

**Minutes
of the
WISCONSIN APPRENTICESHIP ADVISORY COUNCIL
Advisory to DWD, Bureau of Apprenticeship Standards
And
Wisconsin Technical College System Board**

December 1, 2015

Crowne Plaza Hotel
Madison, WI

Members Present			
Belanger, Wayne	Grohmann, Gert	Pratt, Dawn	Wehrheim, Mary
Branson, Dave	Hayden, Terry	Reader, Chris	Wieseke, Mark
Cadotte, Bill	Hurt, Henry	Tschillard, Clay	
Engelke, Kilah	Jones, Dave	Watrud, Mary	
Members Absent			
Brolin, Julie	Kindred, Brent		
Bucio, Jose			
Consultants and Guests			
Cullen, Kathy	Wisconsin Technical College System		
Jansen, Scott	Depart of Workforce Development, Division of Employment & Training		
Morgan, Carrie	Wisconsin Technical College System		
Morgan, Karen	Bureau of Apprenticeship Standards		
Nakkoul, Nancy	Wisconsin Technical College System		
Rice, Vincent	Bureau of Apprenticeship Standards		
Smith, Owen	Bureau of Apprenticeship Standards		
Weisling, Joe	SE WI Council of Carpenters		
Wellington, Kathy	Bureau of Apprenticeship Standards		

Call to Order

The meeting was called to order at 10:00 by Co-Chair Pratt, who welcomed members and gave the floor to Director Karen Morgan for introductory announcements.

Welcome

Director Morgan welcomed all attendees and introduced Division Administrator Scott Jansen.

DWD Employment and Training Happenings, Scott Jansen, Administrator

Administrator Jansen reported that much has occurred within the state and the Department regarding talent development and leveraging Registered Apprenticeship as a training modality.

Overall, federal rule changes have embraced Registered Apprenticeship as a key training model for building a skilled workforce and support expanding it into additional economic sectors, such as advanced manufacturing, information technology, health care and financial services.

As federal promotion of Registered Apprenticeship continues many organizations claiming to be pre-apprenticeship programs apply for federal and state grants, such as Wisconsin Fast Forward. Unfortunately, the graduates of many of such programs are not well prepared for a Registered Apprenticeship program. Therefore, Mr. Jansen thanked the Council for developing and approving the WI Pre-Apprenticeship Readiness Guidelines, which are rigorous standards.

Youth Apprenticeship, which is a type of pre-apprenticeship readiness program, is being embraced as a valid pipeline for skilled workers by more business owners. To promote a seamless transition for Youth Apprenticeship graduates into a related Registered Apprenticeship, the Department moved the Youth Apprenticeship program staff into the Bureau of Apprenticeship Standards. Both staffs developed a policy guideline on how the programs can be linked through credit for prior experience. The move will also position the staffs to focus intently on the American Apprenticeship Grant.

Beyond apprenticeship, the promotional campaign for the new Job Center of Wisconsin website resulted in additional employer visits to the site. Surprisingly, several Fortune companies post job announcements on JCW, which demonstrates the breadth of employers and occupations that are in need of talent.

Mr. Jansen concluded by asking the Council a specific question, "How can you develop talent and link it to employers?" The Department believes 2016 will be the "year of Registered Apprenticeship," because it no longer has to sell the value of apprenticeship; instead, it can leverage significant support to move apprenticeship into new sectors.

The Council made several comments.

- Clay Tschillard thanked Mr. Jansen for moving the Youth Apprenticeship staff into the Bureau of Apprenticeship Standards. The combined staff will help very much. Several members agreed.

- Co-Chair Pratt agreed that 2015 was a great year for Registered Apprenticeship. She is excited that several action items from the WI Apprenticeship Summit will be completed soon.
- Henry Hurt asked whether the Governor's Office briefs interested employers and stakeholders concerning Registered Apprenticeship. Mr. Jansen stated that he is unsure, but stated that DWD leadership and Division Administrators brief stakeholders; such as, its structure and link to Youth Apprenticeship.

