

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

April 8, 2020
Webinar

Members Present	Employer / Organization
Engleke, Kilah	OPCMIA Local 599 Area 558
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
Young, Natalie	Walsh Masonry, Inc.
Members Absent	Employer / Organization
Burt, Mark	Miron Construction
Hetzel, Jim	Hetzel Tile & Marble
Hink, Scott	OPCMIA Local 599 Area 558
Consultants	Employer / Organization
Emrick, Leigh	Associated Builders & Contractors
Kendhammer, Melissa	Bureau of Apprenticeship Standards
DuBenske, Scott	Wisconsin Technical College System
Smith, Owen	Bureau of Apprenticeship Standards
Johnson, Josh	Bureau of Apprenticeship Standards

1. The meeting was called to order at 10:00 a.m. by Director Johnson in conformance with the Wisconsin Open Meeting Law.
2. A roll call was conducted. A sign-in sheet was circulated. A quorum was present
3. The committee reviewed the current roster. Co-Chairs will be elected at the fall meeting. Director Johnson shared that Co-Chair Dan Zignego passed way. He will write a letter to Mr. Zignego's family on behalf of the Bureau and the committee. Both co-chairs will be elected at the fall meeting.

4. Old Business

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

- i. The committee approved the minutes as written.
- ii. The committee reported that statewide minimum scores are working well. Most applicants exceed them.
- iii. ABC has had a curriculum standard for several years. Northeast Wisconsin Tech College and Madison college offers the international curriculum for Jim Vick. Other local committees declined to create a standard.

b. Implementing revisions to 29.30

Director Johnson thanked everyone for attending the virtual meeting and adapting to the learning curve of virtual business. He reported that more guidance is forthcoming after the release of the Governor's Safer At Home order.

The Bureau paused its implementation plans due to COVID-19. The Bureau had planned to conduct compliance reviews in person, but all Bureau personnel will be working at home until May 1. In the meantime, the Bureau is updating its database to input disability disclosures. Sponsors will be required to treat disability disclosures as any other type of demographic data, even if the apprentice reports he or she does not have a disability. In addition, the Bureau is updating the apprenticeship manual and released an AA/EEO webpage with all information on the revisions.

Director Johnson concluded by stating the Bureau will inform state and local committees of revisions as they are implemented.

Attendees had no comments or questions.

c. Industry-Recognized Apprenticeship Programs

Director Johnson reported that industry-recognized apprenticeship programs (IRAPs) are now legal and will be implemented in May. The final rule excluded construction occupations. The Bureau will not endorse or approve IRAPs in Wisconsin but will explore options for flexible registered apprenticeships as alternatives.

Attendees had no comments or questions.

d. Federal grants to expand registered apprenticeship

Director Johnson reviewed that the WAGE\$ grant and the State Apprenticeship Expansion grant will conclude this September. The Bureau is on track to meet both grants' performance targets. The Bureau is researching how the SAE grant could reimburse sponsors for on-the-job training costs, but COVID-19 slowed that process. The Apprenticeship State Expansion (ASE) grant is the third round of the initial state expansion grant; it concludes June 30, 2022.

Attendees had no comments or questions.

e. Apprenticeship Completion Award Program

Director Johnson presented the statistics of ACAP reimbursements. He noted that the number of denied requests will always exceed the number of approved requests because many requests exceed the maximum allowed reimbursement. The program continues to receive strong bipartisan support. The Bureau will request that the program is extended for the next biennium.

Attendees had no comments or questions.

f. Pending revisions to www.WisconsinApprenticeship.org

Director Johnson reviewed that the Bureau's website was redesigned recently as part of a department-wide revision of all web pages. The redesigned site received many complaints from apprenticeship stakeholders. So, the Bureau received permission to redesign the page again to look and function more like a business site. The Bureau projects it will have a draft of the new site by fall.

Attendees did not have questions or comments.

g. Other

Attendees did not have additional comments or questions.

5. New business

a. DWD tour of Germany's Registered Apprenticeship

Director Johnson reported that he, Secretary Frostman, and several WI Apprenticeship stakeholders visited Germany to tour the Germany Apprenticeship Program. He stated the visit was invaluable in learning how WI Apprenticeship could improve and how it works very well already, within U.S. society.

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 rarely used by adults to change careers because they would be far behind the skill level of youth. In contrast, Wisconsin Apprenticeship focuses mostly on helping adults prepare for careers, and Wisconsin Youth Apprenticeship focuses on broadly exposing participants to a career cluster or industry rather than prepare for an 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 are to include youth and registered apprenticeship as options within academic career planning and to promote bridging youth apprenticeship to registered apprenticeship.

Attendees did not have questions or comments.

b. 2021 Biennial Apprenticeship Conference

Director 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 theme, workshops, and speakers are under discussion, but the primary focus will be that apprenticeship works for everyone. 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 has not been announced nationally, so the Bureau will observe Wisconsin Apprenticeship Week the week of November 8-14.

