

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

September 9, 2020
Webinar

Members Present	Employer / Organization
Engleke, Kilah	OPCMIA Local 599 Area 558
Bonlender, Bill	
Gray, Todd	OPCMIA Local 599
Higgins, Todd	BAC District Council of WI
Hyatt, Mike	BAC District Council of WI
Vick, Jim	BAC District Council of WI
Members Absent	Employer / Organization
Burt, Mark	Miron Construction
Hetzel, Jim	Hetzel Tile & Marble
Hink, Scott	OPCMIA Local 599 Area 558
Young, Natalie	Walsh Masonry, Inc.
Consultants	Employer / Organization
Conklin, Olivia	Bureau of Apprenticeship Standards
Emrick, Leigh	Associated Builders & Contractors
Johnson, Josh	Bureau of Apprenticeship Standards
Phillips, Amy	Bureau of Apprenticeship Standards
Nakkoul, Nancy	Wisconsin Technical College System
Smith, Owen	Bureau of Apprenticeship Standards

1. The meeting was called to order at 10:02 a.m. by Mr. Owen Smith in conformance with the Wisconsin Open Meeting Law.
2. Attendees held a moment of silence for Mr. Dan Zignego. Mr. Smith then recorded attendance.
3. **Action:** *the committee elected Jim Vick as Employee Co-Chair.* The committee will elect the Employer Co-Chair at the 2021 spring meeting. The Bureau will add Mr. Bonlender and Ms. Engelke to the Employee side; one Employer vacancy is held for ABC; BAS will research whether a second should be.

4. Special Topic: modernizing Youth Apprenticeship

Ms. Amy Phillips reported that the state youth apprenticeship staff and Worldwide Instructional Design System are revising all youth apprenticeship curriculum to ensure it meets the needs of industry and aligns with applicable registered apprenticeships. She noted that the project will include revising the Architecture & Construction youth apprenticeship.

Ms. Phillips noted that youth apprenticeship will soon require one high school credit or three college credits per year of the youth apprenticeship to increase the program's rigor and align with career and technical education initiatives throughout the K-12 system.

Ms. Phillips asked the committee whether it would prefer to review the masonry competencies. The state committee asked agreed and asked Ms. Phillips to forward the presentation to them.

4. Old Business

a. For action: approve the minutes of the previous meeting.

The committee approved the minutes as written.

b. Registered apprenticeship during COVID-19

Director Johnson reported that 1,000 less apprentices are registered than this time last year. The most noticeable declines are in the service and utility sectors; construction was affected the least. He noted that the decline more represents the absence of new apprentice contracts than the cancellation of existing contracts.

Director Johnson noted that Bureau staff have been working from through since March and will continue through 2020. He thanked all attendees for their organizations' support for virtual meetings and continuing business as usual, to the extent possible.

Attendees did not have questions or comments.

c. Implementing revisions to CFR 29.30

Director Johnson reported the Bureau's current efforts to implement CFR 29.30. The Bureau continues to update the Wisconsin Apprenticeship Manual with laws that were passed since the manual was last revised, such as CFR 29.30. The Bureau drafted the new discrimination and harassment complaint form and disability disclosure form for apprentices and revised the quality assessment for all sponsors. The discrimination form and quality assessment form will be reviewed by the WI Apprenticeship Advisory Council at its year-end meeting. The disability disclosure form has been in circulation for the past few months and the response rate has been high.

Attendees did not have questions or comments.

d. Federal grants to expand registered apprenticeship

Director Johnson reported that the WAGE\$ grant concluded in September. The Bureau met most of its goals with exception of enrollment in some new occupations, which is not a surprise because enrollment in new occupations grows slowly.

The first and second rounds of the state expansion grant expire on October 30. Round two includes reimbursements to sponsors that hire underrepresented populations and graduates of certified pre-apprenticeship programs; the reimbursements cover certain costs of on-the-job learning. Reimbursements will be issued on a first come, first served basis. The related policies are pending approval of the Department of Administration populations.