Mr. Jansen stated that he will take the recommendation for an in-depth briefing to Secretary Newson. The Council thanked Mr. Jansen for attending.

Approval of the Minutes of August 6, 2015

The Council approved the draft minutes as written.

Celebration of National Apprenticeship Week

Director Morgan drew the Council's attention to the flier that the Bureau developed for National Apprenticeship Week in Wisconsin. Similar events were sponsored by the U.S. Department of Labor across the country.

Wisconsin's National Apprenticeship Week began with an event at Quad Graphics, a long-standing sponsor. The company's apprenticeship coordinator, Nate Butt, is a participant in the U.S. Department of Labor's LEADER initiative and has been involved with expanding apprenticeship nationwide. The event featured a panel discussion that included a valuable cross-section of apprenticeship stakeholders, all of whom discussed how Registered Apprenticeship strengthened their careers and businesses; a female Maintenance Technician apprentice; a recent graduate of the Industrial Electrician apprenticeship, who immigrated to Wisconsin from Poland. In addition, Mary Bear spoke from the Waukesha County Business Alliance, which is active in bridging Youth Apprenticeship to Registered Apprenticeship.

The Monday afternoon event focused on diversity in apprenticeship. It was held at the Northwestern Mutual Insurance expansion jobsite in downtown Milwaukee and was coordinated by the general contractors, Gilbane and C.G. Schmidt. Many subcontractors, journey workers and apprentices attended. Several apprentices spoke about how Registered Apprenticeship positively changed their lives. The President of the Milwaukee Building Trades, Milwaukee Mayor Barrett and Secretary Reggie Newson also spoke.

The Tuesday events focused on expanding Registered Apprenticeship into new sectors and Advanced Manufacturing. The two events were held in partnership with the North Central Workforce Development Board and two Board employer coalitions; the Central Wisconsin Information Technology Alliance and the Central Wisconsin Manufacturer's Alliance. Both Alliances signed on to the American Apprenticeship Grant and have agreed to partner with the Bureau.

Wednesday's event focused on traditional apprenticeship programs and bridging Youth Apprenticeship and Registered Apprenticeship programs in manufacturing and construction. It

was hosted by Fox Valley Technical College and It featured tours of several sponsors, including Bassett Mechanical and Fox Valley Tool, which has supported Registered Apprenticeship for years.

Thursday event focused on building Pre-apprenticeship Programs to provide a career pathway into Registered Apprenticeship. It was held at Madison Area Technical College and was co-sponsored by the College and the Workforce Development Board of South Central Wisconsin, which is considered progressive in its support of Pre-apprenticeship Programs. For example, the Board had already piloted a Pre-apprenticeship Program with its own general funding, so it was well positioned when the American Apprenticeship Grants were announced. The Bureau aims to replicate their model across the state.

The week concluded on Friday with an event Lakeshore Technical College that highlighted the college's success transitioning youth apprentices into related Registered Apprenticeship programs. The event was co-sponsored by the Manitowoc and Sheboygan Youth Apprenticeship Consortiums. It featured speakers from the area including presentations from 1) Sandy Destree, BAS ATR, 2) local Youth Apprenticeship staff, 3) Jagemann Stamping and a current Registered Apprenticeship who had been a Youth Apprentice, and Sheila Schettler who is the LTC Apprenticeship Coordinator.

Co-Chair Terry Hayden commented that Mid-State Technical College held a related event for National Apprenticeship Week. Local newspapers featured several steamfitter apprentices, one of whom graduated from the Veterans In Piping program.

No discussion followed.

US DOL Issuance of Notice of Proposed RuleMaking (NPRM) to Updated Equal Opportunity Regulations 29 CFR Parts 29 and 30.

National Apprenticeship Week also witnessed the issuance of the Notice of Proposed Rule Making: Updated Equal Opportunity Regulations 29 CFR Parts 29 and 30, by the Department of Labor. Since the regulations were written in the late 1970s, civil rights laws and policies have changed dramatically.

