

**Approved Minutes of the
Industrial Mechanical & Fluid Maintenance
State Apprenticeship Advisory Committee**

April 21, 2020
Webinar

| Members Present | Employer |
|-------------------------------|---------------------------------------|
| Green, Carl | Expera Specialty Solutions LLC |
| Harry, Bob | GKN Sinster |
| Lezendorf, Bryan | 3M |
| Lischka, Ken | John Deere Horicon |
| Mortenson, Brandon (Co-Chair) | Harley-Davidson |
| Steckl, James | Quad Graphics – West Allis |
| Members Absent | Employer |
| | |
| Consultants and Guests | Employer |
| Badger, Richard | Bureau of Apprenticeship Standards |
| Dehnel, Charlie | Domtar |
| Destree, Sandi | Bureau of Apprenticeship Standards |
| Dikefuss, Ken | |
| Haka, Stephanie | Bureau of Apprenticeship Standards |
| Johnson, Josh | Bureau of Apprenticeship Standards |
| Kendhammer, Melissa | Bureau of Apprenticeship Standards |
| Kiel, Todd | Northeast Wisconsin Technical College |
| Mayek, Mandy | Mid-State Technical College |
| Metko, Katie | Northcentral Technical College |
| Nakkoul, Nancy | WI College Technical College System |
| Pagliaroni, Mike | GE Healthcare |
| Popp, Corey | Bureau of Apprenticeship Standards |
| Rogers, Milton | Bureau of Apprenticeship Standards |
| Smith, Owen | Bureau of Apprenticeship Standards |
| Stahlecker, Ben | Bureau of Apprenticeship Standards |



SINCE 1911
APPRENTICESHIP
WISCONSIN

STATE OF WISCONSIN
OODWD
Department of Workforce Development

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| Wildenberg, Mark | |
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1. The meeting was called to order at 10:00 am by Co-Chair Brandon Mortenson, in conformity with the Wisconsin Opening Meeting Law.
2. Roll call was taken, and a sign-up sheet was circulated to record those in attendance.
3. The committee reviewed the roster. A quorum was present. Jamie Steckel accepted a nomination from Brandon Mortenson to serve as Employer Co-Chair. The official vote will occur at the fall meeting to ensure more members are present.

4. Old Business

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

i. For action: approve the minutes from the previous meeting

The committee approved the minutes as revised: correct Brandon Mortenson's employer.

ii. For action: transitioning sponsorship of Mechatronics Technician to State E&I Committee

The state committee accepted the Bureau's recommendation to transfer oversight of the Mechatronics Technician registered apprenticeship to the State E&I Committee, which oversees several similar programs.

b. Implementing revisions to CFR 29.30

Mr. Johnson updated attendees on the Bureau's progress. BAS updated the apprentice application to include the opportunity to disclose disabilities and is planning to meet with sponsors this spring and summer to discuss diversity and inclusivity activities and expectations. The Bureau's approach is to educate and assist sponsors, not punish them. More information on the revisions, including links to the law and the anti-harassment video provided by the U.S. Department of Labor, is available on the Bureau website. Sponsors should email their questions to Mr. Andrew Kasper.

Attendees did not have questions or comments.

c. Industry-Recognized Apprenticeship Programs

Mr. Johnson reported that IRAPs have been implemented nationally. The Bureau, as the approving agency of all apprenticeships in Wisconsin, will deny IRAPs in Wisconsin and instead discuss the many flexible options available through registered apprenticeship.

Mr. Mortenson commented that, as a member of the WI Apprenticeship Advisory Council, he believes IRAPs lack sufficient oversight to ensure the training meets industry needs. He encouraged the state committee to support registered apprenticeships instead; the state committee agreed.

d. Federal grants to expand registered apprenticeship

The Bureau has three active federal grants. The first, WAGE\$, is proceeding well. The Bureau anticipates meeting all over its targets except total number of apprentices in new occupations, which is not a surprise because the first programs in new sectors grow slowly at first.

The second and third grants—State Apprenticeship Expansion (SAE) and Apprenticeship State Expansion (ASE)—will help integrate registered apprenticeship throughout the workforce system. The SAE grant will, in part, reimburse sponsors for hiring certified pre-apprenticeship graduates. The ASE grant funded two full-time Apprenticeship Navigators which will connect registered apprenticeship sponsors with WIOA certified individuals, youth apprentices, certified pre-apprentices, and offenders. ASE will reimburse registered apprenticeship sponsors for certain costs of on-the-job learning.

