


Department of Workforce Development
Employment and Training Division
Bureau of Apprenticeship Standards
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STATE OF WISCONSIN

Department of Workforce Development
Tony Evers, Governor
Vacant, Secretary
Michele Carter, Division Administrator

October 15, 2020

TO: State Industrial Mechanical & Fluid Maintenance Apprenticeship Advisory Committee
Members & Consultants

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

SUBJECT: State Industrial Mechanical & Fluid Maintenance Apprenticeship Advisory Committee Meeting

DATE: Wednesday, October 28, 2020

TIME: 10:00 a.m.

PLACE: <https://dwdwi.webex.com/dwdwi/j.php?MTID=m9a792522b50458477632a03e4404078d>
Meeting number: 145 324 6660
Password: 72xVPHwiJK4
Join by phone: +1-855-282-6330 US TOLL FREE
Access code: 145 324 6660

TENTATIVE AGENDA

1. Call the meeting to order.
2. Introduce attendees.
3. Review the current roster.
4. **Special topics**
 - a. Registered apprenticeship during COVID-19
 - b. Revising youth apprenticeship curriculum
5. **Old Business**
 - a. Review the follow-up items from previous meeting
 - i. **For action:** approve the minutes
 - ii. **For action:** approve the Employer Co-Chair
 - b. Implementing revisions to CFR 29.30
 - c. Federal grants to expand registered apprenticeship
 - d. Industry-Recognized Apprenticeship Programs
 - e. Applicant outreach campaign and revisions to www.WisconsinApprenticeship.org
 - f. Apprenticeship Completion Award Program
 - g. Other
6. **New Business**
 - a. Mandatory registration in BASERS
 - b. **For action:** revising state standards

- c. 2020 Meeting of National Association of State and Territorial Apprenticeship Directors (NASTAD)
- d. 2020 National Apprenticeship Week
- e. 2021 Biennial Apprenticeship Conference
- f. Revising Transition to Trainer and Teaching Transition to Trainer
- g. BAS leadership and personnel changes
- h. Other

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

Draft Minutes of the
Industrial Mechanical & Fluid Maintenance
State Apprenticeship Advisory Committee

April 21, 2020

Members Present	Employer
Green, Carl	Expera Specialty Solutions LLC
Harry, Bob	GKN Sinster
Lezendorf, Bryan	3M
Lischka, Ken	John Deere Horicon
Mortenson, Brandon (Co-Chair)	Harley-Davidson
Steckl, James	Quad Graphics – West Allis
Members Absent	Employer
Consultants and Guests	Employer
Badger, Richard	Bureau of Apprenticeship Standards
Dehnel, Charlie	Domtar
Destree, Sandi	Bureau of Apprenticeship Standards
Dikefuss, Ken	
Haka, Stephanie	Bureau of Apprenticeship Standards
Johnson, Josh	Bureau of Apprenticeship Standards
Kendhammer, Melissa	Bureau of Apprenticeship Standards
Kiel, Todd	Northeast Wisconsin Technical College
Mayek, Mandy	Mid-State Technical College
Metko, Katie	Northcentral Technical College
Nakkoul, Nancy	WI College Technical College System
Pagliaroni, Mike	GE Healthcare
Popp, Corey	Bureau of Apprenticeship Standards
Rogers, Milton	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards
Stahlecker, Ben	Bureau of Apprenticeship Standards
Wildenberg, Mark	

1. The meeting was called to order at 10:00 am by Co-Chair Brandon Mortenson, in conformity with the Wisconsin Opening Meeting Law.
2. Roll call was taken, and a sign-up sheet was circulated to record those in attendance.
3. The committee reviewed the roster. A quorum was present. Jamie Steckel accepted a nomination from Brandon Mortenson to serve as Employer Co-Chair. The official vote will occur at the fall meeting to ensure more members are present.

4. Old Business

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

i. For action: approve the minutes from the previous meeting

The committee approved the minutes as revised: correct Brandon Mortenson's employer.

ii. For action: transitioning sponsorship of Mechatronics Technician to State E&I Committee

The state committee accepted the Bureau's recommendation to transfer oversight of the Mechatronics Technician registered apprenticeship to the State E&I Committee, which oversees several similar programs.

b. Implementing revisions to CFR 29.30

Mr. Johnson updated attendees on the Bureau's progress. BAS updated the apprentice application to include the opportunity to disclose disabilities and is planning to meet with sponsors this spring and summer to discuss diversity and inclusivity activities and expectations. The Bureau's approach is to educate and assist sponsors, not punish them. More information on the revisions, including links to the law and the anti-harassment video provided by the U.S. Department of Labor, is available on the Bureau website. Sponsors should email their questions to Mr. Andrew Kasper.

