

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

**September 15, 2021**  
Local 383 Training Center  
Madison, WI (& virtual)

<b>Members Present</b>	<b>Organization / Employer</b>
Cyganek, Brad (Co-Chair)	Ironworkers Local 8
DeMinter, Tim	Ironworkers Local 383
Hayes, Peter	Red Cedar Steel Erectors
Mayrhofer, Tony	Ironworkers Local 8
Riley, John	K.F. Sullivan Co.
<b>Members Absent</b>	<b>Organization / Employer</b>
Davies, Barry	Local 512 (MN)
Hager, Ben (Co-Chair)	J.H. Findorff
Hooyman, Chad	SPE Little Chute
Shultis, Andrew	Ironworkers Local 383
<b>Consultants and Guests</b>	<b>Organization / Employer</b>
Badger, Richard	Bureau of Apprenticeship Standards
Hanson, Rich	Ironworkers Local 8
Johnson, Josh	Bureau of Apprenticeship Standards
Johnston, Stephanie	WRTP/BIG STEP
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 10:03 a.m. by Co-Chair Brad Cyganek, 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 this project is on hold while the *Wisconsin Apprenticeship Manual*, the source of the large majority of the state standards, is reviewed by the Department of Workforce Development legal counsel. The timeframe of the review is not known.

Attendees did not have questions or comments.

**c. Review the applicant assessment scores.**

Mr. Smith reviewed that the state committee has required minimum scores on applicant assessments for at least ten years to predict applicants' success in related instruction. Over the past three years, the state committee has consistently expressed interest in lowering or discontinuing the scores because they do not reliably predict the applicants' most important qualities: work ethic and ability to perform on-the-job learning. The state committee perceives the scores as a barrier to many otherwise well-qualified applicants.

Mr. Smith asked the committee whether it was prepared to decide on a course of action.

The committee explained that the scores are one component in each applicant's overall rating. The committee asked whether applicants that do not meet the required minimum score could simply receive a "zero" in that component rather than be disqualified. Mr. Smith replied, no; the minimum scores are required, and applicants that fail to meet them must retest.

Ms. Stephanie Johnston and Ms. Stephanie Moreno expressed concern that discontinuing the assessments may admit more unqualified applicants, which would correspondingly increase the cancellation rates. She reiterated that W RTP/BIG STEP provides tutoring to applicants and would help analyze cancellation rates to determine whether then assessment scores contributed.

Director Johnson noted that the state committee has the authority under CFR 29.30 to determine its selection procedures as long as they are not discriminatory. He asked the state committee whether the assessment requirements may present a barrier to applicants; the state committee agreed that they do.

Director Johnson cautioned the state committee that denying applicants is more desirable than cancelling apprentices; high cancellation rates warrant examination for Wisconsin Apprenticeship. The state committee agreed and maintained interest in discontinuing the scores.

Mr. Smith summarized that the state committee perceives the scores as barriers, has consistently discussed discontinuing them, and is prepared to assist apprentices who struggle with related instruction with tutoring and mentorship. He asked Director Johnson whether the scores could be removed while the *Wisconsin Apprenticeship Manual* is under review. Director Johnson answered that they can because the current versions of the Manual and the state standards are still in effect.

Director Johnson concluded the discussion by advising the state committee to compare applicant admissions to cancellation rates through 2023 to determine whether discontinuing the scores is effective or unhelpful.

*Action: the state committee approved a motion to discontinue the applicant scores, effective immediately. Wisconsin Apprenticeship will email official notices to local committees and will compare applicant admissions to apprentice cancellations through 2023.*

## **5. For discussion:**

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

Director Johnson reviewed that, effective July 1, all sponsors are now required to do the following: register in BASERS and register new contracts in BASERS.

The state committee reported that both local committees perform both actions. BASERS works well.

### **b. Implementing revisions to CFR 29.30**

Director Johnson reported that Apprenticeship Training Representatives have begun to review local committees' affirmative action plans. The reviews had been delayed due to the pandemic. Local committees can expect to be contacted soon by their ATR.

Attendees did not have questions or comments.

### **c. Implementing Transition to Trainer and Teaching Transition to Trainer**

Mr. Smith and Ms. Nakkoul reviewed that the course was revised in 2020 and instructors certified prior to 2021 must take a three-hour refresher in the revisions by December 31, 2021. The final refresher has been scheduled for November 12, 1-4 p.m., online. The Wisconsin Technical College System and Wisconsin Apprenticeship have coordinated four refreshers this year; the next refresher is the last. Instructors who do not take it must continue to teach the old curriculum.