The Bureau received a fourth round of federal grant funding, totaling \$9 million. The grant goals include the following: register 3,000 new apprentices; increase underrepresented populations in registered apprenticeship; align related instruction for specific registered apprenticeships with curriculum in technical diploma and associate degree programs; incentivize sponsoring registered apprentices; fund an extensive, applicant-focused outreach campaign; and hire an Apprenticeship Navigator for the northeast and four new Apprenticeship Training Representatives for specific sectors, excluding construction.

Director Johnson noted that he was excited that the Department of Labor awarded the grant to the Bureau after the retirement of former director, Karen Morgan. He considered the grant a sign of faith in his leadership. Forty-two states received a base of \$450,000, and only eight states received more than \$8 million.

Attendees did not have questions or comments.

e. Industry-Recognized Apprenticeship Programs (IRAPs)

Director Johnson reported that IRAPs were implemented this year and the standards recognition entities, or approving bodies, were announced on the Department of Labor website this September. The Bureau, with the support of the WI Department of Workforce Development, maintains it will not approve IRAPs in Wisconsin. Instead, the Bureau will offer flexible registered apprenticeships.

Attendees did not have questions or comments.

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

Director Johnson reported that the applicant outreach campaign to be funded by the new federal grant will include a complete redesign of the Bureau website. The new website will look and function like a business website, not a government website, and be much more user-friendly to career seekers, potential sponsors, and current sponsors and apprentices.

Attendees did not have questions or comments.

g. Apprenticeship Completion Award Program

Director Johnson reviewed the most recent reimbursement statistics. He reiterated that ACAP has continued to be a clear example of bipartisan support for registered apprenticeship for several years.

Attendees did not have questions or comments.

h. Other

Attendees did not have questions or comments.

6. New Business

a. Mandatory registration in BASERS

Director Johnson reported that he has proposed that all current and future sponsors must register in

and perform contract actions through BASERS as of July 1, 2021. Sponsors that do not comply will not be permitted to register new apprentices. He will discuss the proposal with the WI Apprenticeship Advisory Council at its upcoming meeting. His objective is to streamline contract administration and communications with sponsors by positioning BASERS as the central portal between the Bureau and all sponsors, now and in the future.

The state committee reported that all local committees registered in BASERS and perform all contract actions through it. They believe it works very well. The committee asked whether only one person by local committee was authorized to use BASERS; Director Johnson replied, yes.

b. For action: revising state standards, including applicant assessments and ASVAB

Mr. Smith reported that all state committees will review their state standards throughout 2021 to ensure all recent legislative and policy updates have been incorporated and all content is current. State construction committees will also review their applicant assessment requirements.

***Action:** The state committee stated it would prefer to vote on applicant assessment scores at the 2021 spring meeting.*

Mr. Smith reported that all state construction committees will discuss whether to adopt the Armed Services Vocational Aptitude Battery. Several state construction committees recommended the ASVAB would help streamline the application process for veterans. However, Mr. Smith noted, the ASVAB is a categorically different assessment than the Accuplacer and ACT and is not used by the Wisconsin Technical College System. Therefore, if implemented, the ASVAB may create unequal requirements for veterans and civilian applicant.

Mr. Hyatt agreed that the ASVAB is not the same as the Accuplacer and ACT. He reported that the test would be taken when the individual enters military service and would likely be outdated when the individual is discharged. He proposed the state committee require the same applicant assessments and scores for all candidates.

***Action:** the state committee preferred that all applicants must take the same assessments.*

c. 2020 Meeting of National Association of State and Territorial Apprenticeship Directors

Director Johnson reported that the NASTAS Conference will be held virtually throughout the week of September 29.

Attendees did not have questions or comments.

d. 2020 National Apprenticeship Week

Director Johnson reported that National Apprenticeship Week will occur the week of November 8. Sponsors and stakeholders are encouraged to host virtual events and provide the access information to the Bureau for inclusion on the master calendar.

Attendees did not have questions or comments.

e. 2021 Biennial Apprenticeship Conference

Director Johnson reported that he and the WI Apprenticeship Advisory Council voted to postpone the conference until the spring of 2022 due to COVID-19.

