

February 21, 2020

TO: State Iron Worker Apprenticeship Advisory Committee Members & Consultants

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

SUBJECT: State Iron Worker Apprenticeship Advisory Committee Meeting

DATE: Thursday, March 5, 2020

TIME: 10:00 AM

PLACE: Local 383 Training Center
5501 Manufacturers Dr.
Madison, WI 53704

TENTATIVE AGENDA

1. Call the meeting to order.
2. Introduce attendees.
3. Review the roster.
4. **Old Business**
 - a. Review the follow-up items from the previous meeting:
 - i. **Action:** approve the minutes.
 - ii. Assessing applicants with Accuplacer Next Generation
 - iii. Statewide curriculum standard model for WTCS
 - iv. Can pre-apprenticeship graduates receive direct entry into registered apprenticeship?
 - b. Implementing revisions to CFR 29.30 (AA/EEO requirements)
 - c. Federal grants to expand registered apprenticeship
 - d. Revisions to www.DWD.Wisconsin.gov and www.WisconsinApprenticeship.org
 - e. 2021 Biennial Apprenticeship Conference
 - f. Apprenticeship Completion Award Program (ACAP)
 - g. Other
5. **New Business**
 - a. Lessons learned from DWD visit to Germany
 - b. Revising Transition to Trainer
 - c. 2020 National Apprenticeship Week
 - d. BAS leadership and personnel changes
 - e. Other

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

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

October 29, 2019
Local 8 Training Center
Neenah, Wisconsin

Members Present	Organization / Employer
Cyganek, Brad (Co-Chair)	Ironworkers Local 8
Davies, Barry	Local 512 (MN)
DeMinter, Tim	Ironworkers Local 383
Hager, Ben (Co-Chair)	J.H. Findorff
Hooyman, Chad	SPE Little Chute
Mayrhofer, Tony	Ironworkers Local 8
Shultis, Andrew	Ironworkers Local 383
Members Absent	Organization / Employer
Hanson, Rich	Ironworkers Local 8
Riley, John	K.F. Sullivan Co.
Consultants and Guests	Organization / Employer
Johnson, Josh	Bureau of Apprenticeship Standards
Kasper, Andrew	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards
Stern, Pete	Ironworkers Local 383

1. The meeting was called to order at 10:05 a.m. by Co-Chair Brad Cyganek, in conformance with the Wisconsin open meeting laws.
2. A roll call was conducted. A quorum was present.
3. The committee reviewed the current roster. The committee recommend the Bureau recruit representatives from Red Cedar and Boldt to balance the geographic representation of the roster. The committee recommended future meetings be held in Eau Claire.

4. **Old Business**

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

i. For action: approve the minutes

The minutes were approved as written.

ii. Assessing applicants with Accuplacer Next Generation

Owen reviewed that the state committee supported implementing the lowest Arithmetic score among technical colleges' crosswalks for Accuplacer Classic to Accuplacer Next Generation. He reviewed the subsequent determination by the Bureau that state committees that require a minimum ACT Math score of 15 should require a minimum Next Generation Arithmetic score of 220. Owen asked attendees how well the score was working.

Pete Stern reported that the score works well and is accurate. He informed the Bureau that Local 383 assigns weights scores as part of its overall application process, so he needs to crosswalk the range of scores in order to weight above-minimum scores. Owen reviewed that the absence of such as crosswalk is what led to this series of conversations. To crosswalk individual scores that exceed the minimum score, the local committee would have to use the crosswalk from the technical college at which the apprentice took the assessment.

Action: *Pete replied that he will research whether the local committee would instead lower the weight of the applicant's interview. Either way, he stated, the local standards would be updated without selection procedures.*

iii. Statewide curriculum standard model for WTCS

Action: *The state committee approved a motion to allow Pete Stern to make the final decision based on pending upcoming conversations with Mid-State Technical College and WTCS.*

b. DWD Letter regarding Industry-recognized Apprenticeship Programs

Mr. Johnson reported that the national rule received 300,000 comments; the previous record for public comments received by a rule was 24,000. DWD Secretary Caleb Frostman issued a statement in support of registered apprenticeship. The overwhelming public response was likely influenced by the late decision to include construction occupations in the scope of IRAPs and the pending question of how IRAPs will be vetted and certified.

Attendees did not have questions or comments.

c. Implementing revisions to CFR 29.30 (AA/EEO)

Mr. Andrew Kasper reviewed that revisions to CFR 29.30, which governs affirmative action and equal employment opportunity in registered apprenticeship, were passed nationally in 2017. The equivalent Wisconsin law is DWD 296. Initial revisions were passed as an emergency rule in January 2019. DWD submitted a permanent rule to the legislature in spring 2019. The permanent rule passed the rule approval process and will be implemented on October 1, 2019.

Mr. Kasper reported that the Bureau has begun the next phase of outreach to sponsors through webinars, emails, and regional meetings. In 2020, apprenticeship training representatives will begin visiting different sponsors to review their implementation and offer technical assistance. The Bureau anticipates that outreach will be a gradual educational process.

Mr. Kasper explained that the first phase of outreach and implementation will apply to all sponsors. Sponsors must designate an AA/EEO liaison and establish an internal compliance process. The second phase will apply to sponsors with five or more apprentices; these sponsors will be required to develop and submit an affirmative action plan. In addition, all individuals who work with apprentices will be required to complete anti-harassment training.