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

Mr. Stern and Mr. Hanson reported that they need to take the refresher. Mr. Smith will email the direct registration link to them.

### **d. Supportive services and OJL reimbursement for registered apprentices**

Director Johnson reviewed that reimbursements are available to sponsors for hiring graduates of qualified certified pre-apprentices and youth apprenticeships and reimbursements are available to qualified apprentices for supportive services. He noted the details and points of contact were communicated to sponsors and apprentices through BASERS and official letters.

Attendees did not have questions or comments.

**e. Applicant outreach campaign and revisions to [www.WisconsinApprenticeship.org](http://www.WisconsinApprenticeship.org)**

Director Johnson reported that the campaign, "Apprenticeship: A Different Kind of Classroom," is underway and encourages women and minorities to pursue registered apprenticeships. The campaign includes social media collateral, billboards, bus wraps, outreach material, and electronic media spots. He played a video from the campaign.

The state committee applauded the video and asked where it will be played. Director Johnson replied that the video aired on WI television channels and audio-only variations aired on Packers radio and statewide radio. The video is available for sponsors and stakeholders to use.

**f. Apprenticeship Completion Award Program**

Director Johnson reported that the program continues to be an example of strong bipartisan support for registered apprenticeship. It has been renewed multiple times. Reimbursements are granted on a first come, first served basis while funds last. All funds were dispersed during the last fiscal year, which concluded June 30. The allocation for the current fiscal year was increased by the legislature.

Attendees did not have questions or comments.

**g. 2021 National Apprenticeship Week**

Director Johnson reported that Wisconsin will observe National Apprenticeship November 14 -20.

The state committee asked whether the Bureau knows the dates for future celebrations, too. Director Johnson reported that the U.S. Department of Labor also announced the dates for 2022 and 2023.

**h. BAS leadership and personnel changes**

Director Johnson reported that he accepted a new position as Assistant Director Of Diversity and Inclusion with Jobs for the Future, a national nonprofit organization. Director Johnson's last day with Wisconsin Apprenticeship will be October 8.

Attendees congratulated him and thanked him for his service to Wisconsin Apprenticeship.

**i. Other**

The state committee reported that it had become aware of an inquiry into apprentice completion and cancellation rates by the NAACP. Director Johnson confirmed that the inquiry is valid and in progress.

**7. WTCS Update**

Ms. Nakkoul discussed the items included on the written report, particularly scholarships available to eligible registered apprenticeships.

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 11:30 a.m..**

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STATE OF WISCONSIN  
  
Department of Workforce Development  
Tony Evers, Governor  
Amy Pechacek, Secretary-Designee  
Michele Carter, Division Administrator

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](mailto: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](http://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.



## WTCS System-Wide Activity Update September 2021

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### 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"><li>• Carpentry (All)</li><li>• Wastewater Treatment</li><li>• Electrical (All)</li><li>• Industrial Manufacturing Technician</li><li>• IT-Service Desk</li></ul>	<ul style="list-style-type: none"><li>• HVAC (ABC)</li><li>• Mechatronics</li><li>• Barber/Cosmetology</li><li>• Bricklaying/Masonry</li><li>• Industrial Electrical, Maintenance Technician, and E&amp;I Technician</li></ul>

<ul style="list-style-type: none"> <li>• IT-Software Developer</li> </ul>	<ul style="list-style-type: none"> <li>• Arborist</li> <li>• Electric Line, Metering Technician, and Substation Electrician</li> </ul>
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#### **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
<b>Report Total</b>	<b>232</b>	<b>25</b>	<b>10.8</b>	<b>9</b>	<b>3.9</b>	<b>232</b>	<b>100.0</b>	<b>0</b>	<b>0</b>	<b>42</b>	<b>42</b>	<b>100.0</b>	<b>0</b>	<b>0</b>
<b>Madison Area Ironworking JAC</b>	<b>72</b>	<b>9</b>	<b>12.5</b>	<b>2</b>	<b>2.8</b>	<b>72</b>	<b>100.0</b>	<b>0</b>	<b>0</b>	<b>19</b>	<b>19</b>	<b>100.0</b>	<b>0</b>	<b>0</b>
Iron Worker (0180138101401)	72	9	12.5	2	2.8	72	100.0	0	0	19	19	100.0	0	0
<b>Milwaukee Area Ironworking JAC</b>	<b>160</b>	<b>18</b>	<b>11.3</b>	<b>7</b>	<b>4.4</b>	<b>160</b>	<b>100.0</b>	<b>0</b>	<b>0</b>	<b>33</b>	<b>33</b>	<b>100.0</b>	<b>0</b>	<b>0</b>
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