

Summary of the
**BAS Directors' Call with
State Apprenticeship Advisory Committees**

August 24, 2022

Virtual

1. Call to order

The meeting was called to order at 10:03 a.m. by Mr. Owen Smith, BAS Senior Policy Analyst, in conformance with the Wisconsin Open Meeting Law.

2. Housekeeping

Mr. Smith informed participants that the meeting will not be recorded; instead, the Bureau will provide a meeting summary. Only presenters have access to their camera and microphone; all other attendees are muted and can participate via the chat only. Attendees are invited to enter questions or comments into the chat at any time; presenters will answer them during the Questions & Answer section.

3. Thank you for your feedback; modifications to the Directors' Call format

Mr. Smith reviewed that this forum was approved by the WI Apprenticeship Advisory Council as a means of discussing apprenticeship-wide updates with all state committees in a single forum, thereby streamlining each committee's meeting to its unique policies, content, and concerns.

Mr. Smith reported that state committees expressed overwhelmingly positive support for the forum. Committees appreciated the streamlined formats of the Directors' Call and the subsequent committee meetings; and several committees appreciated hearing from committees in other sectors.

Mr. Smith shared two primary recommendations from the state committees: provide either a recording or a summary of items; and include more time for questions and answers. He noted that the Bureau incorporated both.

4. Special Presentations

a. U.S. Department of Labor Office of Federal Contract Compliance Programs

Mr. Andrew Daley presented an overview to attendees, which is enclosed. Mr. Marcel Baldwin provided links in the chat to the [Office of Federal Contract Compliance Programs website](#), [its regional offices](#), and [its outreach contacts](#).

b. New Section Chiefs for Registered and Youth Apprenticeship

Director Polk announced that Mr. Ben Stahlecker is the new Registered Apprenticeship Section Chief and Mr. John Keckhaver is the new Youth Apprenticeship Section Chief.

Mr. Keckhaver introduced himself and explained Youth Apprenticeship's current initiative to update, or "modernize," all curricula. He provided a link to [all youth apprenticeship programs](#) in the chat.

Mr. Keckhaver clarified that an active youth apprenticeship is permitted to concurrently participate in a registered apprenticeship contract. Per state statute, the youth apprenticeship agreement is not a registered apprenticeship contract. In contrast, state statute prohibits an individual from signing concurrent registered apprenticeship contracts.

5. Wisconsin Apprenticeship Updates

a. 90-day Public Comment period for revised Wisconsin Apprenticeship Manual

Director Polk reviewed that the 90-day public comment period will conclude on September 20. The Bureau will share comments with the WI Apprenticeship Advisory Council's Policy & Standards Subcommittee, which will recommend action to the full Council at its November 16 meeting.

b. Revising state standards for all committees

Mr. Smith reviewed that the *Manual* provides the boilerplate language for 90% of each state committee's standards; the language from the original *Manual* was cut and pasted into the respective sections of the standards. Therefore, after the Council approves the revised *Manual*, the Bureau will cut and paste the language into all state standards and outline the revisions for each state committee in the spring of 2023.

Mr. Smith noted that the revisions do not include standards that are unique to each committee, e.g. applicant assessment procedures, list of nominating contractor organizations, Exhibit A, etc. Those standards are established by each state committee and remain open to its review. For example, several state committees will revise their Exhibit A's at their fall meetings.

c. Skilled Wage Rates

Mr. Andrew Kasper reported that the Bureau continues to make progress in updating the skilled wage rates for 2022. The rates established in 2016 were based on the prevailing wage rate and accompanying survey data. Since then, BAS has modified the basis each year to keep pace with increasing wages. The rates for this year and next year will be based on federal wage data.

Mr. Kasper reported that the Bureau has made progress in rates for three areas, which will be released soon: Associated Builders & Contractors, Plumbers, and Electricians. Thereafter, rates for occupations will be released according to the occupations' percentage of union and non-union participants.

When released, all rates will be posted on the Bureau website, accompanied by a map of jurisdictions, a guide for using the rates, and an official memorandum on the calculation basis. In addition, the Bureau will distribute all documents to local committees.