Attendees did not have questions or comments.

f. Revising Transition to Trainer and Teaching Transition to Trainer

Director Johnson reported that the Wisconsin Technical College System is revising both courses to align them with current training needs, remove outdated content, enhance their delivery online, and broaden the pool of potential instructors. The project is scheduled to finish by the end of the year; the courses are projected to be implemented in early 2021.

Attendees did not have questions or comments.

g. BAS leadership and personnel changes

Director Johnson reported several personnel changes: ATR Chris Landreman accepted a new position with DWD Job Service; Darla Burton from youth apprenticeship accepted a new position; and Liz Pusch is the new BAS section chief. The Bureau will hire six new positions through its grants.

Attendees did not have questions or comments.

h. Other

Attendees did not have questions or comments.

6. WTCS Update

Ms. Nakkoul reviewed that technical colleges have been moving instruction to online delivery in response to COVID-19. She thanked sponsors and the Bureau for their support.

Ms. Nakkoul reiterated that the bricklayer registered apprenticeship is one of only a few programs that does not have a curriculum standards summary for its related instructions; 93% of registered apprenticeships through the WTCS have one. It functions as a curriculum record in the WIDS state repository, accessible only by instructors. The last curriculum document filed for bricklaying was a partial document in 2004.

Ms. Nakkoul asked the state committee if it would like to revise the content and make a new document.

Action: *the state committee recommended discussing the topic at the 2021 spring meeting*

7. Review the program participants.

Participants included 175 apprentices and 66 employers with a contract in active or unassigned status on September 1, 2020.

8. The committee asked to schedule the next meeting via electronic survey and requested a morning meeting.

10. The meeting adjourned at 11:30.

Submitted by Owen Smith, Program and Policy Analyst, BAS

September 2, 2020

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 Masonry Apprenticeship Advisory Committee meeting

DATE: Wednesday, September 9, 2020

TIME: 10:00 AM

ACCESS: Link: <https://dwdwi.webex.com/dwdwi/j.php?MTID=m87ff9147688285f124e5d2da95265e1e>
Meeting number: 145 486 8447
Password: VJuaAfd442
Join by phone 1-855-282-6330 US TOLL FREE
Access code: 145 486 8447

TENTATIVE AGENDA

1. Call the meeting to order.
2. Distribute the sign-in sheet. Introduce attendees.
3. **For action:** elect Co-Chairs

4. Old Business

- a. **For action:** approve the minutes
- b. Registered apprenticeship during COVID-19
- c. Implementing revisions to CFR 29.30
- d. Federal grants to expand registered apprenticeship
- e. Industry-Recognized Apprenticeship Programs
- f. Applicant outreach campaign and revisions to www.WisconsinApprenticeship.org
- g. Apprenticeship Completion Award Program
- h. Other

5. New Business

- a. Mandatory registration in BASERS
- b. **For action:** revising state standards, including applicant assessment requirements and ASVAB
- c. 2020 Meeting of National Association of State and Territorial Apprenticeship Directors (NASTAD)
- d. 2020 National Apprenticeship Week
- e. 2021 Biennial Apprenticeship Conference
- f. Revising Transition to Trainer and Teaching Transition to Trainer
- g. BAS leadership and personnel changes
- h. Other

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

WAGE\$ Apprentices and Sponsors by Occupation Fall 2020 Committee Update

The Wisconsin Apprenticeship Growth and Expansion Strategies (WAGE\$) grant is a 5-year, \$5 million grant from the US Department of Labor. The purpose is to expand Registered Apprenticeship in Advanced Manufacturing and develop new programs in Information Technology and Health Care. The grant started October 1, 2015, and will conclude September 30, 2020.

