

September 10, 2021

TO: State Masonry Apprenticeship Advisory Committee Members and Consultants

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

SUBJECT: **State Ironworking Apprenticeship Advisory Committee meeting**

DATE: **Wednesday, September 15, 2021**

TIME: **10:00 AM**

VIRTUAL: [Link](#)
Phone: 608-571-2209
Audio Code: 835336074#

LOCATION: Local 383 Training Center
5501 Manufacturers Dr
Madison, 53704

TENTATIVE AGENDA

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

4. For action:

- a. Approve the minutes.
- b. Review applicant assessment requirements.
- c. Review state standards.

5. Discussion Items

- a. Mandatory registration in BASERS, effective July 1, 2021
- b. Implementing revisions to CFR 29.30
- c. Implementing Transition to Trainer and Teaching Transition to Trainer
- d. Supportive services and OJL reimbursement for registered apprentices
- e. Applicant outreach campaign and revisions to www.WisconsinApprenticeship.org
- f. 2021 National Apprenticeship Week
- g. 2022 Biennial Apprenticeship Conference
- h. Apprenticeship Completion Award Program
- i. BAS leadership and personnel changes
- j. Other

6. WTCS Update

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

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

March 9, 2021
Virtual

| Members Present | Organization / Employer |
|-------------------------------|------------------------------------|
| Cyganek, Brad (Co-Chair) | Ironworkers Local 8 |
| DeMinter, Tim | Ironworkers Local 383 |
| Hager, Ben (Co-Chair) | J.H. Findorff |
| Hayes, Peter | Red Cedar Steel Erectors |
| Mayrhofer, Tony | Ironworkers Local 8 |
| Riley, John | K.F. Sullivan Co. |
| Shultis, Andrew | Ironworkers Local 383 |
| Members Absent | Organization / Employer |
| Davies, Barry | Local 512 (MN) |
| Hooyman, Chad | SPE Little Chute |
| Consultants and Guests | Organization / Employer |
| Badger, Richard | Bureau of Apprenticeship Standards |
| Guerrera, Candy | WRTP/BIG STEP |
| Hanson, Rich | Ironworkers Local 8 |
| Johnson, Josh | Bureau of Apprenticeship Standards |
| Johnston, Stephanie | WRTP/BIG STEP |
| Kasper, Andrew | Bureau of Apprenticeship Standards |
| Mayek, Mandy | Mid-State Technical College |
| Moreno, Stephanie | WRTP/BIG STEP |
| Nakkoul, Nancy | WI Technical College System |
| Smith, Owen | Bureau of Apprenticeship Standards |
| Stern, Pete | Ironworkers Local 383 |

1. The meeting was called to order at 1:02 p.m. by Co-Chair Tony Mayerhoff, in conformance with the Wisconsin open meeting laws.
2. Mr. Smith recorded attendance. A quorum was present.
3. The committee reviewed the current roster. The contractor organization, ACEA, will nominate a new Employer member to replace Ms. Otte from Boldt.

4. Action Items

a. Approve the minutes.

The state committee approved the minutes as written.

b. Review state standards and applicant assessment scores.

Mr. Smith reported that he invites the state committee to review its state standards in full this year to ensure all content, such as recent law changes, is current and accurate.

The training coordinators agreed to review the standards with Mr. Smith. The committee expressed interest in discontinuing the applicant assessment scores because they do not accurately predict the most important quality, work ethic. A general discussion ensued about the importance of minimum qualifications, particularly predicting the ability to succeed in related instruction.

5. For discussion:

a. Registered apprenticeship during COVID-19

Mr. Smith reiterated that Wisconsin Apprenticeship supports sponsors and training facilities adjusting delivery as needed to ensure the safety of apprentices and staff. Director Johnson asked whether local committees were experiencing any difficulties that may need Bureau assistance.

The state committee replied that training is proceeding well.

b. Mandatory registration in BASERS, effective July 1, 2021

Director Johnson reiterated that, effective July 1, all sponsors must do the following: register in BASERS; register all new contracts in BASERS; and experiment with performing all contract actions through BASERS and notify the Bureau of any technical or administrative difficulties.

The state committee replied that all local committees perform all required actions and believe BASERS works very well.

c. Implementing revisions to CFR 29.30

Mr. Andrew Kasper reviewed that the Bureau will begin conducting affirmative action plans with local committees once all new staff are training and staff are permitted to travel again.

Attendees did not have questions or comments.

d. Biden Administration Bolsters Registered Apprenticeship

Director Johnson reviewed the announcement included in the meeting material. The Biden administration discontinued industry-recognized registered apprenticeships and strongly supports registered apprenticeship.

Attendees did not have questions or comments.

e. National Apprenticeship Act 2021

Mr. Smith reviewed the proposed legislation and noted the emphasis on youth apprenticeship and certified pre-apprenticeship, both of which are featured and integrated in Wisconsin.

