

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

**April 25, 2018**

Painting & Allied Trades Madison Training Center  
Fitchburg, WI

Members Present	Organization/Employer
Baumgartner, Brian	IUPAT DC7
Mehrhoff, Jeff	IUPAT DC7
Members Absent	Organization/Employer
Holmes, Lindsey	B&D Contractors
Walsh, Dean	Lake City Glass, Inc.
Consultants & Guests	Organization/Employer
Abbot, Nick	Bureau of Apprenticeship Standards
Ahmad, Hafeezah	Bureau of Apprenticeship Standards
Holmes, Adam	IUPAT DC7
Jallah, Tracy	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards

1. The meeting was called to order at 1:10 p.m. by Brian Baumgartner Committee Co-Chair, in conformance with the Wisconsin open meeting laws.
2. A roll call was conducted. A quorum was not present.
3. The committee reviewed the current roster. No revisions were necessary.
4. **Old Business**

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

i. For action: approve the minutes

The minutes were approved with as written.

ii. How is developing a youth apprenticeship program proceeding?

Owen reviewed that the state committee had expressed interest in creating a youth apprenticeship program in glazing. He noted that the state committee for painting had expressed interest in creating a youth apprenticeship for painting, decorating, and glazing.

The state committee for glazing expressed support for creating a joint youth apprenticeship program. Adam Holmes shared that he will be contacting BAS Director Karen Morgan to begin the process. He said he hopes to begin by June.

iii. How is accepting ACT scores proceeding?

Owen asked attendees to share how many applicants had submitted ACT scores in lieu of taking the local assessment and whether the applicants' scores met the required minimum.

The local training coordinator responded that only one or two applicants had submitted ACT scores and they passed. The local committees project more applicants will submit scores in the future.

**b. Proposed revision to CFR 29.30**

Owen reported that the Bureau has yet to receive guidance from the U.S. Department of Labor. Therefore, the Bureau's message to the state committee and sponsors continues to be, "stay tuned." To prepare for the revisions, the Bureau recently trained all apprenticeship training representatives (ATRs) in CFR 29.29 and how to conduct compliance reviews. The ATRs had various levels of experience with the subject and registered apprenticeship, so the training provided a strong baseline across the staff. The Bureau expects to receive the guidance before the committee's fall meeting.

Attendees did not have questions or comments.

**c. WI 2018 WI Act 148**

Owen reported that this law set the apprentice-to-journey worker ratio at 1:1 for all apprenticeship programs and removed the Bureau's ability to modify the ratio. The law applies to the state committee's registered apprenticeships, but the programs already use a 1:1 ratio. He noted that the law is superseded by collective bargaining agreements.

Attendees did not have questions or comments..

**d. Federal grants to expand "registered" apprenticeship**

Owen reported that the Bureau has almost begun the third year of the five-year WAGE\$ grant. Through the grant, the Bureau has been expanding registered apprenticeship into advanced manufacturing, health care, and information technology occupations. It's additional focus is expanding the recruitment and retainment of women and minority apprentices. That is also a focus of the state expansion grant, for which the Bureau recently received an \$1.5 million extension. The expansion grant will focus on recruitment and retainment on large construction projects in Madison and Milwaukee. The Bureau's used its third grant, the state accelerator grant, to increase its capacity for administering programs, primarily by upgrading its information management system with BASERS.

Attendees did not have questions or comments.

**e. Presidential executive order to expand "apprenticeship"**

Owen reviewed that the executive order will create an additional method for industries to create apprenticeships: "industry-recognized" apprenticeships, which will feature less government oversight and regulations for sponsorship. The federal task force charged with recommending the overall implementation of the order submitted its final report to the executive office. The report is included in the state committee's meeting material. In accordance with its bylaws, the task force will disband within 30 days. The industry-recognized apprenticeships will be piloted in industries new to apprenticeship, not in sectors that use registered apprenticeship.

It is unknown when the President's office will review the recommendations. The Bureau is awaiting guidance from the Department of Labor.

Attendees did not have questions or comments.