Mr. Kasper concluded by noting that the process is new this year but will be much smoother next year.

d. Revised documents for Certified Pre-Apprenticeships

Deputy Director Pusch reviewed the Bureau reviews and approves all Certified Pre-Apprenticeships, on behalf of the WI Apprenticeship Advisory Council, to ensure the quality of their training and the integrity of their credentials. The Bureau is currently reviewing more than 40 programs.

In response to input from stakeholders, the Bureau revised the CPA program guide, application, and review form to remove redundant information. The documents are available on the Bureau's [resources and data webpage](#).

e. Affirmative Action plans

Director Polk reported that the Department directed the Bureau to complete all affirmative action plan reviews by the end of calendar year 2022. Therefore, all local committees must update and submit their affirmative action plans by December 31.

Mr. Kasper reiterated that the plans are necessary to comply with updated federal regulations on affirmative action. He explained that Apprenticeship Training Representatives will work with local committees to submit their plans for final approval. All construction local committees are included. If a local committee has not been contacted by the Bureau, it will be soon.

f. Program Spotlight: Current Participant Statistics

Director Polk reported excitedly that 14,630 apprentices are currently registered; the Bureau is inching towards 15,000 registered apprentices, which occurred only once, in 2001.

Mr. Keckhaver reported a similar historical moment for youth apprenticeship: an all-time high of 6,408 youth apprentices were enrolled last year.

6. Wisconsin Technical College Update

Ms. Nakkoul reviewed the items on the WTCS Report, which is enclosed.

7. Questions and Answers

i. How many youth apprentices have "bridged" into registered apprenticeship?

Mr. Keckhaver answered that 884 youth apprentices bridged into registered apprenticeship since 2013, 62 bridged into registered apprenticeship in 2019-20, and 165 bridged into registered apprenticeship in 2020-21. The figures are approximate; youth and registered apprenticeship use different databases.

ii. To whom do skilled wage rates apply?

Mr. Kasper explained that skilled wage rates apply to Associated Builders & Contractors and non-union apprentices; wage rates for union sponsors are established within their collective bargaining agreement.

iii. What are the requirements to become an instructor for Transition to Trainer?

Mr. Smith explained that individuals must complete WTCS Teaching Methods and Preparing to Teach Transition to Trainer. Individuals certified to teach Transition to Trainer prior to 2021 completed WTCS Teaching Methods and therefore must take the three-hour, abridged version of Preparing to Teach Transition to Trainer. Individuals who were not certified prior to 2021 must take WTCS Teaching Methods and the six-hour, unabridged version of Preparing to Teach Transition to Trainer.

Ms. Nakkoul included a link to the [Guidance Document](#) on the [WTCS website for Preparing to Teach Transition to Trainer](#).

8. The meeting adjourned at 11:10 a.m.

*Prepared by Owen Smith, Senior Policy Analyst,
Bureau of Apprenticeship Standards*

August 29, 2022

TO: State Apprenticeship Advisory Committees and Consultants
Technical College Apprenticeship Staff
Bureau of Apprenticeship Standards Staff

FROM: Owen Smith, Bureau of Apprenticeship Standards; Owen.Smith@dwd.wisconsin.gov

SUBJECT: **BAS Directors' Call with State Committees, Fall 2022**

DATE: **Wednesday, August 24, 2022**

TIME: **10:00 AM – Noon**

ACCESS: [Join the meeting virtually.](#)
Or join by phone only: 608-571-2209; 943 098 048#

NOTICE: *This meeting will not be recorded.*

TENTATIVE AGENDA

1. Call the meeting to order.
2. Housekeeping items.
3. Thank you for your feedback; modifications to the Directors' Call

4. Special Presentations

- a. U.S. Department of Labor Office of Federal Contract Compliance Programs
- b. New Section Chiefs for Registered and Youth Apprenticeship

5. Wisconsin Apprenticeship Updates

- a. 90-day Public Comment period for revised *Wisconsin Apprenticeship Manual*
- b. Revising state standards for all committees
- c. Skilled Wage Rates
- d. Revised documents for Certified Pre-Apprenticeships
- e. Affirmative Action plans
- f. Statewide participant statistics

6. WTCS Update

7. Questions and Answers
8. Adjourn

OFCCP Overview




Office of Federal Contract
Compliance Programs



OFCCP Overview


(Insert Regional/District Office Name)