The proposal is now out for public comment. Comments are due by January 5, 2016. The Policies and Procedures subcommittee reviewed the document and created an outline of potential impacts on the Wisconsin program.

A summary of the suggested changes are as follows:

§30.3-Nondiscrimination

The section adds additional classifications to consider for non-discrimination, i.e. sexual orientation, disability and age. This paragraph also adds specific steps that all employers must take, including those with five (5) or less apprentices.

- Assign one person accountable.
- Disseminate equal employment opportunity policy internally.

- Conduct outreach and recruitment.
- Develop and implement procedures to ensure the workplace is free of harassment.

§30.4 Affirmative Action Programs-Nondiscrimination

- Sponsors of five or more apprentices must submit an Affirmative Action and Equal Employment Opportunity plan
- Sponsors not meeting AAEEEO goals must review and update their plan annually until in full compliance
- Once in full compliance, all sponsors must review and update their plan bi-annually.
- All revisions to AAEEEO plans must be approved by the Bureau.
- Employers currently in compliance with other AAEEEO programs are exempt.

The Bureau anticipates these sections will present challenges to sponsors in Wisconsin. §30.3 may be too difficult for sponsors with a small workforce, which constitute a large percentage of manufacturing and service sponsors and for sponsors that recruit internally for apprentices and externally for unskilled workers. § 30.4 goes beyond the current requirements by requiring non-compliant sponsors to review their plan annually. Director Morgan noted that no sponsor in Wisconsin would be in compliance with those requirements, so currently no exemptions would be granted.

Beyond §30.3 and §30.4 there are additional requirements within the proposed rule which will likely present challenges:

- Employers do not necessarily have to set multiple AAEEEO goals; instead, they can combine several goals into one. The Bureau requested clarification..
- All sponsors would be required to identify their relevant recruitment area and conduct outreach in it, which would be easy for local committees because they have specific geographic areas of responsibility, but will be a different concept for sole sponsors.
- All sponsors must invite candidates to declare whether they have a disability, before they become an apprentice and annually thereafter. However, Wisconsin's Fair Employment Law and federal laws advise employers to avoid such inquiries.
- The proposed rule contains a section on "Personnel Practices," which is not included in the Wisconsin regulations. The review team considers the section redundant.
- Sponsors would be permitted to use whichever selection procedure they prefer as long as it complies with the Office of Federal Contract Compliance Programs. However, the OFFCP law addresses federal contracting requirements, which are substantially different than the legal requirements of employers that voluntarily choose to sponsor registered apprentices.

Director Morgan concluded her report and asked the Council for input.

Discussion followed on the following key points:

- Mary Wehrheim stated that the proposed requirement for her company to disseminate its AAEEEO plan to all of its partners would not be feasible.

- Ms. Wehrheim's comment led to general agreement among the Council that the proposed rules seem divorced from employers' standard operating procedures.
- Wayne Belanger asked Director Morgan which courses of action are available to members of the Council as representatives of their respective employers.

Director Morgan encouraged Council members to encourage their respective organizations to independently review and respond to the proposed rule by the close of the public comment period on January 5, 2016. Mr. Chris Reader concurred, adding that the importance of members' independent responses is underscored by the fact only 13 public comments have been received to-date. The Bureau will submit collective comments on behalf of the full Council.

Action: *Mr. Tschillard motioned that the Council authorize a working subcommittee to develop and submit an official response to the proposed rule by Christmas. Bill Cadotte volunteered. The motion was seconded by Gert Grohmann. The motion was approved.*

Apprentice Consortium Update

Overview

Director Morgan reviewed the background of the Apprentice Consortium. The formation of the Apprentice Consortium was an action item from the WI Apprenticeship Summit which recommended that the Consortium research and develop business-to-business outreach material for Registered Apprenticeship, among other activities. The membership includes attendees of the Summit, Council members not present at the Summit, and representatives of new industries into which the Bureau wants to expand. The current membership roster was included in the Council members' pre-meeting packet. The Consortium met for the first time in August and will hold its second meeting on December 16 at Fox Valley Technical College.