**f. Bureau of Apprenticeship Standards Electronic Registration System**

Owen reported that the Bureau has implemented the Bureau of Apprenticeship Standards Electronic Registration System (BASERS), an online application that allows sponsors to conduct application and contract actions entirely online. Many sponsors have already adopted it. It is not mandatory; it is optional. The Bureau believes sponsors will see its value and efficiency.

ATRs Nick Abbott and Tracy Jallah advised that local committees that have all new apprentices sign their apprenticeship contracts at a large orientation can still use the event in conjunction with BASERS and as an opportunity to introduce apprentices to their ATRs. They also noted that they will conduct BASERS training with local committees for painting and glazing in June.

Attendees did not have questions or comments.

**g. Apprenticeship LEADERS**

Owen reviewed that the LEADERS initiative launched during the 2017 National Apprenticeship Week. It recently made its first recommendation to the Bureau: an interactive web-based map of apprenticeship stakeholders. The map would have multiple layers that correspond to categories of stakeholders, e.g. LEADERS members, technical colleges, workforce development boards, etc. The user would select a layer; stakeholders, their locations would appear across the map; and the user would click on a stakeholder's icon for contact information. In conclusion, Owen noted that the LEADERS program is still accepting participants.

Attendees did not have questions or comments.

**h. Apprenticeship Completion Award Program**

Owen reported that the program was renewed last fall for an additional two years, as part of the Governor's biennial budget. Apprentices that became eligible between the conclusion of the first iteration and the renewal will be grandfathered in. The program will conclude on June 30, 2020.

Attendees did not have questions or comments.

**f. Other**

No other items were brought forth.

**5. New Business**

**a. BAS visited by representatives of Japan and Mississippi**

Owen reported that the Bureau hosted separate learning exchanges with delegations from a prefecture (state) government in Japan and the registered apprenticeship program in Mississippi. Both delegations were exploring solutions to the skills gap and were impressed with employer involvement in and the flexibility of Wisconsin's program.

Attendees commented that it was "cool" that other countries and parts of the U.S. look at Wisconsin registered apprenticeship as a model.

**b. BAS personnel changes**

Owen reported the following changes: Hafeezah Ahmad, ATR for Milwaukee, retired; and Vincent Rice, policy analyst in Madison, accepted an external position. The new ATRs for Milwaukee are Nick Abbott and Steve Vander Heyden; and the new policy analyst in Madison is Matthew White. In addition, the Bureau will receive three new ATR positions from the state legislature, which will focus specifically on the manufacturing sectors in Appleton, Milwaukee, and Wausau.

Attendees did not have questions or comments.

**c. BAS website changes**

Owen reported that the Bureau is developing a revised version of its homepage. The revisions were prompted by input from Job Center of Wisconsin staff that the page was difficult for career seekers to navigate. The Bureau agreed because the page was designed to serve the Bureau's primary customers, sponsors. The revised homepage will feature boxes based on user group; two buttons per box that link to the top functions performed by each user group; and a drop-down menu for quickly accessing webpages to specific apprenticeable occupations.

Attendees did not have questions or comments.

**d. Other**

i. National Association of State & Territorial Apprenticeship Directors Conference

Owen reported that the National Association of State & Territorial Apprenticeship Directors will hold its annual summer conference in Milwaukee from July 29 – August 3. The attendees will be joined by regional directors of the U.S. Department of Labor for a portion of the conference. NASTAD, not BAS, is seeking sponsorship opportunities for the event.

Attendees did not have questions or comments.

ii. Registered apprenticeship in correctional facilities

Owen informed attendees that the Bureau is researching strategic partnerships and outreach activities to create greater opportunities in and with correctional facilities. The effort resulted from a recent visit to correctional facilities in Ohio, which have a vast number of registered apprenticeship programs and participants: Ohio has 2,500 registered apprentices within correctional facilities; Wisconsin has 52. The trip influenced the Bureau to view Wisconsin's correctional facilities as an untapped talent pool, especially given that labor trends indicate employers should begin considering unconventional talent pools.

Owen noted that the Bureau will initially research work-release programs at minimum security facilities and then explore models that combine training in the facility with training upon release.

