



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

October 12, 2021 Northcentral State Regional Council of Carpenters Madison, WI Virtual option provided.

Members Present	Organization/Employer								
Adamavich, Michael	NCSRCC								
Bialcik, Corey	NCSRCC								
Coates, Shaun	NCSRCC								
Hernandez, Raul	NCSRCC								
Higgins, Mike	NCSRCC								
Macejkovic, Jim	Building Service, Inc.								
Panek, Scott	Carpenters Training Institute								
Rodriguez, Pat (Co-Chair)	NCSRCC								
Schwengels, Joe	J.P. Cullen & Sons, Inc.								
Strub, Matt	Fowler & Hammer								
Members Absent	Organization/Employer								
Schmidt, Mark	C.G. Schmidt								
Consultants & Guests	Organization/Employer								
Badger, Richard	Bureau of Apprenticeship Standards								
Campanario, Matt	NCSRCC								
Emrick, Leigh	Associated Builders & Contractors								
Giese, Rob	NCSRCC								
Grunewald, Jeff	Lakeshore Technical College								
Guerrera, Candy	WRTP/BIG STEP								
Horvath, Steve	Moraine Park Technical College								
Johnson, Terri	WIDS								
Kasper, Andrew	Wisconsin Apprenticeship								
Kotella, Scott	Gateway Technical College								
Mayek, Mandy	Mid-State Technical College								

Moreno, Stephanie	WRTP/BIG STEP
Nakkoul, Nancy	Wisconsin Technical College System
Neddef, Brandon	Carpenters Training Institute
Scholz, Barry	Associated General Contractors of Wisconsin
Smith, Owen	Bureau of Apprenticeship Standards
Straub, Steve	Fox Valley Technical College

- 1. The meeting was called to order at 10:03 a.m. by Co-Chair Pat Rodriguez, in conformance with the Wisconsin Open Meetings Law.
- 2. A roll call was conducted. A quorum was present.
- 3. The committee reviewed the current roster. A lengthy discussion followed after Mr. Smith reported that the the two vacant Employer seats would be given to Associated Builders and Contractors, one to fill an existing vacancy and the other as an additional seat.

The members present strongly disagreed.

Mr. Smith acknowledged that the number of Employer seats per labor affiliation should represent the respective percentage of apprentices. However, he explained, if an affiliation has disproportionate representation across the entire committee, such as a single representative, the Bureau can award an additional Employer seat to ensure "meaningful participation." He reviewed that this policy was implemented by Director Morgan and continued by Director Johnson.

The members present strongly disagreed.

Action: the state committee approved a motion to award the additional Employer seat to a union representative to approximate the percentage of union apprentices.

4. Action Items

a. Elect Employer Co-Chair

The state committee postponed the election until the 2022 spring meeting.

b. For action: approve the minutes

The minutes were approved as written.

c. Review related instruction as part of five-year cyclical review.

Ms. Terri Johnson and Ms. Nancy Nakkoul reviewed the proposed revisions to related instruction offered through the Wisconsin Technical College System, not independent training providers. The changes recommended by WTCS faculty are minor changes to below-the-line curriculum, not the program outcomes mandatory for all training providers.

Attendees did not have questions or comments.

d. Review state standards.

Mr. Smith reported that that the review has been postponed until the revisions to the *Wisconsin Apprenticeship Manual* conclude. The *Manual* provides 90% of the content of the state standards. The content that is unique to the state committee is always able to be reviewed, e.g. applicant assessment procedures, Exhibit A, related instruction, etc.

Attendees did not have questions or comment.

5. Discussion Items

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

The state committee reported that all local committees are registered in BASERS and register new contracts in BASERS.

b. Implementing revisions to CFR 29.30

Mr. Smith reported that BAS has begun quality assessment reviews with some local committees in the Milwaukee area.

c. Implementing Transition to Trainer and Teaching Transition to Trainer

Mr. Smith reviewed the WTCS website for the course, which includes the instructor requirements and calendar of upcoming courses. The state committee reported that its instructors for its local committees have either completed the required courses or are scheduled to take them in the fall or early 2022.

d. Supportive services and OJL reimbursement for registered apprentices

Mr. Smith reviewed the official correspondence and points of contact included in the meeting material.

Attendees did not have questions or comments.

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

Mr. Smith reviewed the revised homepage and webpages dedicated to local committees. He encouraged local committees to email any revisions to him directly.