Agenda

- Introduction to OFCCP
- OFCCP's Mission
- Laws OFCCP Enforces and Our Priorities
- Compliance Evaluations and Complaint Investigations

**Protecting Workers. Promoting
Diversity. Enforcing the Law.**



Introduction:

- Federal civil rights enforcement agency within the U.S. Department of Labor
- Jurisdiction over federal contractors and subcontractors



Laws OFCCP Enforces

- Executive Order 11246
- Section 503 of the Rehabilitation Act of 1973
- The Vietnam Era Veterans' Readjustment Assistance Act of 1974



Who is a Federal Contractor?

- Employers doing business with the federal government, or
- Employers that subcontract with a company doing business with the federal government.



Enforcement Priorities

- Systemic Compensation and Hiring Discrimination
- Mega Construction Project Initiative
- Quality Compliance Evaluations
- Outreach and Education



OFCCP's Enforcement

- Compliance Evaluations
- Complaint Investigations

[illegible]

Types of Remedies


- Back Pay
- Salary Adjustments
- Job Offers
- Injunctive Relief



Things OFCCP Looks for During an Evaluation or Investigation

- Differences in compensation
- Segregated facilities
- Lack of diversity in the workplace
- Absence of required posters and notice
- Discriminatory graffiti






Referral Process

Contact National or Local OFCCP Office

OFCCP Help Desk
1-800-397-6251

OFCCP Complaint Form
www.dol.gov/ofccp



Contact Information

- Local Office:
Phone #:
- Help Desk: (800) 397-6251
TTY (877) 889-5627
- OFCCP's Web site: www.dol.gov/ofccp

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WTCS Systemwide Report August 2022

WTCS Apprenticeship Enrollment Trend

WTCS enrollments across all apprenticeship programs increased from 7630 to 7742 unduplicated, and 7720 to 7822 duplicated, students by the end of 2021-2022 academic year. That is a 1.5% and 1.3% increase, respectively, in one year.

Ascendium Education Group Substantially Increases to the Tools of the Trade (ToTT) Scholarship

In April of 2022, [Ascendium Education Group announced](#) the awarding of \$766,500 in \$1500 scholarships to over 500 construction and industrial apprentices who received their related instruction through a WTCS college in 2021-22. This unexpected increase more than doubled the total awards over the prior year.

Continuing that expansion trend for the 2022-23 academic year, the ToTT scholarship will increase to \$2000 per person. Ascendium expects to again award over 500 scholarships in Spring 2023. The scholarship application period runs September 1-October 31, 2022. Contact the local Technical College Apprenticeship Offices for more information.

Preparing to Teach Transition to Trainer (PT2TT2T)

In 2021, one-hundred twenty-four (124) private and public sector individuals completed a PT2TT2T or Teaching Methods course to prepare as instructors for the BAS Transition to Trainer course. For 2022-23, additional [T2T instructor training courses](#) will open for registration later in fall 2022 with more to be scheduled in 2023 based on demand. Please contact Owen Smith, BAS, with inquiries.

5-Year Cyclical Revision Plan for Apprenticeship Related Instruction offered through the WTCS

Starting in 2021, the WTCS and BAS adopted a 5-year cycle revision framework for all systemwide apprenticeship curriculum where related instruction is offered at more than one WTCS college. Approximately seventy systemwide apprenticeship programs have a documented curriculum standard that forms the foundation for review of program and course outcomes and competencies. Apprenticeship faculty, industry sponsors and State Apprenticeship Trade Advisory Committees are engaged in the review process.

Curriculum Review Completed 2021-22	Curriculum Slated for Review 2022-23
<ul style="list-style-type: none">• Industrial Manufacturing Technician• Arborist• Industrial Electrician, Maintenance Technician, and Electrical & Instrumentation• Mechatronics• Electric Line, Metering Technician, and Substation Electrician• Bricklaying/Masonry• Barber/Cosmetology	<ul style="list-style-type: none">• Metering Technician• Maintenance Mechanic, Millwright, Pipefitter and Lubrication Tech• Welding and Metal Fabrication• Sheet Metal-Construction (JAC)• Sheet Metal-Industrial• Environmental Service Technician• Medical Assistant