Attendees did not have questions or comments.

f. Wisconsin Apprenticeship Completer Report

Ms. Nakkoul reviewed the report design and results, noting the data from Sheet Metal apprentices. She shared that future versions will standardize wage and earnings across a 4-hour workweek to account for variations in overtime.

Attendees complimented the report and thanked Ms. Nakkoul for presenting it. The committee asked whether the wages reflect benefits, which is a significant benefit of union employment. Ms. Nakkoul replied that the wage data does not reflect benefits, but future reports will adjusted to account of a 40-hour work week, overtime, and benefits.

g. Implementing Transition to Trainer and Teaching Transition to Trainer

Ms. Nakkoul and Mr. Smith explained the requirements for T2T instructors certified prior to 2021 and instructors who want to become certified to teach the course. Ms. Nakkoul reviewed the website that hosts the requirements and schedule of upcoming courses.

Mr. Smith reported that certified instructors who have not taken the required refresher can continue teaching the old curriculum until they complete the refresher.

The state committee reported that its training coordinators need to take the refresher.

h. Supportive services and OJL reimbursement for registered apprentices

Director Johnson explained the reimbursements available to sponsors and apprentices, the eligibility criteria, and the points of contact. Representatives of WRTP/ BIG STEP commented that graduates of their certified pre-apprenticeships would qualify.

Attendees asked how many apprentices and sponsors have received reimbursements. Director Johnson said reimbursements begin next week, so no data has been collected.

i. Applicant outreach campaign and revisions to www.WisconsinApprenticeship.org

Director Johnson reported that the applicant campaign is underway. The theme is, "Apprenticeship: A Different Kind of Classroom." It targets women and minorities and includes billboards, social media, and electronic media placement. The new brand is, "Wisconsin Apprenticeship," which is an umbrella brand for registered, youth, and certified pre-apprenticeship. The brand and theme will be incorporated into the BAS website, which will be revised to be more user friendly by fall.

Attendees did not have questions or comments.

j. Apprenticeship Completion Award Program

Director Johnson reported that the program continues to be an example of strong bipartisan support for registered apprenticeship. He reviewed the reimbursement statistics and noted that declined requests will always exceed accepted requests because all requests received are for more than the maximum reimbursement amount.

Attendees did not have questions or comments.

k. BAS leadership and personnel changes

Director Johnson reported that new employees Ryan Herber and Raquel Nowak joined the bureau as Apprenticeship Training Representatives.

Attendees did not have questions or comments.

l. 2021 National Apprenticeship Week

Director Johnson reported that the dates have not been announced by the U.S. Department of Labor. If they are not announced by summer, he will announce Wisconsin Apprenticeship Week for the week November 14.

Attendees did not have questions or comments.

m. Other

The committee inquired into the origin of the 10% lay-off rule and whether the rule applies to state committees. Mr. Smith replied that it would apply to local committees. Director Johnson encouraged all local committees to review their local standards with their Apprenticeship Training Representatives.

7. WTCS Update

Ms. Nakkoul discussed the items included on the written report.

Attendees did not have questions or comments.

8. Review the program participants.

The state committee reviewed the participant statistics and did not find discrepancies.

9. The Bureau will be schedule the next meeting via electronic survey.

10. The meeting was adjourned at 2:30 p.m..

Submitted by Owen Smith, Senior Analyst, Wisconsin Apprenticeship



WTCS System-Wide Activity Update September 2021

WTCS Apprenticeship Enrollment Trend

WTCS enrollments across all apprenticeship programs decreased from 7923 to 7630 unduplicated, and 8053 to 7720 duplicated, students by the end of 2020-2021 academic year. That is a 3.7% and 4.1% decrease, respectively, in one year.

Ascendium Education Group Tools of the Trade Scholarships Increased Again in 2021

For the 2021-22 academic year, Ascendium Education Group has committed to awarding an additional 75 scholarships to industrial and construction sector apprentices who receive their related instruction through a WTCS college. A total of 325 awards of \$1500 apiece will be granted statewide in March 2022, with the scholarship application period open from late August until late November 2021.

New MyWTCS Website: <https://mywtcs.wtcsystem.edu/>

MyWTCS is an intranet site for the Wisconsin Technical College System and stakeholders. Launched in February 2021, the re-designed site includes a new look and improved functionality and features, including an [expanded apprenticeship resources section](#). WTCS systemwide publications, including the annual Apprenticeship Completion Report, can be found on the [Wistechcolleges](#) sister-site, under [publications](#).

[Preparing to Teach Transition to Trainer \(PT2TT2T\)](#)

MyWTCS also hosts information, administrative guidance, and upcoming PT2TT2T course offerings for instructors of the BAS-mandated apprentice Transition to Trainer course. As of January 2021, current instructors of Transition to Trainer must complete the 3-hour abridged Preparing to Teach Transition to Trainer course by the end of 2021.

