

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

**September 16, 2020**

Virtual

<b>Members Present</b>	<b>Organization / Employer</b>
Cyganek, Brad (Co-Chair)	Ironworkers Local 8
DeMinter, Tim	Ironworkers Local 383
Hager, Ben (Co-Chair)	J.H. Findorff
Hayes, Peter	Red Cedar Steel Erectors
Mayrhofer, Tony	Ironworkers Local 8
Riley, John	K.F. Sullivan Co.
Shultis, Andrew	Ironworkers Local 383
<b>Members Absent</b>	<b>Organization / Employer</b>
Davies, Barry	Local 512 (MN)
Hooyman, Chad	SPE Little Chute
<b>Consultants and Guests</b>	<b>Organization / Employer</b>
Badger, Richard	Bureau of Apprenticeship Standards
Guerrera, Candy	WRTP/BIG STEP
Hanson, Rich	Ironworkers Local 8
Johnson, Josh	Bureau of Apprenticeship Standards
Johnston, Stephanie	WRTP/BIG STEP
Kasper, Andrew	Bureau of Apprenticeship Standards
Mayek, Mandy	Mid-State Technical College
Moreno, Stephanie	WRTP/BIG STEP
Nakkoul, Nancy	WI Technical College System
Smith, Owen	Bureau of Apprenticeship Standards
Stern, Pete	Ironworkers Local 383

1. The meeting was called to order at 1:02 p.m. by Co-Chair Tony Mayerhoff, in conformance with the Wisconsin open meeting laws.
2. Mr. Smith recorded attendance. A quorum was present.
3. The committee reviewed the current roster. The contractor organization, ACEA, will nominate a new Employer member to replace Ms. Otte from Boldt.

#### **4. Action Items**

##### **a. Approve the minutes.**

The state committee approved the minutes as written.

##### **b. Review state standards and applicant assessment scores.**

Mr. Smith reported that he invites the state committee to review its state standards in full this year to ensure all content, such as recent law changes, is current and accurate.

The training coordinators agreed to review the standards with Mr. Smith. The committee expressed interest in discontinuing the applicant assessment scores because they do not accurately predict the most important quality, work ethic. A general discussion ensued about the importance of minimum qualifications, particularly predicting the ability to succeed in related instruction.

#### **5. For discussion:**

##### **a. Registered apprenticeship during COVID-19**

Mr. Smith reiterated that Wisconsin Apprenticeship supports sponsors and training facilities adjusting delivery as needed to ensure the safety of apprentices and staff. Director Johnson asked whether local committees were experiencing any difficulties that may need Bureau assistance.

The state committee replied that training is proceeding well.

##### **b. Mandatory registration in BASERS, effective July 1, 2021**

Director Johnson reiterated that, effective July 1, all sponsors must do the following: register in BASERS; register all new contracts in BASERS; and experiment with performing all contract actions through BASERS and notify the Bureau of any technical or administrative difficulties.

The state committee replied that all local committees perform all required actions and believe BASERS works very well.

##### **c. Implementing revisions to CFR 29.30**

Mr. Andrew Kasper reviewed that the Bureau will begin conducting affirmative action plans with local committees once all new staff are training and staff are permitted to travel again.

Attendees did not have questions or comments.

**d. Biden Administration Bolsters Registered Apprenticeship**

Director Johnson reviewed the announcement included in the meeting material. The Biden administration discontinued industry-recognized registered apprenticeships and strongly supports registered apprenticeship.

Attendees did not have questions or comments.

**e. National Apprenticeship Act 2021**

Mr. Smith reviewed the proposed legislation and noted the emphasis on youth apprenticeship and certified pre-apprenticeship, both of which are featured and integrated in Wisconsin.

Attendees did not have questions or comments.

**f. Wisconsin Apprenticeship Completer Report**

Ms. Nakkoul reviewed the report design and results, noting the data from Sheet Metal apprentices. She shared that future versions will standardize wage and earnings across a 4-hour workweek to account for variations in overtime.

Attendees complimented the report and thanked Ms. Nakkoul for presenting it. The committee asked whether the wages reflect benefits, which is a significant benefit of union employment. Ms. Nakkoul replied that the wage data does not reflect benefits, but future reports will adjusted to account of a 40-hour work week, overtime, and benefits.