Employer Survey

Although the Consortium was created only recently, its first task was to develop and administer a survey of employers' use and perceptions of Registered Apprenticeship. The survey is more than 50 pages in length, so the Bureau did not include a hardcopy in members' meeting packet. Director Morgan asked attendees to keep in mind that the survey results are preliminary, but she wanted to share them with the Council before the Consortium meets again. Director Morgan then introduced Mr. Vincent Rice, who presented the preliminary results.

Mr. Rice summarized the survey universe and response rate. The survey targeted three populations; current sponsors; sponsors who were active within the past three years but are now inactive; and employers that have never been a sponsor. The survey was emailed to 1,232 employers from membership lists of numerous employer organizations. Responses were received from 318 employers, including 223 current sponsors and 152 current construction employers, for a response rate of 26%. Only five respondents were former sponsors and their reasons for discontinuing were individual, not common.

Mr. Rice summarized the preliminary findings:

- 91% of respondents are satisfied with Registered Apprenticeship;

- 71% of respondents that currently sponsor registered apprentices do not sponsor youth apprentices. Their most common reason is that they do not hire individuals under 18.
- The average age of a registered apprentice is 24-29, which is consistent with other data.
- More than half of all respondents requested a copy of the survey results.

Mr. Rice publicly thanked Mr. Tschillard, Mr. John Lukas, and Ms. Kelly Tourdot for reviewing the survey questions.

Director Morgan explained that the objectives of the meeting on December 16 will be to adopt the Consortium Bylaws and begin developing a targeted outreach campaign initially in advanced manufacturing.

US Department of Labor LEADER Program

Director Morgan explained the background of the federal LEADERS program to the Council and attendees. It was created by the Department of Labor to help expand the national program. The original intent was to target newer industries, like health care and information technology, but many, including Wisconsin, do not have programs in those sectors. So, the Department of Labor expanded the invitation to all sectors of the economy.

She then asked the Council, as the lead advisory body for Registered Apprenticeship whether the Bureau should adopt a Wisconsin-ized version of the federal LEADERS program to help expand model into new industries across the state. She explained that the Apprentice Consortium independently identified and adopted several objectives that are very similar to those of the LEADER's program; re-brand ; develop regional consortia; and develop a speaker list of sponsors available to give outreach presentations. Wisconsin could modify the program, too; such as, expanding the speakers list to include stakeholders from the Wisconsin Technical College System and local community-based organizations. Director Morgan cautioned, though, that all of these ideas would depend on many factors, such as the concurrence of the Council and the Consortium.

Action: *Co-Chair Pratt informally called for any objections to a Wisconsin-ized LEADER's program. No objections were made. Co-Chair Pratt advised Director Morgan to begin developing a Wisconsin-zed version of the federal LEADERS program.*

Council on Workforce Investment Update

Director Morgan briefed the Council on the background of the Council on Workforce Investment (CWI). The CWI is appointed by and is advisory to the Governor. The CWI is advised by several subcommittees, one of which, chaired by Co-Chair Pratt. Dawn explained that the subcommittee was tasked with identifying longer-term solutions to talent development pipelines than those provided by the American Apprenticeship Grant. For example, through the WAGES

grant the Bureau committed to registering 1,000 new apprentices over the next five years. In contrast, the CWI may achieve longer-term influence by advising the Governor's budget staff on line-item discussions that pertain to Registered Apprenticeship.

The CWI subcommittee will discuss next how to prepare the most seamless transition possible for Youth Apprenticeship graduates into a related Registered Apprenticeship program. The subcommittee will draft white-papers for the Apprenticeship Advisory Council and incorporate its input before send the final version to the Secretary of Workforce Development and the Governor's Office. The first white paper will be on how to prepare the most efficient transition possible for Youth Apprenticeship graduates into a related Registered Apprenticeship program. Dawn will keep the Apprenticeship Advisory Council informed.