Attendees did not have questions or comments.

c. Industry-Recognized Apprenticeship Programs

Mr. Johnson reported that IRAPs have been implemented nationally. The Bureau, as the approving agency of all apprenticeships in Wisconsin, will deny IRAPs in Wisconsin and instead discuss the many flexible options available through registered apprenticeship.

Mr. Mortenson commented that, as a member of the WI Apprenticeship Advisory Council, he believes IRAPs lack sufficient oversight to ensure the training meets industry needs. He encouraged the state committee to support registered apprenticeships instead; the state committee agreed.

d. Federal grants to expand registered apprenticeship

The Bureau has three active federal grants. The first, WAGE\$, is proceeding well. The Bureau anticipates meeting all over its targets except total number of apprentices in new occupations, which is not a surprise because the first programs in new sectors grow slowly at first.

The second and third grants—State Apprenticeship Expansion (SAE) and Apprenticeship State Expansion (ASE)—will help integrate registered apprenticeship throughout the workforce system. The SAE grant will, in part, reimburse sponsors for hiring certified pre-apprenticeship graduates. The ASE grant funded two full-time Apprenticeship Navigators which will connect registered apprenticeship sponsors with WIOA certified individuals, youth apprentices, certified pre-apprentices, and offenders. ASE will reimburse registered apprenticeship sponsors for certain costs of on-the-job learning.

Attendees did not have questions or comments

e. Revisions to www.WisconsinApprenticeship.org

Mr. Johnson reported that the Bureau received permission from the Department of Workforce Development to re-revise its website to look and function differently than the DWD template. The request was influenced by claims from featured sponsors that the recent redesign made their contact information more challenging to access. The Bureau will revise the site this summer.

Attendees did not have questions or comments

f. Apprenticeship Completion Award Program (ACAP)

Mr. Johnson reported that ACAP continues to be a strong example of bipartisan support for registered apprenticeship. He reviewed the most recent totals and noted that the denied reimbursements will always be greater than awarded reimbursements because the maximum reimbursement is 25% of total costs or \$1,000, whichever comes first.

Mr. Johnson shared that the Bureau is further automating its processing system to reduce its percent error. The Department will likely request that ACAP is included in the next biennial budget request.

Attendees did not have questions or comments.

g. Other

Attendees did not have additional topics.

5. New Business

a. Lessons learned from DWD tour of Germany Apprenticeship Program

Mr. Johnson reported that he, Secretary Frostman, and several WI Apprenticeship stakeholders visited Germany to tour the Germany Apprenticeship Program. The visit was invaluable in learning how WI Apprenticeship could improve and how well it works already.

He noted several key take-aways:

- Apprenticeship in Germany is a socio-economic institution. Many, many industries and occupations train workers through registered apprenticeship, and students qualified for apprenticeships are tracked as early as fourth grade. These dynamics are possible due to greater government involvement in industries and the K-12 institutions.
- Similarly, apprenticeship in Germany focuses almost exclusively on preparing students and youth; apprenticeship is used much less as a career change by adults. In contrast,

Wisconsin Apprenticeship focuses mostly on helping adults enter careers and exposing youth to broad career clusters or industries rather than a specific occupation.

- WI Apprenticeship works very well within the contexts of U.S. society. Involving K-12 students in career and technical education is very important. Although the U.S. secondary school system would not accept "tracking" students early, students are now required to begin "academic career planning" in middle school.
- Therefore, the most feasible means of strategically positioning Wisconsin Apprenticeship in the K-12 system is to include it as an option within academic career planning. Middle-school students could then prepare by taking the necessary academic subjects, such as math and science, and then pursue youth apprenticeship in high school.

Mr. Mortenson asked which economic sector in Germany has the strongest apprenticeship programs? Mr. Johnson replied that the question is difficult to answer because Germany trains nearly every occupation and sector through registered apprenticeship, from as early as middle school.

b. 2021 Biennial Apprenticeship Conference

Mr. Johnson reported that the conference will be held February 22-24, 2021, at the Wilderness Hotel in the Wisconsin Dells. The planning team has begun meeting. The specific theme, workshops, and speakers are under discussion, but the primary focus will be that apprenticeship is for everyone, e.g. every sector, worker, student, partner, etc. apprenticeship sectors, occupations, and partners, including youth apprenticeship, certified pre-apprenticeship, and the workforce system.

The Apprenticeship Expo will be included. By summer the Bureau will launch the registration page via EventBrite and mail a save-the-date notice.

Attendees did not have questions or comments.

c. 2020 National Apprenticeship Week

The 2020 National Apprenticeship Week was not yet announced nationally, so the Bureau will observe Wisconsin Apprenticeship Week November 8-14. Director Johnson encouraged the Arborists to host an event with their local stakeholders.