The committee asked what multiple selection procedures would mean. Mr. Johnson answered that a sponsor might have separate selection procedures for graduates of certified pre-apprenticeships. The committee asked whether local committees could modify their current selection procedures. Mr. Johnson answered, yes, local committees are welcome to modify their current procedures as they see fit and submit them to the Bureau for review.

The committee asked the Bureau to clarify which social media outlets would be "appropriate" for conducting outreach. Mr. Johnson replied that the local committees are welcome to experiment.

The committee asked the Bureau to clarify "facility neutral" selection procedures. Mr. Kasper replied that there are two forms of discrimination: the face of the program, i.e. the requirements of applicants to enter; and the requirements to succeed within the program.

d. Federal grants to expand registered apprenticeship

Mr. Josh Johnson reported that the first and second rounds of the state expansion grant will conclude in one year. The Bureau received a third round but under a different name; the third round will conclude in 2022. The Bureau used the first and second round to expand registered apprenticeship opportunities in construction occupations to underrepresented populations; develop the first registered apprenticeships for biotechnology and financial service occupations; and support certified pre-apprenticeship programs.

The Bureau will use the third round to hire two "navigator" positions that will liaise between the workforce development system and registered apprenticeship sponsors to connect graduates of certified pre-apprenticeship programs with registered apprenticeship sponsors. Although all certified pre-apprenticeship programs are connected to a registered apprenticeship occupation and sponsor, they often have no connection to the broader industry. That likely contributes to the fact that only 14% of certified pre-apprenticeship graduates have entered registered apprenticeships.

Round three will include \$2.2. million over one year. So, the Bureau is considering creative means of spending the funding in a short time frame. One possibility will be reimbursing employers that hire certified pre-apprenticeship graduates up to \$1500.

The state committee reminded the Bureau that Ironworker local unions hold the contracts, not the employers. So, the unions, not the employers, find applicants. In that case, how would sponsor reimbursements work? Mr. Johnson explained that the administrative details are still under review, but the larger objective is to tie funding and reimbursements to certified pre-apprenticeship graduates and track their entrance and success in a registered apprenticeship program.

The state committee commented that its local committees do not have the ability to identify pre-apprenticeship graduates. Mr. Johnson acknowledged that concern and stated the Bureau is working on means of assisting sponsors.

e. Pending revision to DWD and BAS websites

Mr. Johnson explained that DWD will revise its entire website and all webpages within it by the end of the year. The objective is to make all pages more intuitive for all user groups.

Attendees did not have questions or comments.

f. Apprenticeship Completion Award Program

Mr. Johnson reported that ACAP continues to receive strong bi-partisan support in the state legislature. He reviewed the current reimbursement statistics and noted that denied reimbursements will always exceed approved reimbursements because apprentices often request more than the maximum award.

Attendees did not have questions or comments.

g. Other

Attendees did not have additional comments.

5. New Business

a. BAS Personnel Update

BAS Director Karen Morgan retired in September. The director position is non-appointed, so it will be posted to the public in early October. Until the position is filled, Mr. Johnson oversees registered apprenticeship, Ms. Cathy Crary oversee youth apprenticeship, and the Division of Employment and Training oversees both staffs.

Three apprenticeship training representatives are current open in Appleton, Madison, and Milwaukee. Former Appleton ATR Lisa Perkofski accepted a position with the carpenters; former Madison ATR Debbie Schanke retired; and former Milwaukee ATR Steve Vander Heyden accepted a promotion with Unemployment Insurance.

When the Bureau receives the third round of the expansion grant, it will hire three additional positions: a grant manager and two navigators.

Attendees did not have questions or comments.

b. National Apprenticeship Week 2019

Mr. Johnson reported that this year's National Apprenticeship Week will occur November 11-17. The Bureau encourages all sponsors and stakeholders to plan local events, and is planning special events for veterans and pre-apprenticeship programs.

Attendees did not have questions or comments.

c. 2021 Biennial Apprenticeship Conference

Mr. Johnson reported that the next conference will be held in February 2021 in the Wisconsin Dells. The Advisory Council will form a subcommittee to begin planning in early 2020. Interested individuals are welcome to participate and should email Mr. Johnson for more information.

Attendees did not have questions or comments.

d. Other

Attendees did not have additional topics.

6. WTCS Update

A representative of WTCS was not present.

7. Review the participants.

The Bureau noted the Ironworkers' high percentages of minority and female apprentices: 14.3% minorities and 4.3% female.

8. Schedule the next meeting.

Mr. Owen Smith reported that the Bureau will begin scheduling multiple state committee meetings over consecutive days in the city or area. He asked the committee for its preferences. The committee preferred late March in the Eau Claire area. Mr. Smith will email a Doodle poll.

9. The committee adjourned at 12:15 p.m.

*Submitted by Owen Smith,
Bureau of Apprenticeship Standards*

State Committee Report - Construction

State Ironworking Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 2/21/2020 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	267	37	13.9	13	4.9	267	100.0			45	45	100.0		
Madison Area Ironworking JAC	84	9	10.7	4	4.8	84	100.0			20	20	100.0		
Iron Worker (0180138101401)	84	9	10.7	4	4.8	84	100.0			20	20	100.0		
Milwaukee Area Ironworking JAC	183	28	15.3	9	4.9	183	100.0			32	32	100.0		
Iron Worker (0180138101401)	183	28	15.3	9	4.9	183	100.0			32	32	100.0		