At this point, the time was noon. The Council broke for lunch.

Co-Chair Hayden reconvened the Council at 12:45 p.m.

Sub-Committee Reports

Career Pathways Sub-Committee

Director Morgan informed the Council that the document, Bridging Youth Apprenticeship to Registered Apprenticeship, is complete, approved by the Secretary's Office and Governor's Office, and has been sent to the printer.

The document compares the individual structures of Youth Apprenticeship and Registered Apprenticeship and outlines how to compare (i.e. "crosswalk") the competencies between a Youth Apprenticeship and a Registered Apprenticeship related program. Based on the resulting degree of alignment, recommends a corresponding range of credit for prior experience for Youth Apprenticeship graduates in a Registered Apprenticeship program.

Prior to the development of the document, several crosswalks were conducted successfully. The Youth Apprenticeship program in Manufacturing was found to be directly aligned with the program for Industrial Manufacturing Technician. As a result, the Bureau will use the American Apprenticeship Grant to expand the delivery of paid related instruction for the IMT program and promote the link to Youth Apprenticeship. The Youth Apprenticeship program in Manufacturing was also determined to be partially aligned with the Registered Apprenticeship programs in the Machine Tool trades. However, we found there is little or no alignment with the program for Maintenance Technician.

Youth Apprenticeship programs have been successfully linked in manufacturing for several years because many manufacturers sponsor both programs and the many Registered Apprenticeship programs in Manufacturing have developed competency checklists, i.e. "job books." However, the Bureau projects that the Architecture & Construction Youth Apprenticeship program will be more challenging to promote to Registered Apprenticeship sponsors in the construction sector because of increased safety concerns, and vehicle

insurance and Prevailing Wage regulations. In addition, many programs in construction will need to develop job books in order to facilitate the crosswalk between the programs.

To help increase support for the Architecture & Construction Youth Apprenticeship program among construction sponsors in Registered Apprenticeship, the Bureau plans to utilize a small amount of unallocated funds from the American Apprenticeship Grant to convene focus groups of construction sponsors to review the YA curriculum. Many of the Building Trades members expressed concern that they were "left out" of the curriculum development process and consequently are uncomfortable supporting the program.

Mr. Tschillard commented that the concerned parties had been invited but chose not to come.

Director Morgan commented that DWD Workers Compensation informed all attendees at the YA Consortium annual meeting that no law or regulation prevents youth on construction job sites. The representatives advised Youth Apprenticeship sponsors who encounter any difficulty to ask the company to write an official response that cites the specific regulations. Mr. Henry Hurt added that the vehicle insurance companies fall back on not wanting individuals under the age of 18 to operate motor vehicles. DWD Secretary Newson tasked the CWI with investigating the insurance matter and proposing solutions.

The Council had the following questions and comments for the subcommittee:

- Mr. Tschillard commented that it would be helpful for occupations to know how they could become involved with Youth Apprenticeship earlier on, as opposed to waiting for the students to graduate.
- Co-Chair Hayden proposed inviting the Youth Apprenticeship staff to the next Council meeting. Mr. Bill Cadotte and Ms. Kilah Engelke concurred.

Action: *The Youth Apprenticeship staff will be extended an invitation to the Council meeting to present an overview of their program.*

Equal Access Sub-Committee

Mr. Hurt reported that the Sub-Committee met twice since the Council last met. The Sub-Committee worked on two items: the WI Pre-Apprenticeship Readiness Program and guidelines to assist local committees in meeting AA EEO requirements.

The WI Pre-Apprenticeship Readiness Program took a lot of discussion and revision because reviewers commented that the program lacked an application process. The Sub Committee and the Bureau then drafted an electronic and hard copy application, which is ready for the Council's approval. The guidelines will apply to Youth Apprenticeship programs and WIOA, as well. Mr. Hurt emphasized that the application is for a readiness program that will prepare the individual to be a more qualified candidate for a Registered Apprenticeship.