**g. Implementing Transition to Trainer and Teaching Transition to Trainer**

Ms. Nakkoul and Mr. Smith explained the requirements for T2T instructors certified prior to 2021 and instructors who want to become certified to teach the course. Ms. Nakkoul reviewed the website that hosts the requirements and schedule of upcoming courses.

Mr. Smith reported that certified instructors who have not taken the required refresher can continue teaching the old curriculum until they complete the refresher.

The state committee reported that its training coordinators need to take the refresher.

**h. Supportive services and OJL reimbursement for registered apprentices**

Director Johnson explained the reimbursements available to sponsors and apprentices, the eligibility criteria, and the points of contact. Representatives of WRTP/ BIG STEP commented that graduates of their certified pre-apprenticeships would qualify.

Attendees asked how many apprentices and sponsors have received reimbursements. Director Johnson said reimbursements begin next week, so no data has been collected.

**i. Applicant outreach campaign and revisions to [www.WisconsinApprenticeship.org](http://www.WisconsinApprenticeship.org)**

Director Johnson reported that the applicant campaign is underway. The theme is, "Apprenticeship: A Different Kind of Classroom." It targets women and minorities and includes billboards, social media, and electronic media placement. The new brand is, "Wisconsin Apprenticeship," which is an umbrella brand for registered, youth, and certified pre-apprenticeship. The brand and theme will be incorporated into the BAS website, which will be revised to be more user friendly by fall.

Attendees did not have questions or comments.

**j. Apprenticeship Completion Award Program**

Director Johnson reported that the program continues to be an example of strong bipartisan support for registered apprenticeship. He reviewed the reimbursement statistics and noted that declined requests will always exceed accepted requests because all requests received are for more than the maximum reimbursement amount.

Attendees did not have questions or comments.

**k. BAS leadership and personnel changes**

Director Johnson reported that new employees Ryan Herber and Raquel Nowak joined the bureau as Apprenticeship Training Representatives.

Attendees did not have questions or comments.

**l. 2021 National Apprenticeship Week**

Director Johnson reported that the dates have not been announced by the U.S. Department of Labor. If they are not announced by summer, he will announce Wisconsin Apprenticeship Week for the week November 14.

Attendees did not have questions or comments.

**m. Other**

The committee inquired into the origin of the 10% lay-off rule and whether the rule applies to state committees. Mr. Smith replied that it would apply to local committees. Director Johnson encouraged all local committees to review their local standards with their Apprenticeship Training Representatives.

**7. WTCS Update**

Ms. Nakkoul discussed the items included on the written report.

Attendees did not have questions or comments.

**8. Review the program participants.**

The state committee reviewed the participant statistics and did not find discrepancies.

**9. The Bureau will be schedule the next meeting via electronic survey.**

**10. The meeting was adjourned at 2:30 p.m..**

*Submitted by Owen Smith, Senior Analyst, Wisconsin Apprenticeship*

March 1, 2021

TO: State Ironworking Apprenticeship Advisory Committee Members and Consultants

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

SUBJECT: State Ironworking Apprenticeship Advisory Committee meeting

DATE: Tuesday, March 9, 2021

TIME: 1:00 PM

ACCESS: <https://dwdwi.webex.com/dwdwi/j.php?MTID=m1f2979d2e1fbd8db7d44be50e2610847>

Mtg number: 145 002 7121  
Password: MJmkKuSM848  
Join by phone: 1-855-282-6330 US TOLL FREE  
Access code: 45 002 7121

#### **TENTATIVE AGENDA**

1. Call the meeting to order.
2. Record attendees.
3. Review the roster.

#### **4. For action:**

- a. Approve the minutes.
- b. Review applicant assessment requirements.
- c. Review state standards.