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 will be led by WTCS and 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 Landerman, Apprenticeship Training Representative for Appleton

Attendees did not have questions or comments.

f. Other

i. Related instruction during COVID-19

Director Johnson again thanked attendees for their flexibility in meeting via webinar. He emphasized that COVID-19 is an unprecedented occurrence, so the Bureau fully supports sponsors and technical colleges in proceeding at their discretion in a manner that they deem safe. The Bureau requests only that sponsors and technical colleges ensure that apprentices eventually receive the proper instruction so they can complete the program.

Mr. Jim Vick reported that the training centers shut down on March 20 due to the pandemic. He plans to continue instruction online to the extent possible and discuss longer term strategies with the technical colleges. If the pandemic continues, delivery of related instruction may be the local committee's decision.

ii. Lead abatement training opportunity through WI Dept. of Health Services.

Mr. Owen Smith reported that the WI Dept. of Health Services will reimburse training centers for lead abatement training for apprentices and journey workers through its Lead Safe Homes program. He asked representatives of local committees and training centers if they would be interested in learning more. He is informally gauging interest during the state committee season and will email an official letter, background information, and interest survey in May.

Mr. Todd Gray replied that the plasters and masonry occupations may be interested in the training.

6. WTCS Update

Ms. Nancy Nakkoul reiterated 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 reported the following items:

- The WTCS Apprenticeship Completer Report is now online. The response rate increased to 43%; the median salary increased to \$80,344; and respondents reported 92% satisfaction with on-the-job learning and 96% satisfaction with related instruction. The report now includes data on apprenticeships in new sectors, although the data is limited. The WTCS is researching methods to account for differences in over-time in the salary reporting.
- Unduplicated enrollment in apprenticeship programs increased by 9.9% from the prior year. The master chart of all apprenticeships with related instruction via technical colleges is now online.

Attendees did not have questions or comments.

7. Review the program participants.

Participants included 162 apprentices and 62 employers with a contract in active or unassigned status on March 31, 2020.

Director Johnson applauded the local committees' high percentages of minority apprentices.

8. The committee asked to schedule the next meeting via electronic survey and requested a morning meeting.
10. The meeting adjourned at 11:25.

Submitted by Owen Smith, Program and Policy Analyst, BAS

April 1, 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, April 8, 2020**

TIME: **10:00 AM**

PLACE: **This meeting will be held via webinar only.**
Meeting link: <https://dwdwi.webex.com/dwdwi/j.php?MTID=m31854d7ff1d2c8842ae4011915b56e5f>
Meeting number: 921 355 420
Password: 4kDEAPcvP73
Call: +1-855-282-6330 US TOLL FREE
Access code: 921 355 420

TENTATIVE AGENDA

1. Call the meeting to order.
2. Distribute the sign-in sheet. Introduce attendees.
3. Review the roster.

4. Old Business

- a. Review the follow-up items from previous meeting
 - i. For action: approve the minutes
 - ii. How are statewide minimum scores working?
 - iii. Are local committees pursuing statewide curriculum model standards?
- 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																

State Committee Report - Construction**State Masonry Committee**

This summary counts employers and apprentices with contract(s) active or unassigned on 3/31/2020 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	162	29	17.9	5	3.1	160	98.8	2	1.2	62	60	96.8	2	3.2
La Crosse Area Masonry JAC	8	0		0	0.0	8	100.0			6	6	100.0		
Bricklayer (0186138101801)	5	0		0	0.0	5	100.0			4	4	100.0		
Cement Mason (0184436401001)	1	0		0	0.0	1	100.0			1	1	100.0		
Tile Setter (0186138105401)	2	0		0	0.0	2	100.0			2	2	100.0		
Madison Area Bricklaying JAC	14	0		0	0.0	14	100.0			5	5	100.0		
Bricklayer (0186138101801)	14	0		0	0.0	14	100.0			5	5	100.0		
Madison Area Cement Masonry JAC	15	3	20.0	0	0.0	15	100.0			8	8	100.0		
Cement Mason (0184436401001)	12	3	25.0	0	0.0	12	100.0			7	7	100.0		
Plasterer (0184236101801)	3	0		0	0.0	3	100.0			1	1	100.0		
Milwaukee Area Bricklaying JAC	28	13	46.4	2	7.1	28	100.0			13	13	100.0		
Bricklayer (0186138101801)	28	13	46.4	2	7.1	28	100.0			13	13	100.0		
Milwaukee Area Cement Masonry JAC	21	6	28.6	2	9.5	21	100.0			14	14	100.0		
Cement Mason (0184436401001)	13	4	30.8	1	7.7	13	100.0			9	9	100.0		
Cement Mason (Heavy Highway) (0184436401003)	8	2	25.0	1	12.5	8	100.0			5	5	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	40	1	2.5	1	2.5	38	95.0	2	5.0	14	12	85.7	2	14.3
Bricklayer (0186138101801)	16	0		0	0.0	15	93.8	1	6.3	8	7	87.5	1	12.5
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)	13	1	7.7	1	7.7	13	100.0			3	3	100.0		
Northwestern WI Masonry JAC	13	0		0	0.0	13	100.0			4	4	100.0		
Bricklayer (0186138101801)	9	0		0	0.0	9	100.0			3	3	100.0		
Cement Mason (0184436401001)	4	0		0	0.0	4	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		
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		