- The overarching goal is 1,000 apprentices in the occupations selected for grant support.
- The table below shows the number of apprentices by occupation and underrepresented population.
- Employ Milwaukee, Inc., applied for and was granted the same type of grant that BAS applied for. Therefore, BAS and EMI entered into an agreement by which EMI would be able to count certain apprentices for its own grant. As of the date of this report, the following number of apprentices are included in EMI's grant, not the WAGE\$ grant.
 - 9 Industrial Manufacturing Technician apprentices
 - 4 IT Service Desk Technician apprentices
 - 9 Pharmacy Technician apprentices

WAGE\$ Apprentices by Occupation and Underrepresented Status October 1, 2015 - September 2, 2020				
This report includes apprentice records for the report period: Industrial Manufacturing Technician; Maintenance Technician; Mechatronics Technician; Welder - Fabricator; Welder / Automated Welding; Software Developer; Medical Assistant; IT Service Desk Technician; Data Analyst; Broadband Service Technician; Cybersecurity Analyst; Pharmacy Technician; Medical Assistant (WTCS),				
Apprentices claimed by Employ Milwaukee have been removed.				
Occupation Name	Count	Female	Minority	Veteran
Report Total:	678	67	110	50
Industrial Manufacturing Technician - 77 completed; 32 cancelled; 9 apprentices counted by Employ Milwaukee	146	21 (14%)	42 (29%)	6 (4%)
Maintenance Technician - 21 completed; 88 cancelled	360	5 (1%)	36 (10%)	31 (9%)
Mechatronics Technician - 19 cancelled	90	2 (2%)	5 (6%)	9 (10%)
Welder / Automated Welding & Fabricator - 5 completed; 5 cancelled	36	1 (3%)	4 (6%)	3 (8%)
Broadband Service Technician	1			
Data Analyst - 4 apprentices counted by Employ Milwaukee				
IT Service Desk Technician : 3 completed	4	1 (25%)	1 (20%)	
Software Developer	2	2 (100%)		
Medical Assistant - 14 completed; 2 cancelled	39	35 (90%)	22 (56%)	1 (2%)
Pharmacy Technician – 9 apprentices counted by Employ Milwaukee				

195 (29%) of the apprentices identify with at least one of the underrepresented populations.

- 164 of them identify with one of the populations.
- 30 identify with two of them.
- 1 of them identifies with all three.

All ACAP Reimbursement Requests Processed (Time Period) - Summary

Apprenticeship Completion Award Program (ACAP)

Bureau of Apprenticeship Standards

Division of Employment and Training

9/9/20 03:02 PM

Filters Applied: Determination Date between 7/1/19 and 7/13/20, Fiscal Year(s)= FY20

Type	Fiscal Year	# of RRs	\$Approved	\$Denied
Year One	20		\$143,372.43	\$673,638.86
Year One Totals		707	\$143,372.43	\$673,638.86
Completion	20		\$207,219.76	\$1,281,497.76
Completion Totals		479	\$207,219.76	\$1,281,497.76
Report Totals		1,186	\$350,592.19	\$1,955,136.62



WTCS System-Wide Activity Update September 2020

WTCS Apprenticeship Enrollment Trend

WTCS enrollments across all apprenticeship programs increased from 7588 to 7910 unduplicated, and 7696 to 8038 duplicated, students by the end of 2019-2020 academic year. That is a 4.1% and 4.25% increase, respectively, in one year.

Ascendium Education Group Tools of the Trade Scholarships Increased Again in 2020

For the 2020-21 academic year, Ascendium Education Group has committed to awarding an additional 50 scholarships to industrial and construction sector apprentices who receive their related instruction through a WTCS college. A total of 250 awards of \$1500 apiece will be granted statewide in March 2021, with the scholarship application period open from late August until mid-October 2020.

WTCS Systemwide Apprenticeship Curriculum and Course Development Projects Summary FY 2019-20

New Program Systemwide Curriculum Standards	Major Curriculum Revision	Below-the-Line Courses with virtual modality option	Crosswalks between apprenticeship & technical diploma or AAS programs
<ul style="list-style-type: none">• Industrial Metrology• Roadway Maintenance Technician• Biotechnology Lab Support Tech• Pharmacy Technician• Medical Assistant• Cybersecurity Analyst• Facilities Maintenance Technician	Early Childhood Educator	<ul style="list-style-type: none">• Arborist (2)• Machine Tool (1)• Plumbing (2 URI)• IT-Software Developer (4)• IT-Service Desk (3)• IT-Data Analyst (5)• DC Theory Common Core• AC Theory Common Core	<ul style="list-style-type: none">• IT-Software Developer• IT-Service Desk• Cybersecurity Analyst• Metal Fabricator / Welder