#### **5. Discussion Items**

- a. Registered apprenticeship during COVID-19
- b. Mandatory registration in BASERS, effective July 1, 2021
- c. Implementing revisions to CFR 29.30
- d. [Biden Administration Bolsters Registered Apprenticeship](#)
- e. [National Apprenticeship Act 2021](#)
- f. [Wisconsin Apprenticeship Completer Report](#)
- g. Implementing Transition to Trainer and Teaching Transition to Trainer
- h. Supportive services and OJL reimbursement for registered apprentices
- i. Applicant outreach campaign and revisions to [www.WisconsinApprenticeship.org](http://www.WisconsinApprenticeship.org)
- j. Apprenticeship Completion Award Program
- k. BAS leadership and personnel changes
- l. Other

6. WTCS Update
7. Review the program participants.

8. Schedule the next meeting.
9. Adjourn.

# Employment and Salary Data

## 2018-19 Apprenticeship Completion



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## Employment Location



Employment Location 2016-17



Employment Location 2017-18



Employment Location 2018-19



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## Salary Data 2016-17 VS 2017-18 VS 2018-19



2016-17



**\$85,273**  
MEDIAN SALARY FOR  
CONSTRUCTION SECTOR

**\$81,613**  
MEDIAN SALARY FOR  
SERVICE SECTOR

**\$65,515**  
MEDIAN SALARY FOR  
INDUSTRIAL SECTOR

2017-18



**\$83,818**  
MEDIAN SALARY FOR  
CONSTRUCTION SECTOR

**\$85,169**  
MEDIAN SALARY FOR  
SERVICE SECTOR

**\$67,595**  
MEDIAN SALARY FOR  
INDUSTRIAL SECTOR

2018-19



**\$87,145**  
MEDIAN SALARY FOR  
CONSTRUCTION SECTOR

**\$85,273**  
MEDIAN SALARY FOR  
SERVICE SECTOR

**\$69,259**  
MEDIAN SALARY FOR  
INDUSTRIAL SECTOR

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## Training & Instruction Satisfaction



2016-17 Apprenticeship Completers

**96%**  
OF APPRENTICES WERE  
**SATISFIED**  
WITH THEIR ON-THE-JOB  
**TRAINING**

**96%** OF APPRENTICES WERE  
SATISFIED WITH THEIR  
PAID-RELATED INSTRUCTION

2017-18 Apprenticeship Completers



**96%** OF APPRENTICES WERE  
SATISFIED WITH THEIR  
PAID-RELATED INSTRUCTION

2018-19 Apprenticeship Completers



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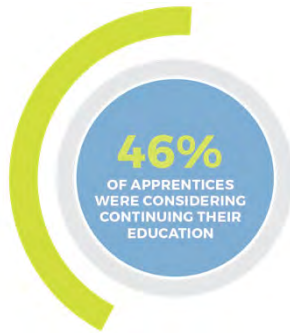
## Continuing Education



2016-17 Apprenticeship Completers

2017-18 Apprenticeship Completers

2018-19 Apprenticeship Completers



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## Looking ahead...



- DWD-BAS will be reorganizing instructional program groups into new industry sectors: currently Construction, Industrial, and Service. This will at some point affect future version of the report, which WTCS will adapt to match DWD-BAS guidelines.
- Please keep WTCS in mind if you have captured apprenticeship-related imagery, especially regarding new apprenticeship programs and those featuring demographic minorities.
- Contact: [nancy.nakkoul@wtcsystem.edu](mailto:nancy.nakkoul@wtcsystem.edu) or [dan.arneson@wtcsystem.edu](mailto:dan.arneson@wtcsystem.edu)

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## Distribution



- WTCS will be distributing a web link in lieu of printing a physical report this year, please bookmark and share widely the link to the electronic version of the most recent Apprenticeship Completion report, which again demonstrates strong outcomes and the value of Wisconsin's earn-while-you-learn apprenticeship model to individuals and employers. The link will be distributed to the following:
  - DWD - Bureau of Apprenticeship Standards
  - Wisconsin Apprenticeship Advisory Council
  - State Trade Committees (Apprenticeship Advisory)
  - WTCS Board Members
  - WTCS Apprenticeship Coordinators
  - College Marketing Teams
  - WI High Schools - Counselors

Online at: [www.wtcsystem.edu](http://www.wtcsystem.edu)->About Us->Publications and Resources

Direct Link: <https://www.wtcsystem.edu/2018-19-WTCS-Apprenticeship-Completer-Report>

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## WTCS System-Wide Activity Update February 2021

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### 2021 WTCS-BAS Apprenticeship Completion Report