Attendees did not have questions or comments.

iii. Registered apprenticeship on [www.jobcenterofwisconsin.com](http://www.jobcenterofwisconsin.com)

Owen reported that registered apprenticeship sponsors can now post apprenticeship opportunities on [JobCenterOfWisconsin.com](http://JobCenterOfWisconsin.com) for free, and the posting will be denoted with the Wisconsin Apprenticeship "A" logo. These features are the product of efforts between JCW and Bureau staff to promote registered apprenticeship opportunities to employers and career seekers alike. The two staffs are also improving the search function to yield only official apprenticeship opportunities and exclude informal or unofficial opportunities that use the word "apprenticeship."

Attendees did not have questions or comments.

iv. Transition to Trainer

Attendees asked whether the Bureau will update the course. They claimed that much content is out of date. In addition, the committee asked whether the local committees could have instructors certified to provide the course so the local committees could offer the course rather than wait for it to be provided through a local technical college.

Owen replied that BAS Director Karen Morgan will be leading an industry focus group to revise the course. Interested parties should email her to participate. In addition, local committees are welcome to certify instructors. Interested parties should email Karen so she can plan a training session.

v. Potential merger of the Madison and Milwaukee local committees

The state committee shared that the local committees are considering merging and had raised the topic to their respective apprenticeship training representatives. The state committee asked how the local committees could merge, if they are ultimately interested. Owen replied that Karen must approve all mergers, so the local committees should contact her.

**6. WTCS Update**

No representative of the WTCS was present. Owen encouraged attendees to read the written report included in the written material.

7. Program participants include 40 apprentices and 15 employers with a contract in active or unassigned status on April 2, 2018.
8. The committee tentatively scheduled its next meeting for Tuesday, October 9, at 1:00 p.m. at the Milwaukee Training Center.
9. The meeting adjourned at 1:50 p.m.

**10. Follow-up Items**

*The training coordinators will contact Karen Morgan to begin developing the youth apprenticeship.*  
*The local committees will bring more applicant assessment data to the fall meeting.*  
*The local committees will further discuss whether to merge and contact Karen, if necessary.*

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*Submitted by Tracy Jallah, Apprenticeship Training Representative, &  
Owen Smith, Program & Policy Analyst*

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Employment and Training Division  
Bureau of Apprenticeship Standards  
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Scott Walker, Governor  
Ray Allen, Secretary  
Chythania Brown, Division Administrator

April 11, 2018

TO: State Glazing Apprenticeship Advisory Committee Members and Consultants

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

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

DATE: Wednesday, April 25, 2018

TIME: 1:00 p.m.

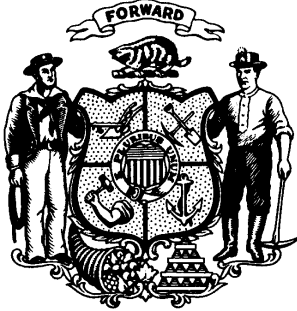
PLACE: IUPAT Training Center – Madison  
5375 King James Way  
Fitchburg, WI

#### **TENTATIVE AGENDA**

1. Call the meeting to order.
2. Distribute the sign-in sheet. Introduce attendees.
3. Review the current roster.
4. **Old Business**
  - a. **For action:** approve the minutes.
  - b. Update on implementing revisions to CFR 29.30 (AA/EEO requirements)
  - c. Update on WI 2017 WI Act 148 (apprentice-to-journeyworker ratio)
  - d. Update on federal grants to expand "registered apprenticeship"
  - e. Update on Presidential executive order to expand "apprenticeship"
  - f. Update on Bureau of Apprenticeship Standards Electronic Registration System (BASERS)
  - g. Update on Apprenticeship LEADERS initiative
  - h. Update on Apprenticeship Completion Award Program
  - i. Other
5. **New Business**
  - a. BAS visited by representatives of Japan, Mississippi
  - b. BAS personnel changes
  - c. BAS website changes
  - d. Other

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

# State of Wisconsin



2017 Assembly Bill 508

Date of enactment: **March 28, 2018**

Date of publication\*: **March 29, 2018**

## 2017 WISCONSIN ACT 148

AN ACT *to repeal* 106.02 and 106.025 (4); *to amend* 106.01 (1), 106.01 (9), 106.01 (11) (intro.), 106.025 (1) and 106.025 (2); and *to create* 106.015 of the statutes; **relating to:** apprentice-to-journeyworker ratios in apprenticeships and the minimum duration of carpentry and plumbing apprenticeships.