Attendees did not have questions or comments.

d. 2021 National Apprenticeship Week

Mr. Smith reviewed that the event will occur the following week. He encouraged attendees to notify BAS of any events they sponsor.

Attendees did not have questions or comments.

e. 2022 Biennial Apprenticeship Conference

Mr. Smith reported that the conference has been postponed indefinitely due to the pandemic.

Attendees did not have questions or comments.

f. Apprenticeship Completion Award Program

Mr. Smith reviewed the statistics.

Attendees did not have questions or comments.

g. BAS leadership and personnel changes

Mr. Smith reviewed that Josh Johnson accepted a new position with Jobs for the Future. The Director position is currently vacant.

Attendees did not have questions or comments.

h. Other

Attendees did not have questions or comments.

7. Review the program participants.

Participants included 1212 apprentices and 214 employers with a contract in active or unassigned status on October 1, 2021.

- 8. The Bureau will schedule the next meeting via online survey.
- 9. The meeting adjourned at 11:30 a.m.

Submitted by Owen Smith, Program & Policy Analyst



Tony Evers, Governor Amy Pechacek, Secretary-Designee Michele Carter, Division Administrator

October 11, 2021

- TO: State Carpentry Apprenticeship Advisory Committee Members and Consultants
- FROM: Owen Smith, Bureau of Apprenticeship Standards; <u>Owen.Smith@dwd.wisconsin.gov</u>
- SUBJECT: State Carpentry Apprenticeship Advisory Committee meeting
- DATE: Tuesday, October 12, 2021
- TIME: 10:00 AM
- LOCATION: NCSRCC Training Center 5202 Monument Ln Madison, 53704
- VIRTUAL: <u>Link</u> Audio only: 608-571-2209 Audio code: 621971237#

TENTATIVE AGENDA

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

4. Action

- a. Elect Employer Co-chair.
- b. Approve the minutes.
- c. Review related instruction as part of five-year cyclical review.
- d. Review state standards, including applicant assessment scores.

5. Discussion

- 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

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

Department of Workforce Development Employment and Training Division Bureau of Apprenticeship Standards 201 E. Washington Ave., Room E100 P.O. Box 7972 Madison, WI 53707 Telephone: (608) 266-3332 Fax: (608) 266-0766 Email: DWDDET@dwd.wisconsin.gov



Tony Evers, Governor Amy Pechacek, Secretary-designee

February 24, 2021

Dear Apprenticeship Employers:

The <u>link</u> 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 <u>link</u> 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 <u>dwddetgrants@dwd.wisconsin.gov.</u>

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 <u>here</u>; 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,

Joshuk A. Johnson

Joshua Johnson, State Director Wisconsin Apprenticeship

Department of Workforce Development Employment and Training Division Bureau of Apprenticeship Standards 201 E. Washington Ave., Room E100 P.O. Box 7972 Madison, WI 53707 Telephone: (608) 266-3332 Fax: (608) 266-0766 Email: DWDDET@dwd.wisconsin.gov



Tony Evers, Governor Amy Pechacek, Secretary-designee

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

Required physicals

Tools

•

- 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

Thank you for being valued Wisconsin apprentice.

Sincerely,

Joshuk A. Johnson

Joshua Johnson, State Director Wisconsin Apprenticeship All other Wisconsin counties South Central Workforce Development Board Jeff Kennedy <u>ikennedy@wdbscw.org</u> 3513 Anderson Street Ste 104 Madison, WI 53704 Office 608-249-9001 Ext. 230



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 <u>expanded</u> <u>apprenticeship resources section</u>. WTCS systemwide publications, including the annual Apprenticeship Completion Report, can be found on the <u>Wistechcolleges</u> sister-site, under <u>publications</u>.

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
	HVAC (ABC)
Carpentry (All)	HVAC (ABC)Mechatronics
Wastewater Treatment	 Barber/Cosmetology
Electrical (All)	Bricklaying/Masonry
Industrial Manufacturing Technician	Industrial Electrical, Maintenance
IT-Service Desk	Technician, and E&I Technician

 Arborist Electric Line, Metering Technician, and Substation Electrician

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

The master <u>color-coded chart</u> 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 NameCOM-01 State Committee
ReportRefresh Date10/7/21 10:57 AM

Wisconsin Bureau of Apprenticeship Standards State Committee Report



This summary counts employers and apprentices, between 10/1/2021 and 10/1/2021 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.