Recruitment guidelines for sponsors are still being drafted by the Sub-Committee Co-Chair Hayden noted that the guidelines reiterate the sponsor's legal requirements and provide tools to help the sponsor meet them. For example, sponsors frequently assert that they "cannot find" women and minority candidates, so the guidelines include lists of potential partners by location.

Director Morgan emphasized that if a sponsor's current plan is not working, then the sponsor needs to do something different.

No discussion followed.

American Apprenticeship Grant Update

Director Morgan informed the Council that the Bureau was awarded a five-year American Apprenticeship Grant, for the maximum amount of \$5 million. The grant, called Wisconsin Apprenticeship Growth and Enhancement Strategies or WAGE\$, became effective October 1. It will require the Bureau to up-skill 1,000 new apprentices and 1,542 incumbent workers.

There are three primary objectives of the grant:

- 1) Expansion into two new sectors, health care, information technology and advanced manufacturing. The expansion will include developing new apprenticeship programs as well as expanding recently developed apprenticeship programs further throughout the state. To date, the Bureau has not committed to specific occupations in health care and information technology because industry needs are still evolving. For manufacturing, the Bureau has committed to developing a new apprenticeship program for Mechatronics, which is similar to the Maintenance-Technician but more comprehensive.
- 2) Partnership with the workforce development boards to help build a career pathway for unskilled and under-skilled individuals from a Pre-apprenticeship Readiness Program into Registered Apprenticeship. The partnership also reinforces the gradual integration of Registered Apprenticeship into the workforce development system that is occurring as a result of the new federal Workforce Investment and Opportunity Act.
- 3) The Bureau will partner with the Wisconsin Technical College System (WTCS) to develop new curriculum and use grant funds will be fund start-up costs for new programs at the district level.

The Bureau will hire two additional personnel to staff the grant; one to manage the overall grant overall and a second to conduct outreach efforts.

Director Morgan then asked how involved the Council prefers to be with WAGE\$. Mr. Grohmann stated that he would prefer to be updated periodically, just as the Bureau did with the SAGE grant. Mr. Tschillard asked how the Bureau will track incumbent workers because some trades promote unskilled workers into a from a lower, helper classification but don't report their prior classification to the Bureau. Director Morgan answered that the Bureau has not had the opportunity to review and familiarize itself with the federal database that will be used for data reporting.

WTCS Update

Ms. Kathy Cullen announced to the Council that this will be her last time meeting with the Council. She will be replaced on the Council by the new Associate Vice President of Instruction, Carrie Morgan. Ms. Cullen also recognized Education Director Nancy Nakkoul.

Ms. Cullen distributed copies of the "WTCS 2012-2013 Apprenticeship Completion Report," which was published in June 2015; an enrollment summary of academic year ending June 30, 2015; and a summary of active BAS and WTCS apprenticeship programs.

Ms. Cullen reported the following items:

- Former Education Director Marge Wood and the WTCS were instrumental in developing policies for awarding college credit for experience. Their work was later used as the template for the national model, Registered Apprenticeship College Consortium (RAAC).
- Thirty additional scholarships for apprentices will be awarded each year by the Jim Elliot Memorial Scholarship Fund and Great Lakes Tools of Trades.
- Overall, the WTCS received increased GPF funds for direct instructional support. The WTCS projected it would need a 50% increase in funds this year due to rapidly expanding enrollment.

Approval of the Application for the WI Pre-Apprenticeship Readiness Program

At this time, copies of the application arrived and Director Morgan distributed them. She reiterated that the application will be available in electronic and print copies. She then asked the Council to take several minutes to review the application.