*The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:*

**SECTION 1.** 106.01 (1) of the statutes is amended to read:

106.01 (1) FORMATION OF APPRENTICE CONTRACT. Any person 16 years of age or over may enter into an apprentice contract binding himself or herself to serve as an apprentice as provided in this section. ~~Except as provided in ss. 106.02 and 106.025, the~~ The term of service of an apprenticeship shall be for not less than one year. Every apprentice contract shall be in writing and shall be signed by the apprentice, the department, and the sponsor or an apprenticeship committee acting as the agent of the sponsor. If the apprentice has not reached 18 years of age, the apprentice contract shall also be signed by one of the apprentice's parents or, if both parents are deceased or legally incapable of giving consent, by the guardian of the apprentice or, if there is no guardian, by a deputy of the department. The department shall specify the provisions that are required to be included in an apprentice contract by rule promulgated under sub. (11).

**SECTION 2.** 106.01 (9) of the statutes is amended to read:

106.01 (9) AUTHORITY OF DEPARTMENT. The department, ~~subject to s. 106.015,~~ may investigate, fix reasonable classifications, issue rules and general or special

orders, and hold hearings, make findings, and render orders upon its findings as necessary to carry out the intent and purposes of this section. The investigations, classifications, hearings, findings, and orders shall be made as provided in s. 103.005. Except as provided in sub. (8), the penalties specified in s. 103.005 (12) apply to violations of this section. Orders issued under this subsection are subject to review under ch. 227.

**SECTION 3.** 106.01 (11) (intro.) of the statutes is amended to read:

106.01 (11) RULES. (intro.) The department, ~~subject to s. 106.015,~~ shall promulgate rules to implement this section, including rules providing for all of the following:

**SECTION 4.** 106.015 of the statutes is created to read:

**106.015 Apprentice-to-journeyworker ratios.**

(1) Except as provided in sub. (2), the department may not prescribe, enforce, or authorize, whether through the promulgation of a rule, the issuance of a general or special order, the approval of an apprenticeship program or apprentice contract, or otherwise, a ratio of apprentices to journeyworkers for apprenticeship programs or apprentice contracts that requires more than one journeyworker for each apprentice.

(2) The prohibition under sub. (1) does not apply with respect to apprentices whose employment is governed by a collective bargaining agreement.

\* Section 991.11, WISCONSIN STATUTES: Effective date of acts. "Every act and every portion of an act enacted by the legislature over the governor's partial veto which does not expressly prescribe the time when it takes effect shall take effect on the day after its date of publication."



## 2017 Wisconsin Act 148

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## 2017 Assembly Bill 508

**SECTION 5.** 106.02 of the statutes is repealed.

**SECTION 6.** 106.025 (1) of the statutes is amended to read:

106.025 (1) The department may prescribe the conditions under which a person may serve a plumbing apprenticeship, as to preliminary and technical college attendance requirements, level of supervision of an apprentice, the character of plumbing work in accordance with ch. 145, and the credit for school attendance in serving the apprenticeship.

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**SECTION 7.** 106.025 (2) of the statutes is amended to read:

106.025 (2) Every person commencing a plumbing apprenticeship shall enter into an apprentice contract under s. 106.01. ~~The term of a plumbing apprentice is 5 years, but the department may upon application of the apprentice, the apprentice's employer, or both, extend the term for up to one additional year.~~

**SECTION 8.** 106.025 (4) of the statutes is repealed.



## WAGE\$ Grant Metrics Update

(as of Dec. 31, 2017)

Presented to various state committees  
Spring 2018 meetings

### Background

Wisconsin Apprenticeship Growth and Expansion Strategies (WAGE\$) is part of the American Apprenticeship Initiative - a competitively awarded federally funded 5-year grant being implemented between October 1, 2015 through September 30, 2020. WAGE\$ will accelerate the introduction of Registered Apprenticeship into Advanced Manufacturing, IT, and Healthcare statewide. The overarching goal is to sign on at least 1,000 apprentices into the WAGE\$ occupations by the end of the grant. Grant partners include the Wisconsin Technical College System and the eleven workforce development boards (WDBs.) Each WDB supervises at least one apprenticeship liaison who coordinates local activities and works with ATRs to conduct business outreach.

