

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

March 10, 2016

Sheraton-Madison
Madison, WI

Members Present		
Belanger, Wayne	Hayden, Terry	Reader, Chris
Branson, Dave	Kindred, Brent	Tschillard, Clay
Cadotte, Bill	Morgan, Carrie	Watrud, Mary
Engelke, Kilah	Morgan, Karen	Wehrheim, Mary
Grohmann, Gert	Pratt, Dawn	Wieseke, Mark
Members Absent		
Brolin, Julie	Hurt, Henry	
Bucio, Jose	Jones, Dave	
Consultants and Guests		
Allen, Ray	Department of Workforce Development, Secretary	
Alt, Meredith	Bureau of Apprenticeship Standards	
Anderson, Cindy	Bureau of Apprenticeship Standards	
Anderson, Dave	Department of Workforce Development, Asst. Dep. Sec.	
Bernthal, Jamie	Depart of Workforce Development, Youth Apprenticeship	
Clingan, Bill	WRTP BIG STEP	
Cook, Jim	Madison Area Technical College	

Crary, Cathy	Depart of Workforce Development, Youth Apprenticeship
Emrick, Leigh	Associated Builders & Contractors of WI
Nakkoul, Nancy	Wisconsin Technical College System
Phillips, Amy	Depart of Workforce Development, Youth Apprenticeship
Pierce, Mary	Bureau of Apprenticeship Standards
Rice, Vincent	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards
Uttech-Hanson, Lori	Depart of Workforce Development, Youth Apprenticeship
Wagner, Mike	WI NECA-IBEW Apprenticeship & Training
Wellington, Kathy	Bureau of Apprenticeship Standards

1. Call to Order

The meeting was called to order at 10:04 a.m. by Co-Chair Terry Hayden. Council members, consultants and guests introduced themselves.

2. Welcome

Director Karen Morgan expressed her honor in introducing Mr. Ray Allen, the new Secretary of the Department of Workforce Development (DWD), Mr. Ray Allen. She informed the Council that the former Secretary, Reggie Newson, had left shortly after the first of the year.

The Secretary first joined the Department in the 1980s during Governor Tommy Thompson's administration as the Department's Executive Assistant. His career then led to the Department of Employment Relations and, more recently, to the Department of Financial Institutions and now appointed DWD Secretary by Governor Walker.

Ms. Morgan then introduced Deputy Assistant Secretary Dave Anderson, whom she described as one of the strongest supporters of apprenticeship in DWD.

3. Guest Remarks: Secretary Ray Allen and Deputy Assistant Secretary David Anderson

Secretary Allen greeted the Council and stated it was his pleasure to be invited. He noted an interesting development since he first began his career: 30 years ago, Associated Builders & Contractors had just begun and now has over 1,000 apprentices.

"There are a number of things I like about the Department of Workforce Development," Secretary Allen began. "One in particular is that all stakeholders are at the table and

everyone participates in the development of policy. That makes everything the Department does better." He believes that registered and youth apprenticeships are a crucial component of developing talent and will help the state economy very much.

"Secretary Newson was supportive of apprenticeships. I will be even more supportive," he added. "The foundation of the workforce of the future is already in our K-12 school system: youth apprenticeship. An important step will be the evolving youth apprenticeships throughout the K-12 system and the Wisconsin Technical College System. In addition, the Department is committed to bridging youth apprentice and registered apprenticeship, which is a natural and important outgrowth. "

Secretary Allen concluded by commending the Council, its consultants, and guests for their work in developing the workforce of the future.

Deputy Assistant Secretary Dave Anderson thanked the Council for the opportunity to say a few words. Mr. Anderson reiterated his commitment to support the work of the Council and its partners. He expressed how proud he is of Wisconsin's tradition of leadership in registered apprenticeship. Throughout that history, Wisconsin has always brought the right people to the table to develop programs and policies. Today, it is exciting that the Wisconsin apprenticeship program continues to be recognized nationally. It was the subject of much conversation at the recent meetings of the National Association of State Workforce Agencies and the National Governor's Association.

Co-Chair Pratt thanked Secretary Allen and Deputy Assistant Secretary Anderson for attending and continuing to support the Council's work.