New Proactive Approach to Revisions of 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 sixty systemwide apprenticeship programs have a documented curriculum standard model that will form the foundation for review of program and course outcomes and competencies. Apprenticeship faculty, industry sponsors and State Apprenticeship Trade Advisory Committees will be engaged in the review process. This proactive approach will ensure that learning remains current with industry needs and technological advancements. Program assignment within the 5-year cycle will remain fluid.

| Curriculum Review Completed 2020-21 | Curriculum Slated for Review 2021-22 |
|---|--|
| <ul style="list-style-type: none">• Carpentry (All)• Wastewater Treatment• Electrical (All)• Industrial Manufacturing Technician• IT-Service Desk | <ul style="list-style-type: none">• HVAC (ABC)• Mechatronics• Barber/Cosmetology• Bricklaying/Masonry• Industrial Electrical, Maintenance Technician, and E&I Technician |

| | |
|---|--|
| <ul style="list-style-type: none"> • IT-Software Developer | <ul style="list-style-type: none"> • Arborist • Electric Line, Metering Technician, and Substation Electrician |
|---|--|

Active WTCS-BAS Apprenticeship Programs, By Sector, Occupation, and College as of August 2021

The master [color-coded chart](#) of all apprenticeship programs with active related instruction offered through the WTCS colleges can be found on the MyWTCS website. “Active” is defined as approved programs with enrollments in the past two years.

Report Name COM-01 State Committee
Report

Refresh Date 9/10/21 1:00 PM

Wisconsin Bureau of Apprenticeship Standards

State Committee Report



This summary counts employers and apprentices, between 9/1/2021 and 9/1/2021 with contract status as Active & Unassigned in occupation(s) associated with this committee.

Report is based on apprentice contracts where:

- Contract sector is 'Construction'.
- Contract occupation code matches a occupation code assigned to committee.
- Contract sponsor is the employer.

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

| Occupation | Apprentices | | | | | | | | | Employers | | | | |
|---|-------------|----------|------|---------|-----|-------|-------|-----------|----|-----------|-------|-------|-----------|----|
| | Total | Minority | | Females | | Union | | Non-Union | | Total | Union | | Non-Union | |
| | | # | % | # | % | # | % | # | % | | # | % | # | % |
| 1 | 2 | 3 | 3a | 4 | 4a | 5 | 5a | 6 | 6a | 7 | 8 | 8a | 9 | 9a |
| Report Total | 232 | 25 | 10.8 | 9 | 3.9 | 232 | 100.0 | 0 | 0 | 42 | 42 | 100.0 | 0 | 0 |
| Iron Worker (0180138101401) | 225 | 24 | 10.7 | 9 | 4.0 | 225 | 100.0 | 0 | 0 | 42 | 42 | 100.0 | 0 | 0 |
| Ironworker (Assembler, Metal Buildings) (0180138101001) | 7 | 1 | 14.3 | 0 | 0 | 7 | 100.0 | 0 | 0 | 2 | 2 | 100.0 | 0 | 0 |

State Committee Report by Sponsor & Occupation



This summary counts employers and apprentices, between 9/1/2021 and 9/1/2021 with contract status as Active & Unassigned in occupation(s) associated with this committee.

Report is based on apprentice contracts where:

- Contract sector is 'Construction'.
- Contract occupation code matches a occupation code assigned to committee.
- Contract sponsor is the employer.

Note: Employers active in more than one occupation or committee can cause Column #7 totals at the Committee or State level to deviate from the summed total of the individual occupation or committee rows.

| Sponsor Name Occupation | Apprentices | | | | | | | | | | Employers | | | |
|---|-------------|-----------|-------------|----------|------------|------------|--------------|-----------|----------|-----------|-----------|--------------|-----------|----------|
| | Total | Minority | | Females | | Union | | Non-Union | | Total | Union | | Non-Union | |
| | | # | % | # | % | # | % | # | % | | # | % | # | % |
| 1 | 2 | 3 | 3a | 4 | 4a | 5 | 5a | 6 | 6a | 7 | 8 | 8a | 9 | 9a |
| Report Total | 232 | 25 | 10.8 | 9 | 3.9 | 232 | 100.0 | 0 | 0 | 42 | 42 | 100.0 | 0 | 0 |
| Madison Area Ironworking JAC | 72 | 9 | 12.5 | 2 | 2.8 | 72 | 100.0 | 0 | 0 | 19 | 19 | 100.0 | 0 | 0 |
| Iron Worker (0180138101401) | 72 | 9 | 12.5 | 2 | 2.8 | 72 | 100.0 | 0 | 0 | 19 | 19 | 100.0 | 0 | 0 |
| Milwaukee Area Ironworking JAC | 160 | 18 | 11.3 | 7 | 4.4 | 160 | 100.0 | 0 | 0 | 33 | 33 | 100.0 | 0 | 0 |
| Iron Worker (0180138101401) | 153 | 17 | 11.1 | 7 | 4.6 | 153 | 100.0 | 0 | 0 | 32 | 32 | 100.0 | 0 | 0 |
| Ironworker (Assembler, Metal Buildings) (0180138101001) | 7 | 1 | 14.3 | 0 | 0 | 7 | 100.0 | 0 | 0 | 2 | 2 | 100.0 | 0 | 0 |