



**Approved Minutes of the
Painting & Glazing**
State Apprenticeship Advisory Committee

March 23, 2021

Webinar

Members Present	Organization/Employer
Arnold, Jeff	IUPAT DC7
Baumgartner, Brian	IUPAT DC7
Braun, Pete	Wall-Tech
Gifford, Adam	IUPAT DC7
Macejkovic, Jim	Building Service, Inc.
Mehrhoff, Jeff (Co-Chair)	IUPAT DC7
Niemiec, Tony	State Painting Company
Members Absent	Organization/Employer
Schwiesow, Charles (Co-Chair)	Porta Painting, Inc.
Walsh, Dean	Lake City Glass, Inc.
Wolf, Gregg	Schmetzer Paint Co., Inc.
Consultants & Guests	Organization/Employer
Hunter, Joelle	IUPAT DC7
Johnson, Josh	Bureau of Apprenticeship Standards
Johnston, Stephanie	WRTP/BIG STEP
Moreno, Stephanie	WRTP/BIG STEP
Polk, David	Milwaukee Area Technical College
Popp, Corey	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards

1. The meeting was called to order at 10:03 a.m. by Co-Chair Jeff Merhoff, in conformance with the Wisconsin open meeting laws.
2. Mr. Smith recorded attendance. A quorum was present.
3. The committee reviewed the roster. Several labor members have changed; IUPAT will nominate new members.

4. Action items

a. Approve the minutes

The minutes were approved as revised: Adam Holmes was present.

b. Review the hybrid registered apprenticeship in development.

Mr. Owen Smith reported he will convene the focus group in late spring. The state committee confirmed that the program was not needed until late fall.

c. Review the applicant assessment requirements.

Some members recommended adopting lower scores, such as those for the Masonry registered apprenticeship, because some applicants continue to fail. Other members disagreed; the scores are necessary and shouldn't be lowered as a solution to gaining applicants.

Mr. Smith reminded that the minimum scores reflect the curriculum level of the related instruction. Ms. Stephanie Johnston reminded attendees that applicants can receive tutoring from WRTP/BIG STEP.

***Action:** a focus group will consider the scores and the state standards.*

d. Review the state standards.

Mr. Smith invited all construction state committees to review their state standards this year for three reasons: review updates to apprenticeship laws and administrative rules; review applicant assessment scores; and ensure all other content is current. Focus groups will meet throughout summer.

***Action:** the state committee nominated a focus group.*

5. Discussion items

a. Registered apprenticeship during COVID-19

Director Johnson reported that construction registered apprenticeships were only slightly affected by the pandemic; participation in all other sectors declined.

The state committee reported that business continues. Related instruction was modified to online delivery, which has been working well.

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

Director Johnson reiterated that all sponsors must register in BASERS and process all new contracts through it as of July 1.

The state committee reported that all local committee use BASERS and find it helpful.

c. Implementing revisions to CFR 29.30

Director Johnson reported that Wisconsin Apprenticeship staff will begin performing program reviews with sponsors once all field staff have completed AA/EEO training and business travel is permitted.

Attendees did not have questions or comments.

d. Biden Administration Bolsters Registered Apprenticeship

Mr. Smith reported that the new presidential administration strongly support registered apprenticeship, youth apprenticeship, and certified pre-apprenticeship.

Attendees did not have questions or comments.

e. National Apprenticeship Act 2021

Mr. Smith reviewed that the new presidential administration will implement several policies pertaining to registered apprenticeship, including the following: discontinuing industry-recognized apprenticeships; continually funding certified pre-apprenticeship and youth apprenticeship; and forming a national apprenticeship advisory committee.

Attendees did not have questions or comments.

f. Wisconsin Apprenticeship Completer Report

Mr. Dubenske and Mr. Smith reviewed how to access the report and several key findings in the report.

Attendees did not have questions or comments.

g. Implementing Transition to Trainer and Teaching Transition to Trainer

Mr. Smith reported that the courses have been revised. Instructors need to complete a three-hour refresher by the end of 2021; new instructors have separate requirements. He will email links to all guidance documents to the state committee. Instructors may continue teaching the course using the old curriculum until they take the refresher.