Attendees did not have questions or comments.

d. Revising Transition to Trainer

Director Johnson reported that the Bureau, Wisconsin Technical College System, and Worldwide Instructional Design System have begun revising "Transition to Trainer." The revisions will make the course more accessible to non-traditional apprenticeship occupations, update terminology and learning activities, and introduce on-line delivery of specific modules. The project is lead by WTCS and includes an industry focus group of trainers from traditional and new sectors.

Attendees did not have questions or comments

e. BAS leadership and personnel changes

Director Johnson thanked attendees for their letters of support for his acceptance as Bureau Director. He emphasized that his vision is to innovate registered apprenticeship by integrating it further with certified pre-apprenticeship, youth apprenticeship, technical diplomas, and more.

Additional personnel changes include the following:

- Tommy Myles, Apprenticeship Navigator
- Dawn Pratt, Apprenticeship Navigator
- Milton Rogers, Apprenticeship Training Representative for Madison
- Corey Popp, Apprenticeship Training Representative for Madison
- Melissa Kendhammer, Apprenticeship Training Representative for La Crosse
- Chris Landreman, Apprenticeship Training Representative for Appleton

f. Other

The Bureau asked attendees to share how their businesses have been affected by COVID-19; the Bureau is gauging how to best help sponsors find additional workers.

Attendees advised that the pandemic will likely adversely affect small businesses the most and displace many employees. Mr. Green reported that his employer is hiring every six weeks and hasn't slowed down. Mr. Dehner and Mr. Steckl reported that their employers and industries are on hold and have frozen hiring.

6. WTCS Update

Ms. Nancy Nakkoul shared the latest version of the WTCS Apprenticeship Completer Report. She noted that it now includes occupations in new sectors, such Information Technology and Health Care, and will include more new occupations in the future. The data is low due to the low number of participants, but that will increase with future cohorts.

Attendees did not have questions or comments.

7. The Bureau was unable to produce the participant report due to technical issues related to virtual network access. Mr. Smith will email the report to attendees once the matter is resolved.
8. The Bureau will schedule the fall meeting via electronic survey.
9. The meeting adjourned at 11:40 a.m.

Submitted by Owen Smith, Program and Policy Analyst

WAGE\$ Apprentices and Sponsors by Occupation Fall 2020 Committee Update

The Wisconsin Apprenticeship Growth and Expansion Strategies (WAGE\$) grant is a 5-year, \$5 million grant from the US Department of Labor. The purpose is to expand Registered Apprenticeship in Advanced Manufacturing and develop new programs in Information Technology and Health Care. The grant started October 1, 2015, and will conclude September 30, 2020.

- The overarching goal is 1,000 apprentices in the occupations selected for grant support.
- The table below shows the number of apprentices by occupation and underrepresented population.
- Employ Milwaukee, Inc., applied for and was granted the same type of grant that BAS applied for. Therefore, BAS and EMI entered into an agreement by which EMI would be able to count certain apprentices for its own grant. As of the date of this report, the following number of apprentices are included in EMI's grant, not the WAGE\$ grant.
 - 9 Industrial Manufacturing Technician apprentices
 - 4 IT Service Desk Technician apprentices
 - 9 Pharmacy Technician apprentices

WAGE\$ Apprentices by Occupation and Underrepresented Status October 1, 2015 - September 2, 2020				
This report includes apprentice records for the report period: Industrial Manufacturing Technician; Maintenance Technician; Mechatronics Technician; Welder - Fabricator; Welder / Automated Welding; Software Developer; Medical Assistant; IT Service Desk Technician; Data Analyst; Broadband Service Technician; Cybersecurity Analyst; Pharmacy Technician; Medical Assistant (WTCS),				
Apprentices claimed by Employ Milwaukee have been removed.				
Occupation Name	Count	Female	Minority	Veteran
Report Total:	678	67	110	50
Industrial Manufacturing Technician - 77 completed; 32 cancelled; 9 apprentices counted by Employ Milwaukee	146	21 (14%)	42 (29%)	6 (4%)
Maintenance Technician - 21 completed; 88 cancelled	360	5 (1%)	36 (10%)	31 (9%)
Mechatronics Technician - 19 cancelled	90	2 (2%)	5 (6%)	9 (10%)
Welder / Automated Welding & Fabricator - 5 completed; 5 cancelled	36	1 (3%)	4 (6%)	3 (8%)
Broadband Service Technician	1			
Data Analyst - 4 apprentices counted by Employ Milwaukee				
IT Service Desk Technician : 3 completed	4	1 (25%)	1 (20%)	
Software Developer	2	2 (100%)		
Medical Assistant - 14 completed; 2 cancelled	39	35 (90%)	22 (56%)	1 (2%)
Pharmacy Technician – 9 apprentices counted by Employ Milwaukee				

195 (29%) of the apprentices identify with at least one of the underrepresented populations.