				Α		Employers								
Occupation	Tatal	Minority		Females		Union		Non-Union		T . 4 . 1	Union		Non-Union	
	Total	#	%	#	%	#	%	#	%	Total	#	%	#	%
1	2	3	3a	4	4a	5	5a	6	6a	7	8	8a	9	9a
Report Total	1,212	75	6.2	23	1.9	1,112	91.7	100	8.3	214	180	84.1	36	16.8
Carpenter (Cabinet Maker) (0166028001001)	4	0	0	1	25.0	4	100.0	0	0	2	2	100.0	0	0
Carpenter (Construction) (0186038102201)	923	61	6.6	18	2.0	828	89.7	95	10.3	173	142	82.1	33	19.1
Carpenter (Construction-Residential SWR) (0186038164002)	5	1	20.0	0	0	0	0	5	100.0	3	0	0	3	100.0
Carpenter (Floor Coverer) (0186448101001)	69	7	10.1	0	0	69	100.0	0	0	21	21	100.0	0	0
Carpenter (Heavy Highway Pile Driver) (0186038158102)	14	1	7.1	0	0	14	100.0	0	0	7	7	100.0	0	0
Carpenter (Millwright) (0163828101801)	176	6	3.4	3	1.7	176	100.0	0	0	30	30	100.0	0	0
Carpenter (Pile Driver) (0186038158101)	21	2	9.5	1	4.8	21	100.0	0	0	7	7	100.0	0	0

Report Name COM-01 State Committee Report

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Wisconsin Bureau of Apprenticeship Standards

State Committee Report by Sponsor & Occupation



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Sponsor Name				Α		Employers								
		Minority		Fema	ales	Union		Non-Union			Uni	ion	Non-l	Union
Occupation	Total	#	%	#	%	#	%	#	%	Total	#	%	#	%
1	2	3	3a	4	4a	5	5a	6	6a	7	8	8a	9	9a
Report Total	1,212	75	6.2	23	1.9	1,112	91.7	100	8.3	214	180	84.1	36	16.8
ABC of Wisconsin (All)	74	7	9.5	1	1.4	0	0	74	100.0	28	0	0	28	100.0
Carpenter (Construction) (0186038102201)	73	7	9.6	1	1.4	0	0	73	100.0	27	0	0	27	100.0
Carpenter (Construction-Residential SWR) (0186038164002)	1	0	0	0	0	0	0	1	100.0	1	0	0	1	100.0
Central Wisconsin Area Carpentry JAC	17	0	0	1	5.9	0	0	17	100.0	4	0	0	4	100.0
Carpenter (Construction) (0186038102201)	17	0	0	1	5.9	0	0	17	100.0	4	0	0	4	100.0
Eau Claire Area Carpentry JAC	65	3	4.6	0	0	65	100.0	0	0	22	22	100.0	0	0
Carpenter (Construction) (0186038102201)	60	2	3.3	0	0	60	100.0	0	0	19	19	100.0	0	0
Carpenter (Floor Coverer) (0186448101001)	1	0	0	0	0	1	100.0	0	0	1	1	100.0	0	0
Carpenter (Heavy Highway Pile Driver) (0186038158102)	4	1	25.0	0	0	4	100.0	0	0	3	3	100.0	0	0
Greater Wisconsin Millwright JAC	128	3	2.3	1	.8	128	100.0	0	0	20	20	100.0	0	0
Carpenter (Millwright) (0163828101801)	128	3	2.3	1	.8	128	100.0	0	0	20	20	100.0	0	0
La Crosse Area Carpentry JAC	55	4	7.3	2	3.6	55	100.0	0	0	17	17	100.0	0	0
Carpenter (Construction) (0186038102201)	41	3	7.3	1	2.4	41	100.0	0	0	14	14	100.0	0	0
Carpenter (Floor Coverer) (0186448101001)	2	0	0	0	0	2	100.0	0	0	2	2	100.0	0	0
Carpenter (Heavy Highway Pile Driver) (0186038158102)	1	0	0	0	0	1	100.0	0	0	1	1	100.0	0	0
Carpenter (Pile Driver) (0186038158101)	11	1	9.1	1	9.1	11	100.0	0	0	2	2	100.0	0	0
Lakeshore Area Carpentry Advisory Comm	3	0	0	0	0	0	0	3	100.0	1	0	0	1	100.0
Carpenter (Construction) (0186038102201)	3	0	0	0	0	0	0	3	100.0	1	0	0	1	100.0

