pre-apprenticeship outcomes. Deputy Director Pusch answered that the program providers are required to provide certain participant data to the Bureau and are recommended to provide the subsequent outcomes of participating, such as employment outcome. Therefore, the program provider must provide some information and may provide other information, or the program graduate may self-report when they apply for a registered apprenticeship. Director Polk added that the Bureau is integrating its databases to more readily identify certified pre-apprenticeship graduates who register as an apprentice.
- Lindsay Blumer asked whether the Bureau would share with workforce development boards which programs are available in their region so the boards would be aware of which program may approach them for vouchers. Deputy Director Pusch agreed, noted the Bureau learned that during its technical assistance review, and will ask the subcommittee for recommendations on how to connect workforce development boards and other stakeholders with the program providers.

Public attendees did not have comments.

#### **e. Communicating Council, Subcommittee, and State Committee meetings to the public.**

Mr. Smith reported that the Bureau will discontinue sending courtesy copies of Outlook invitations to non-members, effective this fall, as part of a broader project to streamline how the Bureau communicates Council, subcommittee, and state committee meetings to members and the public.

He explained that Council, subcommittee, and state committee meetings are public meetings, which the Bureau has been posting both on the Wisconsin Public Meeting homepage and the Bureau website since 2017. However, using Outlook invitations to communicate meeting information and the availability of meeting material had contributed to confusion among stakeholders that receiving the invitation was necessary for attending.

The Bureau will continue to send a courtesy "save the date" notice to members via Outlook, and will adjust its communication processes and posting schedule to direct all parties to the public postings.

Members had the following comments:

- Several members agreed with the process and supported the Bureau for adhering to public meeting processes.

Public attendees had the following comments:

- Mike Wagner asked whether the Bureau could implement a subscription service to the Council and state committee websites. Mr. Polk stated that Bureau does not have that capacity at this time and is researching web-based solutions.

## **5. New Business:**

### **a. BAS reoccurring correspondence for sponsors and stakeholders**

Director Polk reported that he and Deputy Director Pusch are considering implementing a reoccurring correspondence for sponsors and stakeholders to build better connectivity across certified preapprenticeship, youth apprenticeship, and registered apprenticeship as the programs continue to grow exponentially.

He noted that these are preliminary concepts, but he wanted to hear the Council's input.

Members had the following comments:

- Jim Cook and Dan Buckiewicz supported the idea and recommended the correspondence start as biannual.
- Co-Chair Gall stated the correspondence would likely be well received and recommending asking for input on the Directors' Call.
- Lindsay Blumer advised that the Bureau consider the distribution plan and a subscription or opt-in plan.

Public attendees did have comments.

**b. For action: revisions to Council Bylaws proposed by BAS**

Director Polk informed participants that this action item has been tabled and will not be discussed at the meeting.

He reported that an advisory group of the National Association of State and Territorial Apprenticeship Directors, in an advisory role to the Department of Labor, has been discussing whether to recommend that every apprenticeship must result in a living wage. He framed the discussion as a safe forum for input on a preliminary discussion.

Members had the following comments:

- Co-Chair Gall supported the idea in theory but noted that it would be verify difficult to define living wage by occupation and geography.

Samantha Arendt of the DWD Office of Counsel recommended tabling the discussion because it was not listed on the public agenda.

**c. K-12 Career and Technical Education Standards Revision**

Karin Smith invited the Council to participate in the first revision of the Wisconsin Career Readiness Standards since 2013 by providing input via electronic survey this summer. The standards address career-ready skills, learning-ready skills, and life-ready skills determined by DPI with input from business and industry. The survey will be released in July, final approval will occur in September, and the revised standards will be released in winter.

Owen will email the survey link to Council members when it is released.

The Council and public attendees did not have comments or questions.

**6. Youth Apprenticeship Update**

Director Polk reported that Youth Apprenticeship will provide an update at the next meeting.

The Council and public attendees did not have comments or questions.

**7. Wisconsin Technical College System Update**

Ms. Seeley-Schrek noted a few items on the Wisconsin Technical College System update provided in the meeting material. She noted the WTCS will have more items to report once the academic year beings.

8. The Council adjourned at 11:16 a.m. The motion was made by Mr. Cook and seconded by Mr. Hurt.

*Submitted by Mr. Owen Smith, BAS Senior Analyst*



May 10, 2023

## Wisconsin Apprenticeship Advisory Council

Wednesday, May 17, 2023

10:00 AM – 3:00 PM

[Attend the meeting virtually.](#)

**Attend via phone only:**

Call: 608-571-2209. Code: 217 507 998#

**Attend in person.**

Department of Workforce Development, **Room H103**  
201 E. Washington Ave, Madison, 53703

### Agenda

*\*Per item, discussion will occur in the following order: Council discussion; public comment; Council action.*

1. Call the meeting to order.
2. Record attendees.
3. Review the roster.
4. **Old Business**
  - a. **For action:** Approve the minutes.
  - b. Further review of revised state standards by Policy & Standards Subcommittee
  - c. Update on "landscape analysis" for mentorship template via Equal Access & Outreach Subcommittee
  - d. Update on reviewing certified pre-apprenticeship policies via Career Pathways Subcommittee
  - e. Communicating Council, Subcommittee, and State Committee meetings to the public.
5. **New Business:**
  - a. BAS reoccurring correspondence for sponsors and stakeholders
  - b. **For action:** revisions to Council Bylaws proposed by BAS

**Noon: Working Lunch, "K-12 Career and Technical Education Standards Revision" (Karin Smith, DPI)**

6. Continue discussing Council Bylaws, if needed.
7. Youth Apprenticeship Update
8. Wisconsin Technical College System Update
9. Adjourn.