4. Action: Approval of the Minutes of December 1, 2015

Co-Chair Hayden directed the Council to the draft minutes in their packet of meeting materials. He noted that the draft minutes were prepared well.

Action: the Council approved the draft minutes as written.

5. Old Business

a. NPRM 29 CFR Parts 29 & 30

Ms. Morgan explained that the proposed revisions affect federal regulations govern apprenticeship affirmative action and equal employment opportunity requirements. In developing the draft apprenticeship regulations, U.S. Department of Labor heavily borrowed from the recently published rules from the Office of Federal Contract Compliance (OFCCP). The OFCCP is responsible for ensuring that employers doing business with the federal government comply with the laws and regulations requiring nondiscrimination.

The major concern with the draft revisions is that they apply to all employers not just employers who are doing business with the federal government and that apprenticeship is a

voluntary training program. The proposed rules requires additional cost and paperwork on the part of employers. This is especially critical as we are trying to move into nontraditional areas of the economy.

Labor is currently reviewing all comments and is prohibited from commenting on anything related to the rule development. DOL will respond directly to the public comments when the final rule is published. Karen suspects the final rule will be released later in the year, as was the final rule for CFR 29.29.

Co-Chair Pratt asked whether the final rule must be published by a formal deadline. Mrs. Morgan replied that it does not, but added that it must be published by the end of the year because the Administration will be changing.

Co-Chair Hayden called for further questions or comments. The Council had none.

b. Apprentice Consortium

Mrs. Morgan transitioned to the Apprentice Consortium. She reminded attendees that the charge of the Consortium is lead and participate in apprentice outreach including apprenticeship outreach materials. Towards that end, the Consortium's first task was to survey employers throughout the state to determine their use and perceptions of registered apprenticeship. At the previous Council meeting, the Bureau presented the preliminary results. The final analysis was since completed.

Mrs. Morgan introduced Mr. Vincent Rice, a BAS Program and Policy Analyst who was responsible for development and implementation of the Employer Survey. Mr. Rice reiterated that the Report given at the previous meeting was a preliminary analysis. Now, the Bureau has more of a story to tell. He reviewed the purpose, research questions, and survey design. The survey targeted three audiences; current sponsors, sponsors active within the past five years, and employers that have never used registered apprenticeship.

The survey was sent to approximately 2,300 recipients by eight employer and contractor organizations. The projected response rate was 10%; the actual response rate was approximately 15%.

Two-hundred twenty active sponsors responded. Ninety-one percent replied that registered apprenticeship met their training needs.

Seven former sponsors replied. Their general feedback was they discontinued registered apprenticeship due to economic circumstances and that they would continue using it once their business requirements changed. Several of the responders replied that they would like to see the program modified, but did not specify which components.

Responses included 108 employers that had never been a sponsor. They replied that they use a mix of formal and informal in-house training. Overall, the responses did not indicate a consistent training process. However, the majority of respondents that used a formal training process other than registered apprenticeship indicated concern that the training hours will not offset pending retirements.

Mr. Rice presented additional key findings:

- The majority of companies that responded (63%) generate more than \$5 million in annual revenue, which indicates that those who do not sponsor apprentices and are interested in beginning have the financial means to implement a program.
- The majority of responders (64%) were ranked higher in the organization than senior managers, which indicates the employers are thinking about long-term strategic options.
- Several respondents are from new industries targeted through the WAGE\$ grant, which means the survey was successful in obtaining input from stakeholders the Bureau has not engaged with frequently before.
- The average age range of trainees reported is 22-24 years old, which is much lower than the current average age of a registered apprenticeship, which is 29. This indicates that employers are training workers at a younger age and for some level of time in order to encourage the worker to commit to the organization.
- Of current and former sponsors, 65% are transitioning youth apprentices to registered apprenticeships, which indicates that those who use youth apprentices see its value. Still, many employers are unaware of the program.
- Of all respondents, 94% would value more information about registered apprenticeship.

Co-Chair Pratt suggested that the results indicate the Council needs to work harder to educate companies that have never used registered apprenticeship. Mr. Clay Tschillard asked whether that should be a task of the Council, one of its Sub-Committees, or the Apprentice Consortium.