Attendees did not have questions or comments.

h. Supportive services and OJL reimbursement for registered apprentices

Director Johnson reviewed the grant opportunities, qualifications, and contacts in the meeting material. He encouraged attendees to contact the identified staff with all questions.

Stephanie Johnston reminded attendees that graduates of WRTP/BIG STEP's certified pre-apprenticeship programs would be qualified applicants. She encouraged attendees to contact her for a copy of a completion certificate.

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

Director Johnson reported that the Bureau branded itself "Wisconsin Apprenticeship," which is an umbrella brand for registered apprenticeship, youth apprenticeship, and certified pre-apprenticeship. The grants will fund an applicant outreach campaign targeted at women and minorities. The campaign pieces will be included on the website, which is being redesigned to be more user-friendly.

Attendees did not have questions or comments.

j. Apprenticeship Completion Award Program

Director Johnson reviewed the reimbursement report included in the meeting material. He noted that the program continues to be a strong example of bipartisan support for registered apprenticeship.

Attendees did not have questions or comments.

k. BAS leadership and personnel changes

Director Johnson reviewed personnel changes.

Attendees did not have questions or comments.

l. 2021 National Apprenticeship Week

Director Johnson reported that the dates have not been announced by the Department of Labor. If the dates are not announced by summer, he will schedule Wisconsin Apprenticeship Week for the first half of November.

Attendees did not have questions or comments.

h. Other

Attendees did not have questions or comments.

6. WTCS Update

Mr. Scott Dubenske reviewed the written report included in the meeting material.

Attendees did not have questions or comments.

7. Review the program participants.

Program participants included 93 apprentices and 31 employers with contracts active or unassigned on March 1, 2021. Director Johnson applauded the local committees for their high percentages of Minority and female apprentices.

8. The Bureau will schedule the next meeting via electronic survey.

9. The meeting adjourned at 11:15 a.m.

Submitted by Owen Smith, Program & Policy Analyst

March 4, 2021

TO: State Painting & Glazing Apprenticeship Advisory Committee Members and Consultants

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

SUBJECT: State Painting & Glazing Apprenticeship Advisory Committee meeting

DATE: Tuesday, March 23, 2021

TIME: 10:00 AM

ACCESS: <https://dwdwi.webex.com/dwdwi/j.php?MTID=md788f2166a291c969f0e17fae3ff8dd3>
Mtg number: 145 021 3920
Password: GFti53r4pjF
Join by phone: 1-855-282-6330 US TOLL FREE
Access code: 145 021 3920

TENTATIVE AGENDA

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

4. For action:

- a. Approve the minutes.
- b. Review the hybrid registered apprenticeship in development.
- c. Review the applicant assessment requirements.
- d. Review the state standards.

5. Discussion Items

- a. Registered apprenticeship during COVID-19
- b. Mandatory registration in BASERS, effective July 1, 2021
- c. Implementing revisions to CFR 29.30
- d. [Biden Administration Bolsters Registered Apprenticeship](#)
- e. [National Apprenticeship Act 2021](#)
- f. [Wisconsin Apprenticeship Completer Report](#)
- g. Implementing Transition to Trainer and Teaching Transition to Trainer
- h. Supportive services and OJL reimbursement for registered apprentices
- i. Applicant outreach campaign and revisions to www.WisconsinApprenticeship.org
- j. Apprenticeship Completion Award Program
- k. BAS leadership and personnel changes
- l. 2021 National Apprenticeship Week
- m. Other