Attendees did not have questions or comments

e. Revisions to www.WisconsinApprenticeship.org

Mr. Johnson reported that the Bureau received permission from the Department of Workforce Development to re-revise its website to look and function differently than the DWD template. The request was influenced by claims from featured sponsors that the recent redesign made their contact information more challenging to access. The Bureau will revise the site this summer.

Attendees did not have questions or comments

f. Apprenticeship Completion Award Program (ACAP)

Mr. Johnson reported that ACAP continues to be a strong example of bipartisan support for registered apprenticeship. He reviewed the most recent totals and noted that the denied reimbursements will always be greater than awarded reimbursements because the maximum reimbursement is 25% of total costs or \$1,000, whichever comes first.

Mr. Johnson shared that the Bureau is further automating its processing system to reduce its percent error. The Department will likely request that ACAP is included in the next biennial budget request.

Attendees did not have questions or comments.

g. Other

Attendees did not have additional topics.

5. New Business

a. Lessons learned from DWD tour of Germany Apprenticeship Program

Mr. Johnson reported that he, Secretary Frostman, and several WI Apprenticeship stakeholders visited Germany to tour the Germany Apprenticeship Program. The visit was invaluable in learning how WI Apprenticeship could improve and how well it works already.

He noted several key take-aways:

- Apprenticeship in Germany is a socio-economic institution. Many, many industries and occupations train workers through registered apprenticeship, and students qualified for apprenticeships are tracked as early as fourth grade. These dynamics are possible due to greater government involvement in industries and the K-12 institutions.
- Similarly, apprenticeship in Germany focuses almost exclusively on preparing students and youth; apprenticeship is used much less as a career change by adults. In contrast,

Wisconsin Apprenticeship focuses mostly on helping adults enter careers and exposing youth to broad career clusters or industries rather than a specific occupation.

- WI Apprenticeship works very well within the contexts of U.S. society. Involving K-12 students in career and technical education is very important. Although the U.S. secondary school system would not accept "tracking" students early, students are now required to begin "academic career planning" in middle school.
- Therefore, the most feasible means of strategically positioning Wisconsin Apprenticeship in the K-12 system is to include it as an option within academic career planning. Middle-school students could then prepare by taking the necessary academic subjects, such as math and science, and then pursue youth apprenticeship in high school.

Mr. Mortenson asked which economic sector in Germany has the strongest apprenticeship programs? Mr. Johnson replied that the question is difficult to answer because Germany trains nearly every occupation and sector through registered apprenticeship, from as early as middle school.

b. 2021 Biennial Apprenticeship Conference

Mr. Johnson reported that the conference will be held February 22-24, 2021, at the Wilderness Hotel in the Wisconsin Dells. The planning team has begun meeting. The specific theme, workshops, and speakers are under discussion, but the primary focus will be that apprenticeship is for everyone, e.g. every sector, worker, student, partner, etc. apprenticeship sectors, occupations, and partners, including youth apprenticeship, certified pre-apprenticeship, and the workforce system.

The Apprenticeship Expo will be included. By summer the Bureau will launch the registration page via EventBrite and mail a save-the-date notice.

Attendees did not have questions or comments.

c. 2020 National Apprenticeship Week

The 2020 National Apprenticeship Week was not yet announced nationally, so the Bureau will observe Wisconsin Apprenticeship Week November 8-14. Director Johnson encouraged the Arborists to host an event with their local stakeholders.

Attendees did not have questions or comments.

d. Revising Transition to Trainer

Director Johnson reported that the Bureau, Wisconsin Technical College System, and Worldwide Instructional Design System have begun revising "Transition to Trainer." The revisions will make the course more accessible to non-traditional apprenticeship occupations, update terminology and learning activities, and introduce on-line delivery of specific modules. The project is lead by WTCS and includes an industry focus group of trainers from traditional and new sectors.

Attendees did not have questions or comments

e. BAS leadership and personnel changes

Director Johnson thanked attendees for their letters of support for his acceptance as Bureau Director. He emphasized that his vision is to innovate registered apprenticeship by integrating it further with certified pre-apprenticeship, youth apprenticeship, technical diplomas, and more.