### WAGE\$ trades/occupations

1. **Advanced Manufacturing** (all Adv Mfg trades are completed = no additional occupations being developed for WAGE\$)
  - Industrial Manufacturing Technician (existing before WAGE\$)
  - Maintenance Technician (existing before WAGE\$)
  - Welder – Fabricator (existing before WAGE\$)
  - Welder – Automated Welding (existing before WAGE\$)
  - Mechatronics Technician (newly created under WAGE\$)
2. **Information Technology (IT)**
  - Software Developer (newly created under WAGE\$, completed, NCWWDB/Midstate begins fall 2018)
  - IT Service Desk Technician (launch planned August 2018 contingent upon approval by WTCS Board; Waukesha Technical College is lead college. Program will become available statewide through interested technical colleges)
  - Data Analyst (launch planned August 2018 contingent upon approval by WTCS Board; Waukesha Technical College is lead college. Program will become available statewide through interested technical colleges)
  - Data Analyst (development in progress; expected completion late 2018; lead undetermined)
  - IT #4 = TBD
  - IT #5 = TBD
3. **Health Care**
  - Community Health Worker (was developed by Dept of Health Services; considered newly created; no participation to date)
  - Pharmacy Technician (development in progress; expected completion late 2018; lead undetermined)
  - Medical Assistant (development in progress; expected completion fall 2018; UW-Health is leading development and will conduct the training which will be open to SSM and Unity apprentices; the program will become available statewide through interested technical colleges)



The following table shows the status of the main grant deliverables. Statistics are usually calculated quarterly and after allowing time for parties to input their information. The statistics below were reported for the period ending December 2017. It expected that rate of increase in programs and sponsors will increase as more programs are developed and offered. As of December 31, 2017, only the five Advanced Manufacturing programs were active with Mechatronics having just started getting apprentices signed.

As of Dec. 31, 2017:

**Proposed through 9/30/18 and  
Actual as of 12/31/17**

Capacity Building & Employer Metrics	To Date (end of reporting Q)		Total proposed to end of grant
	Proposed to end of Year 3*	Actual to 12/31/17**	
Total # of Employers to Benefit from the Grant Program	130	71	383
Total # of Promotional/ Outreach Activities to Employers	1,975	1,681	3,000
Total # of Newly Registered American Apprenticeship Programs (new trades developed with grant funds)	49	3**	100
Total # of Existing Registered Apprenticeship Programs to be Expanded (existing trades when the grant began but the trade having new apprentices in the grant performance period)	59	83	90
Employment & Training Metrics			
Total # of Participants to Receive Services Under this Grant (e.g includes participants served in pre-apprenticeship, apprenticeship, and by other grant activities)	2500	33,834	10,000
Total # of New Apprentices Registered	145	184***	1,000

\* Year 3 ends 9/30/18

\*\* As of 4/5/18, there are 13 sponsors for Mechatronics Technician and 33 Mechatronics Technician apprentices with signed contracts. Although Software Developer was completed, no apprentices had signed contracts yet due to the program not being fully implemented yet.

\*\*\* As of 4/5/18, there have been 259 contracts signed under the WAGE\$ grant. This number is not corrected for transferred contracts (WAGE\$ trade to WAGE\$ trade or sponsor) of which there are approximately 5.