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

Employment and Salary Data

2018-19 Apprenticeship Completion



1

Employment Location



Employment Location 2016-17



Employment Location 2017-18



Employment Location 2018-19



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2

Salary Data 2016-17 VS 2017-18 VS 2018-19



2016-17



\$85,273
MEDIAN SALARY FOR
CONSTRUCTION SECTOR

\$81,613
MEDIAN SALARY FOR
SERVICE SECTOR

\$65,515
MEDIAN SALARY FOR
INDUSTRIAL SECTOR

2017-18



\$83,818
MEDIAN SALARY FOR
CONSTRUCTION SECTOR

\$85,169
MEDIAN SALARY FOR
SERVICE SECTOR

\$67,595
MEDIAN SALARY FOR
INDUSTRIAL SECTOR

2018-19



\$87,145
MEDIAN SALARY FOR
CONSTRUCTION SECTOR

\$85,273
MEDIAN SALARY FOR
SERVICE SECTOR

\$69,259
MEDIAN SALARY FOR
INDUSTRIAL SECTOR

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3

Training & Instruction Satisfaction



2016-17 Apprenticeship Completers

96%
OF APPRENTICES WERE
SATISFIED
WITH THEIR ON-THE-JOB
TRAINING

96% OF APPRENTICES WERE
SATISFIED WITH THEIR
PAID-RELATED INSTRUCTION

2017-18 Apprenticeship Completers



96% OF APPRENTICES WERE
SATISFIED WITH THEIR
PAID-RELATED INSTRUCTION

2018-19 Apprenticeship Completers



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4

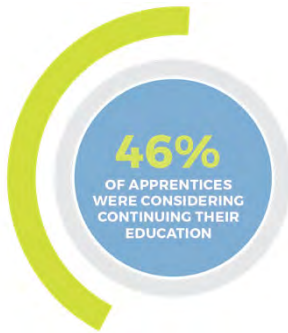
Continuing Education



2016-17 Apprenticeship Completers

2017-18 Apprenticeship Completers

2018-19 Apprenticeship Completers



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5

Looking ahead...



- DWD-BAS will be reorganizing instructional program groups into new industry sectors: currently Construction, Industrial, and Service. This will at some point affect future version of the report, which WTCS will adapt to match DWD-BAS guidelines.
- Please keep WTCS in mind if you have captured apprenticeship-related imagery, especially regarding new apprenticeship programs and those featuring demographic minorities.
- Contact: nancy.nakkoul@wtcsystem.edu or dan.arneson@wtcsystem.edu

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Distribution



- WTCS will be distributing a web link in lieu of printing a physical report this year, please bookmark and share widely the link to the electronic version of the most recent Apprenticeship Completion report, which again demonstrates strong outcomes and the value of Wisconsin's earn-while-you-learn apprenticeship model to individuals and employers. The link will be distributed to the following:
 - DWD - Bureau of Apprenticeship Standards
 - Wisconsin Apprenticeship Advisory Council
 - State Trade Committees (Apprenticeship Advisory)
 - WTCS Board Members
 - WTCS Apprenticeship Coordinators
 - College Marketing Teams
 - WI High Schools - Counselors

Online at: www.wtcsystem.edu->About Us->Publications and Resources

Direct Link: <https://www.wtcsystem.edu/2018-19-WTCS-Apprenticeship-Completer-Report>

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March 1, 2021

Dear Apprenticeship Sponsor:

Last summer, our agency advised you via letter that within one year, by July 1, 2021, all apprenticeship sponsors will be required to register in the Bureau of Apprenticeship Standards Electronic Registration System (BASERS) and use the interface to enroll incoming apprentices. At its February 9, 2021 meeting, the Wisconsin Apprenticeship Advisory Council affirmed its support for our agency's BASERS policy and the July 1 deadline.

Sponsors who have not yet registered in BASERS, or those who need further assistance using the platform, should contact their Apprenticeship Training Representative promptly. The ATRs can provide the necessary technical assistance to meet the July 1, 2021 deadline.

BASERS is an intuitive, self-service website for sponsors developed as part of a national initiative toward registered apprenticeship expansion and modernization. The ongoing COVID-19 pandemic has only underscored the benefits of conducting business through a virtual system like BASERS, which connects stakeholders across the state without the need for face-to-face contact.