Additional personnel changes include the following:

- Tommy Myles, Apprenticeship Navigator
- Dawn Pratt, Apprenticeship Navigator
- Milton Rogers, Apprenticeship Training Representative for Madison
- Corey Popp, Apprenticeship Training Representative for Madison
- Melissa Kendhammer, Apprenticeship Training Representative for La Crosse
- Chris Landreman, Apprenticeship Training Representative for Appleton

f. Other

The Bureau asked attendees to share how their businesses have been affected by COVID-19; the Bureau is gauging how to best help sponsors find additional workers.

Attendees advised that the pandemic will likely adversely affect small businesses the most and displace many employees. Mr. Green reported that his employer is hiring every six weeks and hasn't slowed down. Mr. Dehner and Mr. Steckl reported that their employers and industries are on hold and have frozen hiring.

6. WTCS Update

Ms. Nancy Nakkoul shared the latest version of the WTCS Apprenticeship Completer Report. She noted that it now includes occupations in new sectors, such Information Technology and Health Care, and will include more new occupations in the future. The data is low due to the low number of participants, but that will increase with future cohorts.

Attendees did not have questions or comments.

7. The Bureau was unable to produce the participant report due to technical issues related to virtual network access. Mr. Smith will email the report to attendees once the matter is resolved.
8. The Bureau will schedule the fall meeting via electronic survey.
9. The meeting adjourned at 11:40 a.m.

Submitted by Owen Smith, Program and Policy Analyst

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Employment and Training Division
Bureau of Apprenticeship Standards
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Tony Evers, Governor
Caleb Frostman, Secretary

April 13, 2020

TO: State Industrial Mechanical & Fluid Maintenance Apprenticeship Advisory Committee
Members & Consultants

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

SUBJECT: State Industrial Mechanical & Fluid Maintenance Apprenticeship Advisory Committee Meeting

DATE: Tuesday, April 21, 2020

TIME: 10:00 a.m.

PLACE: Webinar Only

Link: <https://dwdwi.webex.com/dwdwi/j.php?MTID=mf91aa1a097dc5609cb84744d29992834>

Meeting number: 925 965 496

Password: cfVV4szgX55

Join by phone: +1-855-282-6330 US TOLL FREE

Access code: 925 965 496

TENTATIVE AGENDA

1. Call the meeting to order.
2. Introduce attendees.
3. Review the current roster.
4. **Old Business**
 - a. Review follow-up items from previous meeting:
 - i. **For action:** approve the minutes
 - ii. Transitioning sponsorship of Mechatronics Technician to State E&I Committee
 - b. Implementing revisions to CFR 29.30
 - c. Industry-Recognized Apprenticeship Programs
 - d. Federal grants to expand registered apprenticeship
 - e. Revisions to www.WisconsinApprenticeship.org
 - f. Apprenticeship Completion Award Program (ACAP)
 - g. Other
5. **New Business**
 - a. Lessons learned from DWD tour of Germany Apprenticeship Program
 - b. 2021 Biennial Apprenticeship Conference
 - c. 2020 National Apprenticeship Week

- d. Revising Transition to Trainer
- e. BAS leadership and personnel changes
- f. Other

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

WAGE\$ Apprentices and Sponsors by Occupation Spring 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 and sponsors in each occupation.
- Community Health Worker and Cybersecurity Specialist are in development.
- Pharmacy Technician was recently completed.
- Data Analyst has four apprentices that are being counted by Employ Milwaukee, Inc.'s sister grant. There is one Data Analyst sponsor.