Ms. Morgan reiterated that the survey was the first step of the Apprenticeship Consortium to create the targeted outreach plan and related outreach material. She then stated clearly that the Consortium is being used as the outreach arm of registered apprenticeship, but the Council is the key advisory body. Therefore, she needs to know the role the Council would like to play in the Consortium's work. For example, the Council could develop policies and guiding principles for the Consortium to follow. Or the Council could not develop guidelines and simply review the final drafts. She would prefer to arrive at an answer today and share it with the Consortium at its April 7 meeting at the North Central Workforce Development Board in Stevens Point.

Mr. Bill Cadotte shared that apprenticeship materials produced by his tribe gained a lot of public interest, thanks to the support of members of the Council. The tribe is now applying for a grant to develop additional materials.

Co-Chair Hayden claimed it would be valuable for the Council to lay out standard guidelines and principals so the Council is connected to the project. Mr. Tschillard claimed that the Council has a strong Sub-Committee structure, which the Consortium is still developing. Co-Chair Pratt agreed, and added that the Council also needs to identify which existing outreach materials could be revised or kept as is and outreached more widely.

Action: Co-Chair Hayden directed Council members interested in serving on the Sub-Committee to inform Ms. Morgan, himself, or Co-Chair Pratt.

c. Youth Apprenticeship Program

Ms. Morgan shared that the Department of Workforce Development merged the Youth Apprenticeship program and staff with Registered Apprenticeship. She invited the Youth Apprenticeship staff to meet the Council and invited their section chief, Cathy Crary, to present an overview of youth apprenticeship and its program management.

Ms. Crary thanked the Council for the opportunity to present. "I am tickled to be part of Registered Apprenticeship," she stated. Ms. Crary shared that the overarching goals of the state Youth Apprenticeship program are to ease students' transition from high school to the world of work by providing them with marketable skills and to ensure employers have qualified candidates so the workforce does not experience a decade of drift.

Cathy summarized the key elements of all youth apprenticeships: skill standards developed by industry; paid on-the-job work experience with real employers; supervision of skilled mentors; and a competitive interview process to select and match the youth apprentice with an employer. Upon completion, the youth apprentice earns a Certificate of Occupational Proficiency.

Youth Apprenticeship has statutory outcomes, legislated to the program in 2004.

- At least 80% of youth apprentices that complete the two-year program must graduate high school. The current graduation rate of youth apprentices is 100%.
- Seventy-five percent of youth apprentices must successfully complete their program. This is a safeguard against front-loading programs but not delivering. It tells the grantor that the local program is mindful of enrollment and has a recruit and retention strategy in place.
- Sixty-percent of youth apprentices that complete a two-year program must be offered employment.
- The grant program cannot award more than \$900 in grant funds per youth apprentice. Although this may seem small, similar programs in many other states do not provide any funding.
- All grant funds awarded must be matched at 50%.

Ms. Crary reported several new performance standards became effective this year:

- 60% of graduating seniors completing a one-year program must be offered employment in an occupation with their training area.
- Actual enrollment per partnership should be no less than 85% of the planned enrollment.

Youth apprenticeships are either one year of 450 hours or two years of 900 hours. Similar to registered apprentices, youth apprentices work on the job-site or shop, for a wage and take related instruction. YA related instruction is offered through the local high school or the Wisconsin Technical College System. The youth apprentice is supervised by a worksite mentor to ensure the work is performed in safely and correctly.

Whereas registered apprentices follow a job book, youth apprentices follow a competency checklist. The related instruction is standardized to ensure the programs are portable statewide. The state provides course outcome summaries, and then the school, school board, and local consortium make local decisions as to what is appropriate. The standardization helps employers feel comfortable that a student with a credential earned in Bayfield will mean the same to an employer in Racine.

Structurally, the state Youth Apprenticeship program consists of 32 regional consortiums that include 260 school districts and more than 300 high schools. The regional consortiums have a regional YA coordinator, and participating school districts have a local coordinator on-site.

Ms. Mary Wehrheim asked whether the youth apprentice is required to accept any offer of employment. Ms. Cray answered, no, the youth apprentice is not required to do so.