The benefits of BASERS, once a sponsor has registered, are as follows:

- Faster creation and approval of contracts;
- Increased access to information about a sponsor's own program;
- The capacity to initiate and track contract actions such as cancellations, work assignments, and completions;
- The ability to ensure records are accurate before finalization.

Thank you for your continued support of Wisconsin Apprenticeship.

Sincerely,



Joshua A. Johnson, State Director
Wisconsin Apprenticeship

February 24, 2021

Dear Apprenticeship Employers:

The [link](#) is now live to access information on applying for on-the-job learning reimbursements through Wisconsin Apprenticeship grant funds. Follow the instructions offered in the [link](#) and review the information in this email regarding eligibility. The deadline for submitting questions regarding this announcement is March 5th at 2 p.m. CST. Awards may be made as soon as March 15th. Applications will be reviewed in the order in which they are received. Questions can be sent to our grants mailbox at dwddetgrants@dwd.wisconsin.gov.

The on-the-job learning reimbursements are part of a Wisconsin grant initiative, using federal grant funds, to help defray the extraordinary costs of training apprentices. Employers may be eligible for up to a \$1,000 reimbursement for each apprentice that they hired between July 1, 2019 and January 30, 2021, as long as the apprentice meets one of the following criteria:

- The apprentice previously completed a Wisconsin Youth Apprenticeship program in any career cluster; or
- The apprentice previously completed a state certified pre-apprenticeship program in any job sector. A detailed list of Wisconsin certified pre-apprenticeship programs can be found [here](#); or
- The apprentice was hired to work in the IT, Healthcare, Bio-Tech, Transportation, Agriculture or Financial Services sectors.

Employers may only receive one on-the-job learning reimbursement per apprentice that meets the qualifying criteria and cannot request reimbursement for the same apprentice more than once.

Thank you for being valued Wisconsin apprenticeship employers and sponsors.

Sincerely,



Joshua Johnson, State Director
Wisconsin Apprenticeship

Dear Wisconsin Apprentices:

Wisconsin Apprenticeship has federal grant funds available to provide supportive services to registered apprentices. Up to \$600 may be available to each Wisconsin registered apprentice to assist with the following apprenticeship-related costs:

- Uniforms or work clothing
- Tools
- Required physicals
- Books
- Test fees
- Mileage
- Bus passes
- Parking permits
- Childcare
- Rent & housing costs

Apprentices who began their apprenticeship between July 1, 2019 and March 31, 2022 are eligible. Reimbursements will be awarded to applicants through March 31, 2022, or until the funding runs out. Apprentices must contact the following organizations, according to location, to determine if they qualify:

**Milwaukee, Racine, Kenosha, Walworth,
Washington, Waukesha and Ozaukee
counties**

Employ Milwaukee
Jose Galvan
Jose.galvan@employmilwaukee.org
2342 North 27th Street
Milwaukee, WI 53210

Office 414-270-1743
Cell 414-852-1914

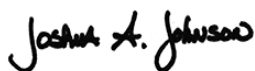
All other Wisconsin counties

South Central Workforce Development Board
Jeff Kennedy
jkennedy@wdbscw.org
3513 Anderson Street Ste 104
Madison, WI 53704

Office 608-249-9001 Ext. 230

Thank you for being valued Wisconsin apprentice.

Sincerely,



Joshua Johnson, State Director
Wisconsin Apprenticeship

ACAP Reimbursement Requests With Approvals Processed During (Time Period) - Summary

Apprenticeship Completion Award Program (ACAP)

Bureau of Apprenticeship Standards

Division of Employment and Training

3/2/21 08:40 AM

Filters Applied: Determination Date between 7/1/20 and 3/2/21, Fiscal Year(s)= FY21

Type	Fiscal Year	# of RRs	\$Approved	\$Denied
Year One	21		\$97,137.35	\$328,547.82
Year One Totals		404	\$97,137.35	\$328,547.82
Completion	21		\$179,424.43	\$771,505.80
Completion Totals		329	\$179,424.43	\$771,505.80
Report Totals		733	\$276,561.78	\$1,100,053.62



