



Approved Minutes of the
Policy and Standards Subcommittee
 of the Wisconsin Apprenticeship Advisory Council
 to the Bureau of Apprenticeship Standards & Wisconsin Technical College System Board

March 29, 2023

Virtual

| Members Present | |
|-------------------------|---|
| Blumer, Lindsay | WRTP/BIG STEP |
| Cook, Jim | NECA-IBEW |
| Emrick, Leigh | Associated Builders & Contractors of WI |
| Gall, Corey | WI Pipe Trades Association |
| Jacobson, Gene | PDC Electrical Contractors |
| Johnson, Al | Plumbers Local 118 |
| Tourdot, Kelly | Associated Builders & Contractors of WI |
| Public Attendees | |
| McDonald, Mike | Department of Workforce Development |
| Nakkoul, Nancy | Wisconsin Technical College System |
| Wagner, Mike | NECA-IBEW |
| Walsh, Julie | Mechanical Industries |
| BAS Attendees | |
| Pusch, Liz | Bureau of Apprenticeship Standards |
| Smith, Owen | Bureau of Apprenticeship Standards |
| Stahlecker, Ben | Bureau of Apprenticeship Standards |

1. The meeting was called to order at 1:03 p.m. by Mr. Owen Smith. He noted the appointed time for public comments.
2. Attendees introduced themselves. Chair Emrick led the subsequent discussions.

3. Review BAS recommendations for including "Definitions" and related policies in state standards.

a. Review BAS recommendation to omit "Definitions."

Mr. Smith and Ms. Pusch reviewed that the subcommittee had recommended keeping the definitions section but removing unnecessary definitions. To determine "unnecessary" definitions, Mr. Smith and Ms. Pusch identified the source of each definition, and presented their findings in a supplemental document.

Their document showed that all definitions, except direct supervision and indirect supervision, were established in a more authoritative document. Therefore, they recommended omitting the entire section.

Following a general discussion of the definitions and their sources, the subcommittee concurred with omitting the section of definitions because the terms were defined in more authoritative documents.

However, the subcommittee expressed strong interest in converting the definitions of direct and indirect supervision into policy statements, not omitting them.

b. Review BAS recommendation to include specific terms as policies.

Mr. Smith and Ms. Pusch concurred with the subcommittee's recommendation to keep direct and indirect supervision as policies established by the Bureau and the state committee. They noted that many construction state committees include policies for supervision, but the policies vary.

A general discussion followed on how direct and indirect supervision are interpreted across construction occupations.

Mr. Smith and Ms. Pusch recommended that the Bureau keep each state committee's current verbiage for direct and indirect supervision in its revised template. Then, the Bureau will review the definitions of direct and indirect supervision with Office of Legal Counsel, and present standardized verbiage to the subcommittee at a later meeting.

The subcommittee concurred.

4. Review BAS recommendations for including federal changes to these policies in state standards.

a. U.S. citizens and non-citizens

Ms. Pusch reviewed the latest update to federal policy on citizenship requirements for apprentices. She noted that eligible non-citizens can now apply. She acknowledged that the Bureau is awaiting further technical guidance from the Department of Labor on how to interpret and document non-citizenship.

The subcommittee discussed the possible definitions and documentation of non-citizens, as well as the relationship between the non-citizen eligibility period and the apprenticeship term.

b. Direct Entry, Direct Interview, and minimum qualifications for applicants

Mr. Smith explained that the policies on direct entry and direct interview included in the current state standards were established by the Helmets to Hardhats campaign and applied to veterans only. That policy and similar policies that applied to specific demographics of applicants were outmoded by CFR 29.30, which permits all sponsors to include direct entry and direct interview within their selection procedures.

A key component of direct entry policies has been the applicant must satisfy the minimum qualifications. Therefore, the revised template for state standards will note the same.

The subcommittee discussed their recollection of Helmets to Hardhats and their respective selection procedures following CFR 29.30.

5. Review BAS implementation plan for revised template for state standards

Mr. Smith and Ms. Pusch reported that Bureau will populate each state committee's current standards into the revised template at its spring meeting. The Bureau will discuss the new template with each committee and verify that the committee's prior decisions are captured accurately in the revised template. If the Bureau encounters feedback or input on specific policies or components of the template the Bureau will reconvene the subcommittee.

6. Public comment

Public attendees agreed with the subcommittee's recommendations and voiced support for continuing the policies of direct and indirect supervision and direct entry. Some public attendees asked that documents shared with the subcommittee be included on the public meeting notice. Mr. Smith replied that working drafts are not required to be posted publicly.

- 7. **Action:** the subcommittee approved the Bureau's recommendations and updated federal language.
- 7. The subcommittee adjourned at 1:58 p.m.

Submitted by Mr. Owen Smith, BAS Senior Analyst

March 27, 2023

Policy & Standards Subcommittee of the Wisconsin Apprenticeship Advisory Council

Wednesday, March 29, 2023

1:00 – 2:00 PM

[Attend the meeting virtually.](#)

Or attend via phone only:
+1 608-571-2209; 483 570 199#

Agenda

1. BAS will call the meeting to order.
2. Record attendees.
3. **Review BAS recommendations for how to include "Definitions" and related policies in state standards.**
 - a. Review BAS recommendation to omit "Definitions."
 - b. Review BAS recommendation to include specific terms as policies.
4. **Review BAS recommendations for including federal changes to these policies in state standards.**
 - a. U.S. citizens and non-citizens
 - b. Direct Entry, Direct Interview, and minimum qualifications for applicants
5. Review BAS implementation plan for template and revisions to policies established by state committees.
6. **Public comment** (*open to all attendees not appointed as members of the subcommittee by BAS*)
7. **Action:** approve final recommendations.
8. Adjourn.