- 164 of them identify with one of the populations.
- 30 identify with two of them.
- 1 of them identifies with all three.

All ACAP Reimbursement Requests Processed (Time Period) - Summary

Apprenticeship Completion Award Program (ACAP)

Bureau of Apprenticeship Standards

Division of Employment and Training

9/9/20 03:02 PM

Filters Applied: Determination Date between 7/1/19 and 7/13/20, Fiscal Year(s)= FY20

Type	Fiscal Year	# of RRs	\$Approved	\$Denied
Year One	20		\$143,372.43	\$673,638.86
Year One Totals		707	\$143,372.43	\$673,638.86
Completion	20		\$207,219.76	\$1,281,497.76
Completion Totals		479	\$207,219.76	\$1,281,497.76
Report Totals		1,186	\$350,592.19	\$1,955,136.62



WTCS System-Wide Activity Update September 2020

WTCS Apprenticeship Enrollment Trend

WTCS enrollments across all apprenticeship programs increased from 7588 to 7910 unduplicated, and 7696 to 8038 duplicated, students by the end of 2019-2020 academic year. That is a 4.1% and 4.25% increase, respectively, in one year.

Ascendium Education Group Tools of the Trade Scholarships Increased Again in 2020

For the 2020-21 academic year, Ascendium Education Group has committed to awarding an additional 50 scholarships to industrial and construction sector apprentices who receive their related instruction through a WTCS college. A total of 250 awards of \$1500 apiece will be granted statewide in March 2021, with the scholarship application period open from late August until mid-October 2020.

WTCS Systemwide Apprenticeship Curriculum and Course Development Projects Summary FY 2019-20

New Program Systemwide Curriculum Standards	Major Curriculum Revision	Below-the-Line Courses with virtual modality option	Crosswalks between apprenticeship & technical diploma or AAS programs
<ul style="list-style-type: none">• Industrial Metrology• Roadway Maintenance Technician• Biotechnology Lab Support Tech• Pharmacy Technician• Medical Assistant• Cybersecurity Analyst• Facilities Maintenance Technician	Early Childhood Educator	<ul style="list-style-type: none">• Arborist (2)• Machine Tool (1)• Plumbing (2 URI)• IT-Software Developer (4)• IT-Service Desk (3)• IT-Data Analyst (5)• DC Theory Common Core• AC Theory Common Core	<ul style="list-style-type: none">• IT-Software Developer• IT-Service Desk• Cybersecurity Analyst• Metal Fabricator / Welder

Active WTCS-BAS Apprenticeship Programs, By Sector, Occupation, and College as of August 2020

The master chart of all apprenticeship programs with related instruction offered through the WTCS colleges can be found here via the following link. "Active" is defined as approved programs with enrollments in the past two years. The color-coded chart can be found on the MyWTCS website here: [WTCS Active Apprenticeship Programs Snapshot - Color Chart](#)

State Committee Report State Industrial Mech & Fluid Maint Comm

This summary counts employers and apprentices with a contract active or unassigned on 10/15/2020 in trade(s) associated with this committee.

Report is based on apprentice contracts where:

- Status is 'Active' or 'Unassigned'.
- Contract sector is 'Industrial' or 'Service'.
- Contract trade code matches a trade code assigned to committee.
- Contract sponsor is the employer.

Note: Employers with contracts in more than one trade or committee can cause Column #3 totals at the Committee or State level to deviate from the summed total of the individual trade or committee rows.

Trade	Total # of Sponsors	Total # of Apprentices	Of Total Apprentices in Column 3, # who are...			
			Minority		Females	
			#	%	#	%
1	2	3	4	5	6	7
Report Total	192	607	35	5.8	15	2.5
Industrial Manufacturing Technician (0261636002202)	8	43	6	14.0	5	11.6
Industrial Pipefitter (0286228102202)	15	23	4	17.4	1	4.3
Lubrication Technician (0269968701804)	4	5			0	
Machine Repair (0263826103001)	12	20	3	15.0	1	5.0
Maintenance Mechanic (0263828101401)	87	256	10	3.9	4	1.6
Maintenance Mechanic/Pipefitter (0263828101409)	4	33	1	3.0	1	3.0
Mechatronics Technician (0282826102202)	34	68	3	4.4	1	1.5
Millwright (0263828101801)	45	126	6	4.8	2	1.6
Millwright/Pipefitter (0263828101803)	1	16	1	6.3	0	
Welder - Fabricator (0281936101003)	11	17	1	5.9	0	