| WAGE\$ Apprentices by Occupation Cumulative 10/01/2015 - 03/08/2020 <small>This report includes apprentice contract records which, during the selected report period, match the following criteria: CONTRACT DISTRICT= ALL, CONTRACT SECTOR= ALL, CONTRACT TRADE=Industrial Manufacturing Technician;Maintenance Technician;Mechatronics Technician;Welder - Fabricator;Welder / Automated Welding;Software Developer;Pharmacy Technician, Retail Store;Medical Assistant;IT Service Desk Technician;Data Analyst;Broadband Service Technician;Cybersecurity Analyst, CONTRACT TYPE(s)=Apprentice, APPR SEX= ALL, APPR MINORITY= ALL, APPR RACE(s)= ALL, ER WDA= ALL, ER COUNTY= ALL, ER NAME= ALL, ER UI= ALL, INMATE= ALL, SCHOOL NAME= ALL, SPONSOR TYPE(s)= ALL, SPONSOR NAME(s)= ALL, TRANSFER TO= ALL, TRANSFER FROM= ALL</small> | | | | |
|---|---------------------------|------------|-----------------|-----------------|
| Occupation Name | Count Sponsors | Count App | Female | Minority |
| Report Total: | Total 205 sponsors | 633 | 63 (10%) | 99 (16%) |
| Industrial Manufacturing Technician | 12 sponsors | 135 | 19 (14%) | 37 (27%) |
| Maintenance Technician | 131 sponsors | 329 | 4 (1%) | 30 (9%) |
| Mechatronics Technician | 37 sponsors | 90 | 2 (2%) | 6 (6%) |
| Welder / Automated Welding and Welder - Fabricator | 15 sponsors | 34 | 1 (3%) | 4 (12%) |
| Broadband Service Technician | 1 sponsor | 1 | 0 (0%) | 0 (0%) |
| Data Analyst (4 apprentices but all are counted by Employ Milwaukee) | 1 sponsor | 0 | | |
| IT Service Desk Technician | 4 sponsors | 4 | 1 (25%) | 1 (25%) |
| Software Developer | 3 sponsors* | 2 | 2 (100%) | 0 (0%) |
| Medical Assistant | 1 sponsor | 38 | 34 (89%) | 21 (55%) |
| *Number of sponsors is greater than the number of apprentices because one apprentice left one job and started with a different sponsor | | | | |

All ACAP Reimbursement Requests Processed (Time Period) - Summary

Apprenticeship Completion Award Program (ACAP)

Bureau of Apprenticeship Standards

Division of Employment and Training

3/5/20 10:27 AM

Filters Applied: Determination Date between 7/1/19 and 3/5/20, Fiscal Year(s)= FY20

| Type | Fiscal Year | # of RRs | \$Approved | \$Denied |
|--------------------------|-------------|------------|---------------------|-----------------------|
| Year One | 20 | | \$127,224.23 | \$616,354.68 |
| Year One Totals | | 618 | \$127,224.23 | \$616,354.68 |
| Completion | 20 | | \$164,478.91 | \$1,026,716.02 |
| Completion Totals | | 376 | \$164,478.91 | \$1,026,716.02 |
| Report Totals | | 994 | \$291,703.14 | \$1,643,070.70 |



WTCS System-Wide Activity Update March 2020

WTCS-BAS 20 Apprenticeship Completion Report

The 2020 WTCS-BAS Apprenticeship Completer Report is now available online. The report contains employment, wage and training satisfaction outcomes for apprentices completing their programs in 2016-17. It can be found here: [2020 WTCS-BAS Apprentice Completer Report](#)

- Of the 1,143 completers surveyed, 488 (43%) responded. (In the prior year report, 847 completers were surveyed and response rate was 39%.)
- Respondents reported a 92% satisfaction rate for on-the-job training and 96% for classroom instruction.
- Median salary across all trades increased to \$80,344. This is up from \$77,753 and \$71,624 in the two prior reporting years.
- Respondents indicating an interest in continuing education beyond apprenticeship remained steady at 44%.

WTCS Apprenticeship Enrollment Trend

WTCS enrollments across all apprenticeship programs increased from 6903 to 7588 unduplicated, and 7450 to 7696 duplicated, students by the end of 2018-2019 academic year. That is a 9.9% and 3.3% increase, respectively, in one year. A current mid-year snapshot for 2019-20 is showing 7524 enrolled apprentices. Confirmed actual enrollment for the 2019-20 academic year will not be available until August 2020.