The 2021 WTCS-BAS Apprenticeship Completer Report is now available online. The report contains employment, wage and training satisfaction outcomes for apprentices completing their programs in 2018-19. It can be found here: [2021 WTCS-BAS Apprentice Completer Report](#)

- Of the 1,195 completers surveyed, 365 (31%) responded. In the prior year report, 1143 completers were surveyed and response rate was 43%.
- Respondents reported a 95% satisfaction rate for on-the-job training and 97% for classroom instruction.
- Median salary across all trades increased to \$81,072, an increase of approximately \$800 more than the prior year.
- Respondents indicating an interest in continuing education beyond apprenticeship decreased from 44% last year to 35% this year.

### MyWTCS Website Re-Design and Launch: New Apprenticeship Resources for [Preparing to Teach Transition to Trainer \(PT2TT2T\)](#)

MyWTCS is an intranet site for the Wisconsin Technical College System and stakeholders. Launched in February 2021, the newly re-designed site includes a new look and improved functionality and features, including additional apprenticeship resources such as the administrative guidance and teacher trainer course offerings for the Transition to Trainer course. The site can be found at: <https://mywtcs.wtcsystem.edu/>

### New Proactive Approach to Revisions of Apprenticeship Related Instruction offered through the WTCS

Starting in 2021, the WTCS and BAS have adopted a 5-year cycle revision framework for all systemwide apprenticeship curriculum where related instruction is offered at more than one WTCS college. Approximately sixty systemwide apprenticeship programs have a documented curriculum standard model that will form the foundation for review of program and course outcomes and competencies. Apprenticeship faculty, industry sponsors and State Apprenticeship Trade Advisory Committees will be engaged in the review process. This proactive approach will ensure that learning remains current with industry needs and technological advancements. Program assignment within the 5-year cycle will remain fluid.

2020-21	2021-22
<ul style="list-style-type: none"><li>• Carpentry (All)</li><li>• Wastewater Treatment</li><li>• Electrical (All)</li><li>• Industrial Manufacturing Technician</li><li>• IT-Service Desk</li><li>• IT-Software Developer</li></ul>	<ul style="list-style-type: none"><li>• HVAC (ABC)</li><li>• Industrial Pipefitter</li><li>• Mechatronics</li><li>• Barber/Cosmetology</li><li>• Bricklaying/Masonry</li><li>• IT Cybersecurity</li><li>• IT Data Analyst</li><li>• Broadband Technician</li></ul>

## Apprenticeship in New Sectors: Snapshot of Program Growth Past Five and Current Years

### New Wisconsin Apprenticeship Programs in New Industries

2016	Arborist MILW   MSTC	Mechatronics Tech WCTC   BTC   GTC   LTC MILW   SWTC   MPTC   CVTC	IT-Software Developer MSTC   CVTC   NTC   MPTC   MDSN	
2017				
2018	Organic Vegetable Farm Manager NWTC	Data Analyst CVTC   NTC   MILW MDSN   MPTC	IT-Service Desk Technician WCTC   CVTC   NTC   MDSN   MPTC	Financial Services Representative MILW   CVTC   MPTC
2019	Broadband Technician WITC	Medical Assistant NTC	Biotechnology Lab Support Assistant MDSN	
2020	Facilities Maintenance Technician MILW	Cybersecurity Analyst MDSN	Pharmacy Technician MILW	
2021	Roadway Maintenance Technician CVTC	Industrial Metrology Technician FVTC	Culinary Apprenticeship MILW	



## State Committee Report - Construction

### State Ironworking Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 3/1/2021 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	232	31	13.4	10	4.3	232	100.0			46	46	100.0		
Madison Area Ironworking JAC	64	6	9.4	2	3.1	64	100.0			19	19	100.0		
Iron Worker (0180138101401)	64	6	9.4	2	3.1	64	100.0			19	19	100.0		
Milwaukee Area Ironworking JAC	168	25	14.9	8	4.8	168	100.0			38	38	100.0		
Iron Worker (0180138101401)	165	25	15.2	8	4.8	165	100.0			38	38	100.0		
Ironworker (Assembler, Metal Buildings) (0180138101001)	3	0		0	0.0	3	100.0			2	2	100.0		