Ms. Cray shared current statewide statistics:

- Currently, 2797 youth apprentices are in training.
- Active employers total 1,965.
- Ninety school districts are participating.
- Estimated wages earned total \$11,911,351. That figure is calculated by multiplying the average wage by the number of youth apprentices by the minimum hours per year. Ms. Cray commented that this figure strongly disproves the concern that the program provides "cheap labor" to employers – there is nothing cheap about it. Youth apprentices are graded, paid and evaluated; and employers do not get tax breaks, but do it to promote their industry.

Mr. Brent Kindred asked for the average wage used in the calculation. Mr. Jamie Bernthal replied that the calculation utilizes the average of all starting wages reported on youth apprentice applications, multiplied by the number of youth apprentices.

Co-Chair Pratt asked whether the youth apprentice has to be in the same school district as the employer. Ms. Cray replied, no, not necessarily. The relationship between the locations of the youth apprentice and the employer has to do mostly with commuting

patterns. Some youth apprentices are enrolled in school districts on the border with neighboring states and work in different states.

Ms. Crary summarized the future directions for Youth Apprenticeship. She noted that she is "still excited" by the "cool direction" of the program. We have hit an all-time high enrollment and want to continue to grow the program. However, funding is not unlimited, and as the ball gets rolling and we serve more students, the average cost per youth may come down. Through our relationship with Registered Apprenticeship, Apprenticeship Training Representatives may recruit additional employers to participate which allows for additional youth apprentices. In addition, we have programs in 10 of the 16 occupational clusters with 49 career pathways overall. We want to develop programs in all occupational clusters and want to have a credential associated with each. So, lots of opportunities exist.

Ms. Crary thanked the Council and the Bureau for the opportunity to present. She shared that it has "really been an eye-opener to be connected with Registered Apprenticeship," especially establishing the policy bridges between the programs.

The Council applauded Ms. Crary. Members and consultants had the following comments and questions:

- Ms. Mary Watrud commented that she can't wait for youth apprenticeship's high minority and female participation to translate to registered apprenticeship statistics. Ms. Crary commented that YA does very well overall with gender representation, but is very under-represented with minority participants, and has been averaging nine to ten percent annually for many years.
- Co-Chair Pratt asked how a company would express interest and receive further information. Ms. Crary referred her to the youth apprenticeship website, www.ya.wi.gov.
- Ms. Nancy Nakkoul asked whether the regional consortia intersect boundaries. Ms. Crary replied that some do, and those regional coordinators are encouraged to communicate and collaborate. One such example is a partnership that functions as an alternative education opportunity that includes a variety of school district although the coordination occurs in a particular district.
- Ms. Morgan emphasized that the Department of Workforce Development has clearly researched that nothing in the state workers' compensation law prevents persons under 18 years of age from working on a jobsite. This misperception seems to stem from insurance companies and actuarial services. DWD encourages contractors to ask insurance companies to provide any the legal basis for denying youth apprentices on a job site in writing.
- Mr. Dave Branson shared that some construction trades are willing to explore youth apprenticeship, although the concept is still new to many of them and many don't understand the program. He stated that when the concept was first presented to unions, they didn't see the opportunity to transition youth apprentices into a registered apprenticeship. Now, he noted, they do, and support overall is greater than it was a year ago.

- Co-Chair Hayden asked whether a statewide sponsor would deal with one consortium or multiple? Ms. Crary answered that those associations and sponsors would have to agree on the competencies and identify spokespeople for the multiple sites. If a company works statewide, then we encourage them to work with any consortium offering the program and we offer to facilitate the process.
- Ms. Crary noted that the construction program was developed with union representatives at the table and advised the Department on which language should be included to protect the union, labor, and the youth apprentice. An additional suggestion made recently is for youth apprentice or job site mentor should notify the business agent when youth apprentices are on-site, which doesn't always happen with registered apprentices. So, DWD YA is considering developing identification cards for youth apprentices and requiring them to show it to the onsite supervisor.
- Mr. Tschillard cautioned that some construction trades are licensed, in which case the youth apprentice would need a license or be prohibited from performing those duties.

d. Recognition of Mr. Clay Tschillard

Co-Chair Hayden announced that the Council would take a detour from the agenda. He drew attendees' attention to Mr. Clay Tschillard. Co-Chair Hayden shared that Mr. Tschillard has served on the Council for many years and participated on every Sub-Committee. Unfortunately, the Council was recently informed that Mr. Tschillard will be leaving the Council; he has accepted a new position. The Council would like to thank Mr. Tschillard for his years of service and wish him well in his next endeavor.