Active WTCS-BAS Apprenticeship Programs, By Sector, Occupation, and College as of January 2019

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 March 2020 \(Color Chart\)](#)

Apprentice Related Instruction



Active WTCS/BAS Programs by Sector and Occupation - February 2020

| | BLACKHAWK | CHIPPEWA VALLEY | FOX VALLEY | GATEWAY | LAKESHORE | MADISON AREA | MID-STATE | MILWAUKEE AREA | MORAINES PARK | NICOLET AREA | NORTH CENTRAL | NORTHEAST WI | SOUTHWEST WI | WAUKESHA | WESTERN | WI INDIANHEAD |
|---|-----------|-----------------|------------|---------|-----------|--------------|-----------|----------------|---------------|--------------|---------------|--------------|--------------|----------|---------|---------------|
| Construction Sector Apprentice Related Instruction | | | | | | | | | | | | | | | | |
| Bricklaying/Masonry | | | | | | | | | | | | | | | | |
| Carpentry | | | | | | | | | | | | | | | | |
| Concrete Finishing/Cement Mason | | | | | | | | | | | | | | | | |
| Drywall Finisher | | | | | | | | | | | | | | | | |
| Electrical | | | | | | | | | | | | | | | | |
| Electronic Systems Tech/Voice-Data-Video | | | | | | | | | | | | | | | | |
| Glazing | | | | | | | | | | | | | | | | |
| HVAC/Environmental Service | | | | | | | | | | | | | | | | |
| Ironworking | | | | | | | | | | | | | | | | |
| Operating Engineer/Heavy Equipment | | | | | | | | | | | | | | | | |
| Painting & Decorating | | | | | | | | | | | | | | | | |
| Plumbing | | | | | | | | | | | | | | | | |
| Roofing | | | | | | | | | | | | | | | | |
| Sheet Metal | | | | | | | | | | | | | | | | |
| Sprinkler Fitting | | | | | | | | | | | | | | | | |
| Steamfitting Construction | | | | | | | | | | | | | | | | |
| Steamfitting Service/Refrigeration | | | | | | | | | | | | | | | | |
| Industrial Sector Apprentice Related Instruction | | | | | | | | | | | | | | | | |
| Electrical & Instrumentation/Instrumentation Tech | | | | | | | | | | | | | | | | |
| Industrial Electrician | | | | | | | | | | | | | | | | |
| Industrial Manufacturing Technician | | | | | | | | | | | | | | | | |
| Injection Mold Set-Up (Plastic) | | | | | | | | | | | | | | | | |
| Machinist | | | | | | | | | | | | | | | | |
| Maint Mech/Millwright/Lube Tech/Machine Repair | | | | | | | | | | | | | | | | |
| Maintenance Technician | | | | | | | | | | | | | | | | |
| Mechatronics | | | | | | | | | | | | | | | | |
| Metal Fabricator/Industrial Sheetmetal | | | | | | | | | | | | | | | | |
| Pipe Fabricator/Welder | | | | | | | | | | | | | | | | |
| Pipefitter | | | | | | | | | | | | | | | | |
| Resilient Floor | | | | | | | | | | | | | | | | |
| Tool & Die/Patternmaker/Moldmaker | | | | | | | | | | | | | | | | |

Apprentice Related Instruction



Active WTCS/BAS Programs by Sector and Occupation - February 2020

| | BLACKHAWK | CHIPPEWA VALLEY | FOX VALLEY | GATEWAY | LAKESHORE | MADISON AREA | MID-STATE | MILWAUKEE AREA | MORAINES PARK | NICOLET AREA | NORTH CENTRAL | NORTHEAST WI | SOUTHWEST WI | WAUKESHA | WESTERN | WI INDIANHEAD |
|---|-----------|-----------------|------------|---------|-----------|--------------|-----------|----------------|---------------|--------------|---------------|--------------|--------------|----------|---------|---------------|
| Service Sector Apprentice Related Instruction | | | | | | | | | | | | | | | | |
| Arborist | | | | | | | | | | | | | | | | |
| Barber/Cosmetologist | | | | | | | | | | | | | | | | |
| Broadband Service Technician | | | | | | | | | | | | | | | | |
| Cook/Chef | | | | | | | | | | | | | | | | |
| Electrical Line Worker | | | | | | | | | | | | | | | | |
| Facilities Maintenance Technician | | | | | | | | | | | | | | | | |
| IT-Data Analyst | | | | | | | | | | | | | | | | |
| IT-Service Desk Technician | | | | | | | | | | | | | | | | |
| IT-Software Developer | | | | | | | | | | | | | | | | |
| Metering Technician | | | | | | | | | | | | | | | | |
| Substation Electrician | | | | | | | | | | | | | | | | |
| Wastewater Treatment Operator | | | | | | | | | | | | | | | | |