WTCS System-Wide Activity Update February 2021

2021 WTCS-BAS Apprenticeship Completion Report

The 2021 WTCS-BAS Apprenticeship Completer Report is now available online. The report contains employment, wage and training satisfaction outcomes for apprentices completing their programs in 2018-19. It can be found here: [2021 WTCS-BAS Apprentice Completer Report](#)

- Of the 1,195 completers surveyed, 365 (31%) responded. In the prior year report, 1143 completers were surveyed and response rate was 43%.
- Respondents reported a 95% satisfaction rate for on-the-job training and 97% for classroom instruction.
- Median salary across all trades increased to \$81,072, an increase of approximately \$800 more than the prior year.
- Respondents indicating an interest in continuing education beyond apprenticeship decreased from 44% last year to 35% this year.

MyWTCS Website Re-Design and Launch: New Apprenticeship Resources for [Preparing to Teach Transition to Trainer \(PT2TT2T\)](#)

MyWTCS is an intranet site for the Wisconsin Technical College System and stakeholders. Launched in February 2021, the newly re-designed site includes a new look and improved functionality and features, including additional apprenticeship resources such as the administrative guidance and teacher trainer course offerings for the Transition to Trainer course. The site can be found at: <https://mywtcs.wtcsystem.edu/>

New Proactive Approach to Revisions of Apprenticeship Related Instruction offered through the WTCS

Starting in 2021, the WTCS and BAS have 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.

2020-21	2021-22
<ul style="list-style-type: none">• Carpentry (All)• Wastewater Treatment• Electrical (All)• Industrial Manufacturing Technician• IT-Service Desk• IT-Software Developer	<ul style="list-style-type: none">• HVAC (ABC)• Industrial Pipefitter• Mechatronics• Barber/Cosmetology• Bricklaying/Masonry• IT Cybersecurity• IT Data Analyst• Broadband Technician

Apprenticeship in New Sectors: Snapshot of Program Growth Past Five and Current Years

New Wisconsin Apprenticeship Programs in New Industries

2016	Arborist MILW MSTC	Mechatronics Tech WCTC BTC GTC LTC MILW SWTC MPTC CVTC	IT-Software Developer MSTC CVTC NTC MPTC MDSN	
2017				
2018	Organic Vegetable Farm Manager NWTC	Data Analyst CVTC NTC MILW MDSN MPTC	IT-Service Desk Technician WCTC CVTC NTC MDSN MPTC	Financial Services Representative MILW CVTC MPTC
2019	Broadband Technician WITC	Medical Assistant NTC	Biotechnology Lab Support Assistant MDSN	
2020	Facilities Maintenance Technician MILW	Cybersecurity Analyst MDSN	Pharmacy Technician MILW	
2021	Roadway Maintenance Technician CVTC	Industrial Metrology Technician FVTC	Culinary Apprenticeship MILW	



State Committee Report - Construction

State Painting & Glazing Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 3/1/2021 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	93	15	16.1	11	11.8	93	100.0			31	31	100.0		
Madison Area Glazing JAC	8	0		0	0.0	8	100.0			3	3	100.0		
Glazier (0186538101001)	8	0		0	0.0	8	100.0			3	3	100.0		
Madison Area Painting & Decorating JAC	21	1	4.8	5	23.8	21	100.0			10	10	100.0		
Painter And Decorator (0184038101001)	18	0		4	22.2	18	100.0			7	7	100.0		
Taper - Finisher (0184038101002)	3	1	33.3	1	33.3	3	100.0			3	3	100.0		
Milwaukee Area Painting & Decorating JAC	43	13	30.2	6	14.0	43	100.0			12	12	100.0		
Painter And Decorator (0184038101001)	39	10	25.6	4	10.3	39	100.0			10	10	100.0		
Taper - Finisher (0184038101002)	4	3	75.0	2	50.0	4	100.0			3	3	100.0		
Southeastern Glazing JAC	21	1	4.8	0	0.0	21	100.0			7	7	100.0		
Glazier (0186538101001)	21	1	4.8	0	0.0	21	100.0			7	7	100.0		