Mr. Tschillard thanked Co-Chair Hayden and attendees for the recognition. He announced that he accepted an offer to serve as the training director of the Puget Sound Electrical Joint Apprenticeship Committee, right outside of Seattle. It has 400 personnel and serves 800 apprentices. Mr. Tschillard shared that it has been a pleasure to serve on the Council.

Director Morgan thanked Mr. Tschillard and shared that the Bureau has greatly appreciated all of his work.

6. Wisconsin Technical College System Update

Following lunch, the Council moved ahead on the agenda to the Wisconsin Technical College System update because Ms. Carrie Morgan had additional meetings in the afternoon.

Ms. Carrie Morgan reviewed the WTCS Summary Report. She noted that curriculum projects are underway for 26 trades and 15 additional programs for the 2015-16 fiscal year. Eleven Wisconsin technical colleges have joined the Registered Apprenticeship College Consortium, a consortium of employers, two and four-year institutions, all of which agree to accept the college credit value of the Registered Apprenticeship completion certificate as recommended by a recognized third party evaluator for the purposes of facilitating the transfer of credit between Consortium member colleges.

Ms. Karen Morgan asked whether the WTCS was aware of the barriers facing the technical colleges that have not joined. Mr. Jim Cook replied that the WTCS is aware of the barriers, and the barriers differ between technical colleges.

Ms. Carrie Morgan continued. The Great Lakes Higher Education Corporation announced it will fund 30 additional \$1,000 scholarships to apprentices. So far, the scholarships have benefitted many registered apprentices across economic sectors: 43 apprentices in industrial trades received a scholarship and 147 in construction trades.

Mr. Tschillard thanked the colleges that promoted the scholarships.

5. Old Business, *continued*

Co-Chair Hayden directed attendees to the next agenda item.

d. American Apprenticeship Grant (WAGE\$)

Ms. Karen Morgan announced that the Bureau hired two staff members to work on the American Apprenticeship Grant, which is titled the "Wisconsin Apprenticeship Growth and Enhancement Strategies," or WAGE\$.

She introduced the grant outreach coordinator, Ms. Cindy Anderson, who will help expand registered apprenticeship programs into new sectors, develop outreach material, and work with the technical college system office. Ms. Morgan noted that one of the factors that led Ms. Anderson to be selected was her previous experience working at Waukesha County Technical College. Her last position was with the Department of Children and Families, where she dealt with foster care and welfare-to-work programs.

Ms. Morgan then introduced Ms. Meredith Alt, the grant manager. Ms. Alt has an educational background and worked most recently for the University of Wisconsin System, where she managed a large assessment grant between the system, multiple states, and the Department of Public Instruction.

WAGE\$ includes many activities, but the bottom line performance target is to register 1,000 new apprentices across the five-year performance period. The Bureau typically registers up to 3,000 apprentices annually, so the Bureau is confident it will meet the WAGE\$ target. However, the distribution of new apprentices across existing and new economic sectors is unknown: the industrial sector is robust right now, but healthcare and information technology, which currently have no registered apprenticeship programs, are unknowns.

Ms. Morgan concluded by noting WAGE\$ will serve existing apprenticeship programs by increasing the pool of qualified applicants by promoting youth apprenticeship and pre-apprenticeship readiness programs. This was in direct response to the overwhelming feedback from seven stakeholder focus groups that "we do fine training, but we need better qualified applicants."

7. Action: Pre-Apprenticeship Program Certifications

Ms. Morgan drew the Council's attention to two applications for pre-apprenticeship readiness programs received by the Bureau. One was from Pro Trade, and the other was from WRTP BIG STEP.

Ms. Morgan reviewed that the Council directed the Bureau at its previous meeting to review and evaluate pre-apprenticeship readiness applications, and bring the recommendations back to the Council for discussion and approval. These applications were received prior to the Bureau posting the official application form on its website.