Report Name COM-01 State Committee Report

Refresh Date 10/7/21 10:57 AM

Wisconsin Bureau of Apprenticeship Standards

State Committee Report by Sponsor & Occupation



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				Α		Employers								
Sponsor Name Occupation		Mino	rity	Fema	ales Union		ion	Non-l	Jnion		Union		Non-Union	
	Total	#	%	#	%	#	%	#	%	Total	#	%	#	%
1	2	3	3a	4	4a	5	5a	6	6a	7	8	8a	9	9a
Report Total	1,212	75	6.2	23	1.9	1,112	91.7	100	8.3	214	180	84.1	36	16.8
Madison Area Carpentry JAC	197	19	9.6	3	1.5	197	100.0	0	0	52	52	100.0	0	0
Carpenter (Construction) (0186038102201)	187	18	9.6	3	1.6	187	100.0	0	0	48	48	100.0	0	0
Carpenter (Floor Coverer) (0186448101001)	9	1	11.1	0	0	9	100.0	0	0	4	4	100.0	0	0
Carpenter (Heavy Highway Pile Driver) (0186038158102)	1	0	0	0	0	1	100.0	0	0	1	1	100.0	0	0
Northeast Wisconsin Carpentry JAC	244	9	3.7	4	1.6	244	100.0	0	0	34	34	100.0	0	0
Carpenter (Construction) (0186038102201)	204	8	3.9	4	2.0	204	100.0	0	0	25	25	100.0	0	0
Carpenter (Floor Coverer) (0186448101001)	26	1	3.8	0	0	26	100.0	0	0	6	6	100.0	0	0
Carpenter (Heavy Highway Pile Driver) (0186038158102)	7	0	0	0	0	7	100.0	0	0	4	4	100.0	0	0
Carpenter (Millwright) (0163828101801)	5	0	0	0	0	5	100.0	0	0	4	4	100.0	0	0
Carpenter (Pile Driver) (0186038158101)	2	0	0	0	0	2	100.0	0	0	2	2	100.0	0	0
Northern WI Carpenters Advisory Comm	4	1	25.0	0	0	0	0	4	100.0	2	0	0	2	100.0
Carpenter (Construction-Residential SWR) (0186038164002)	4	1	25.0	0	0	0	0	4	100.0	2	0	0	2	100.0
SE WI Area Carpentry JAC	321	39	12.1	11	3.4	321	100.0	0	0	82	82	100.0	0	0
Carpenter (Cabinet Maker) (0166028001001)	4	0	0	1	25.0	4	100.0	0	0	2	2	100.0	0	0
Carpenter (Construction) (0186038102201)	276	33	12.0	10	3.6	276	100.0	0	0	69	69	100.0	0	0
Carpenter (Floor Coverer) (0186448101001)	30	5	16.7	0	0	30	100.0	0	0	11	11	100.0	0	0
Carpenter (Millwright) (0163828101801)	11	1	9.1	0	0	11	100.0	0	0	7	7	100.0	0	0
SE WI Area Millwright/PileDriver JAC	40	4	10.0	2	5.0	40	100.0	0	0	10	10	100.0	0	0
Carpenter (Millwright) (0163828101801)	32	3	9.4	2	6.3	32	100.0	0	0	7	7	100.0	0	0
Carpenter (Pile Driver) (0186038158101)	8	1	12.5	0	0	8	100.0	0	0	3	3	100.0	0	0

Report Name COM-01 State Committee Report

Refresh Date 10/7/21 10:57 AM

Wisconsin Bureau of Apprenticeship Standards

State Committee Report by Sponsor & Occupation



This summary counts employers and apprentices, between 10/1/2021 and 10/1/2021 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				
	Tatal	Minority		Females		Union		Non-Union		Tatal	Union		Non-L	Jnion			
	Total	#	%	#	%	#	%	#	%	Total	#	%	#	%			
1	2	3	3a	4	4a	5	5a	6	6a	7	8	8a	9	9a			
Report Total	1,212	75	6.2	23	1.9	1,112	91.7	100	8.3	214	180	84.1	36	16.8			
Wausau Area Carpentry JAC	64	4	6.3	0	0	62	96.9	2	3.1	22	22	100.0	2	9.1			
Carpenter (Construction) (0186038102201)	62	4	6.5	0	0	60	96.8	2	3.2	20	20	100.0	2	10.0			
Carpenter (Floor Coverer) (0186448101001)	1	0	0	0	0	1	100.0	0	0	1	1	100.0	0	0			
Carpenter (Heavy Highway Pile Driver) (0186038158102)	1	0	0	0	0	1	100.0	0	0	1	1	100.0	0	0			