Active WTCS-BAS Apprenticeship Programs, By Sector, Occupation, and College as of August 2020

The master chart of all apprenticeship programs with related instruction offered through the WTCS colleges can be found here via the following link. "Active" is defined as approved programs with enrollments in the past two years. The color-coded chart can be found on the MyWTCS website here: [WTCS Active Apprenticeship Programs Snapshot - Color Chart](#)

State Committee Report - Construction

State Masonry Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 9/1/2020 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	175	33	18.9	5	2.9	173	98.9	2	1.1	66	64	97.0	2	3.0
La Crosse Area Masonry JAC	10	0		0	0.0	10	100.0			6	6	100.0		
Bricklayer (0186138101801)	5	0		0	0.0	5	100.0			2	2	100.0		
Cement Mason (0184436401001)	1	0		0	0.0	1	100.0			1	1	100.0		
Cement Mason (Heavy Highway) (0184436401003)	2	0		0	0.0	2	100.0			2	2	100.0		
Tile Setter (0186138105401)	2	0		0	0.0	2	100.0			2	2	100.0		
Madison Area Bricklaying JAC	20	0		1	5.0	20	100.0			7	7	100.0		
Bricklayer (0186138101801)	20	0		1	5.0	20	100.0			7	7	100.0		
Madison Area Cement Masonry JAC	18	4	22.2	0	0.0	18	100.0			9	9	100.0		
Cement Mason (0184436401001)	14	4	28.6	0	0.0	14	100.0			6	6	100.0		
Cement Mason (Heavy Highway) (0184436401003)	1	0		0	0.0	1	100.0			1	1	100.0		
Plasterer (0184236101801)	3	0		0	0.0	3	100.0			2	2	100.0		
Milwaukee Area Bricklaying JAC	27	13	48.1	2	7.4	27	100.0			14	14	100.0		
Bricklayer (0186138101801)	27	13	48.1	2	7.4	27	100.0			14	14	100.0		
Milwaukee Area Cement Masonry JAC	24	9	37.5	1	4.2	24	100.0			13	13	100.0		
Cement Mason (0184436401001)	13	4	30.8	0	0.0	13	100.0			8	8	100.0		
Cement Mason (Heavy Highway) (0184436401003)	11	5	45.5	1	9.1	11	100.0			6	6	100.0		
Milwaukee Area Tile Setters JAC	14	5	35.7	0	0.0	14	100.0			4	4	100.0		
Tile Setter (0186138105401)	14	5	35.7	0	0.0	14	100.0			4	4	100.0		
Northeast WI Area Masonry JAC	41	1	2.4	1	2.4	39	95.1	2	4.9	14	12	85.7	2	14.3
Bricklayer (0186138101801)	16	0		0	0.0	15	93.8	1	6.3	9	8	88.9	1	11.1
Cement Mason (0184436401001)	4	0		0	0.0	3	75.0	1	25.0	3	2	66.7	1	33.3
Cement Mason (Heavy Highway) (0184436401003)	7	0		0	0.0	7	100.0			2	2	100.0		
Tile Setter (0186138105401)	14	1	7.1	1	7.1	14	100.0			2	2	100.0		
Northwestern WI Masonry JAC	12	0		0	0.0	12	100.0			3	3	100.0		
Bricklayer (0186138101801)	7	0		0	0.0	7	100.0			2	2	100.0		
Cement Mason (0184436401001)	5	0		0	0.0	5	100.0			2	2	100.0		
Tri-County Area Trowel Trades JAC	4	1	25.0	0	0.0	4	100.0			4	4	100.0		
Bricklayer (0186138101801)	2	0		0	0.0	2	100.0			2	2	100.0		

State Committee Report - Construction

State Masonry Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 9/1/2020 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	175	33	18.9	5	2.9	173	98.9	2	1.1	66	64	97.0	2	3.0
Cement Mason (0184436401001)	2	1	50.0	0	0.0	2	100.0			2	2	100.0		
WI River Valley Area Masonry JAC	5	0		0	0.0	5	100.0			3	3	100.0		
Bricklayer (0186138101801)	5	0		0	0.0	5	100.0			3	3	100.0		