# All ACAP Reimbursement Requests Processed (Time Period) - Summary

## Apprenticeship Completion Award Program (ACAP)

### Bureau of Apprenticeship Standards

### Division of Employment and Training

4/6/18 08:07 AM

Filters Applied: Determination Date between 9/4/17 and 4/6/18, Fiscal Year(s)= FY18

Type	Fiscal Year	# of RRs	\$Approved	\$Denied
Year One	18		\$64,842.15	\$352,010.20
<b>Year One Totals</b>		<b>329</b>	<b>\$64,842.15</b>	<b>\$352,010.20</b>
Completion	18		\$94,041.26	\$487,402.45
<b>Completion Totals</b>		<b>159</b>	<b>\$94,041.26</b>	<b>\$487,402.45</b>
<b>Report Totals</b>		<b>488</b>	<b>\$158,883.41</b>	<b>\$839,412.65</b>



## WTCS System-Wide Activity Update for Spring 2018

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- WTCS Apprenticeship Completion Report:** The WTCS published the new Apprenticeship Completion Report in February 2018 with data from completers from 2015-16.  
<http://www.wtcsystem.edu/wtcsexternal/cmspages/getdocumentfile.aspx?nodeguid=b3153b83-19ff-41d4-8527-39fe0e9c845c>
  - Of 908 apprentice completers surveyed, 331 responded for a 36% response rate.
  - 98% indicated they were employed in the trade for which they received training, up 3% from the prior report.
  - Annual median earnings of \$71,624 was reported across all sectors, a 6% increase from the prior year's report.
  - 97% indicated that they were very satisfied or satisfied with their paid-related instruction. For On-The-Job Training, 95% reported they were very satisfied or satisfied.
  - 43% are considering continuing their formal education, up significantly from 34% from the prior year's survey (i.e., Technical Studies Journey Worker AAS, associate degree, bachelor's degree)
- WTCS Apprenticeship Enrollment Trend:** WTCS enrollments across all apprenticeship programs increased from 6128 to 6527 unduplicated, and 6633 to 7123 duplicated, students by the end of June 2017. That is a 6.5% and 7.4% increase, respectively, in one year. A current mid-year snapshot for 2017-18 is showing 6199 and 6634 enrollees. Confirmed actual enrollment for the 2017-18 academic year will not be available until August 2018.
- Great Lakes Tools of the Trade/WTCS Apprenticeship Scholarships:** In a surprise announcement in December 2017, the Great Lakes Higher Education Foundation Board decided to increase the apprenticeship scholarship amount to \$1500 per individual, and they are once again awarded 200 scholarships for industrial and construction sector apprentices in February 2018.
- System-Wide Curriculum:** Collaborative work between all stakeholders continues for the following new or substantively revised system-wide apprenticeship curriculum during the 2017-18 Academic year.

<b>NEW</b>	Organic Vegetable Farm Manager	Auto Body Collision and Repair	IT-Data Analyst	IT-Service Desk	Pharmacy Technician	Financial Services Rep.
<b>Revisions &amp; Crosswalks</b>	Electrical & Instrumentation	Plumbing Below the Line Courses	Crosswalk of Mechatronics to Electromechanical and Automated Systems	Crosswalk between Machinist Technical Diploma and Apprenticeship	ABC Electrical	

## State Committee Report - Construction

### State Glazier Advisory Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 4/2/2018 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	40	2	5.0	1	2.5	40	100.0			15	15	100.0		
Madison Area Glazing JAC	8	0		0	0.0	8	100.0			3	3	100.0		
Glazier (186538101001)	8	0		0	0.0	8	100.0			3	3	100.0		
Southeastern Glazing JAC	32	2	6.3	1	3.1	32	100.0			12	12	100.0		
Glazier (186538101001)	32	2	6.3	1	3.1	32	100.0			12	12	100.0		

Wisconsin Bureau Of Apprenticeship Standards  
**State Glazier Advisory Committee**  
**Historical Report by Year**  
Report Period: 2018\* and Previous 10 Years



*Current year is YTD data as of Run Date: 04/02/2018		
Run Date: 04/02/2018		
State Glazier Advisory Committee		
Sponsored Trade Group(s): Construction		
Year	Active Apprentices	Active Employers
2008	61	23
2009	49	17
2010	36	16
2011	25	14
2012	15	8
2013	14	7
2014	21	10
2015	27	12
2016	37	12
2017	43	15
2018	40	15