The Council gave the following input:

- Ms. Mary Watrud asked how question six, has the candidate received a certificate of completion from a readiness program, applies. Director Morgan answered that the question will come into play years from now.
- Ms. Watrud asked how the application review process works. Director Morgan answered that the guidelines and application are separate documents. The application must be submitted to the Bureau and then reviewed by the Bureau and the Council.
- Ms. Cullen suggested adding a point of contact to the footer of the application form.
- Ms. Nakkoul concurred that the application needs to state more clearly that the certification is for the Pre-apprenticeship Readiness Program, not the organization or partner. Director Morgan agreed.

Mr. Hurt motioned to approve the application with revisions. The motion was seconded by Dave Branson. No discussion followed. The motion was approved.

DPI Update

This item was omitted because the DPI representative, Mr. Bret Kindred, could not attend.

Apprenticeship in WI, Statistically Speaking

Chief of Field Operations Kathy Wellington greeted the Council and directed members to the statistical report. She noted that, beginning next meeting, the Bureau will present the most reliable data it has been able to, thanks to upgrades in its software program. The upgrades will track and record data throughout the entire month, unlike the previous program which recorded data at a single, pre-determined point in time; such as, the first or middle of the month.

Unfortunately, the new software will show more clearly that deregistering the Department of Corrections and its 1100 apprentices will adversely affect overall totals for a long time.

Mr. Joe Weisling asked whether the Bureau could compare its apprenticeship statistics to statewide unemployment data. Chief Wellington stated that she would discuss the matter with Dennis Winters, Director of the DWD Bureau of Workforce Information and Technological Services.

Chief Wellington reminded the Council that they requested contract and cancellation data at their last meeting. She directed the members to the final page, which includes break-outs of cancellation occurrences by year and sector. She noted that cancellation rates vary by trade and year, and the trades with the lowest cancellation rates are the utility trades. Chief Wellington reiterated that this is the first time she presented cancellation data to the Council, so although the data are accurate, she advised the Council that she may adjust the report in the future by chunking up some of the data.

Chief Wellington noted the following points from the cancellation data:

- 36% of cancellations cite "Other" as the reasons. As a supervisor, Chief Wellington believes the cause is due to Apprenticeship Training Representatives selecting "Other" in order to provide more information than what the system is asking for.
- The chart of first-year cancellations by sector reflects the deregistration of the Department of Corrections.
- In its database, the Bureau almost always assigns apprentices to the employers' county. In rare instances, the Bureau will track an apprentice's work location by zip code. But construction apprentices travel for work so frequently, that it is more reliable to assign the employer's county.

A discussion followed. The Council made the following comments:

- The data does not provide a clear answer as to whether apprenticeship totals are increasing overall or not. Co-Chair Hayden commented that the numbers appear to increase in certain areas but not overall. Mr. Tschillard added that new occupational classifications will temporarily spike the totals, too. Mr. Grohmann added that the statistics are likely driven significantly by the amount of work in a certain area, or lack thereof.
- Chief Wellington concurred and added that the temporary increases eventually subside and the totals become more even. She noted that for that reason, she does not find apprenticeship data valuable unless it is at least annual in scope.

- Mr. Rice offered that the contract numbers may become clearer once Youth Apprenticeship cohorts are incorporated into data reporting. Chief Wellington commented that such data would be very useful but add much more complexity.
- Mark Wieseke asked whether the data value, "Out of State," referred to apprentices with out-of-state addresses. Chief Wellington clarified that it refers to employers with out-of-state addresses that train in Wisconsin. They are common in border counties. Co-Chair Hayden agreed.

A Parent's Guide to Apprenticeship

At this point, publications requested by Director Morgan arrived. She distributed the Parent's Guide to Apprenticeship, and encouraged members to take copies to job and career fairs.

Next meeting date

The Council tentatively scheduled its next meeting for March 10, 2016, at 10:00 a.m. in Madison.

Adjourn

The Council approved a motion to adjourn at 2:18 p.m.

*Respectfully submitted by
Owen Smith, Program and Policy Analyst*