At this point, several Council members announced that they would abstain from discussing and reviewing the applications due to conflicts of interest. Mr. Wayne Belanger refrained from reviewing and discussing the application from Pro-Trade. Mr. Dave Branson and Co-Chair Pratt refrained from discussing and reviewing the application from WRTP BIG STEP.

Ms. Morgan explained the Bureau's evaluation criteria. The Bureau did not evaluate or rate the information provided, but used the newly posted application as a checklist to determine whether the necessary information was provided.

The Bureau determined that the WRTP BIG STEP application was acceptable overall, but was insufficient in two areas; 1) the outline of curriculum competencies lacked detail, and 2) the organization had not yet hired instructors, so the application did not include the instructors' names, titles, and resumes, as requested. Ms. Morgan emphasized that the Bureau panel noted these discrepancies, but did penalize the application.

The application from Pro-trade was acceptable overall, too. Although, it lacked certain information because it was received before the official application was posted to the website. The review panel noted that the training outline and list of instructors were written very clearly.

Ms. Morgan emphasized that the Bureau did not make an overall recommendation on either. She asked the Council how it would prefer the Bureau handle the applications.

Several members commented that they prefer that the Bureau evaluate the applications and recommend a course of action to the Council. The Council members suggested that the Bureau ask Pro-Trade and WRTP BIG STEP to re-apply using the official application now available online. Doing so would avoid any questions about the consistency of the process.

Action: Co-Chair Hayden motioned that the Council approve the applications pending their proper submittal. The motion was seconded by Ms. Wehrheim. Mr. Belanger, Mr. Branson, and Co-Chair Pratt announced they would abstain from the vote. The motion was approved.

8. Wisconsin LEADERS Program

Ms. Morgan shared that the U.S. Department of Labor began a national outreach campaign for their apprenticeship leaders program. Leaders are registered apprenticeship stakeholders that volunteer to promote registered apprenticeship to new sectors and businesses. The Council agreed at its previous meeting to create a Wisconsin-zed version. The Bureau created a flier to outreach for Leaders in the state.

Ms. Morgan explained her vision for the state program. It would be very similar to the national program. The program would be an opportunity for the 80% of respondents to the Employer Survey that indicated they would help promote registered apprenticeship to actively participate in outreach. The outreach activities would be determined by the Apprentice Consortium and Council. The flier and the application will be posted soon on the Bureau website. Nominations would be accepted from all apprenticeship stakeholders, not just employers.

The Council supported the documents and strategy. Mr. Kindred asked whether stakeholders in education, such as the technical colleges and Department of Public Instruction, would be considered. Ms. Morgan confirmed that they would. The Council informally voiced support for the campaign.

9. 2015 State Committee Annual Report

Mr. Owen Smith distributed a report of key discussions and decisions by the Bureau's 20 state trade advisory committees from 2015. The summary included issues discussed with all or most state committees, issues discussed with a group of related committees, and then a breakdown of specific issues by committee.

He noted that all state committees discussed the following topics: a review of the duties and charge; the renewal of the Apprenticeship Completion Award Program; the Wisconsin Apprenticeship Summit action plan; the awarding of the American Apprenticeship Grant; the *Pre-Apprenticeship Readiness Guidelines and Guide to Successful Interviewing*; and personnel changes in the Bureau.

Mr. Smith also noted that state committees for construction trades began discussions on whether to include the ACT as an assessment for applicants, and whether to establish statewide minimum scores. In addition, the construction trades received an introductory presentation to youth apprenticeship.

10. Career Pathway Sub-Committee

Co-Chair Hayden transitioned to the next topic, a report from the Career Pathway Sub-Committee.

Ms. Morgan acknowledged that the Sub-Committee did not meet since the last council meeting because we are in the process of transitioning focus and membership from manufacturing to construction. She had asked current members of the Sub-Committee,

who have been focusing on manufacturing, if they preferred to continue and work on the construction items. Most declined, and will therefore be replaced by construction stakeholders.

The construction-focused group will crosswalk, or compare, the competency checklists for the Architecture & Construction focus areas; such as, Plumbing and Masonry, to the job books for the related registered apprenticeship programs. The crosswalk makes the bridge easier by providing a comparison that can be used to justify credit for prior learning. However, only a few construction apprenticeship programs have job books so other alternatives to the job books may need to be considered.

11. Department of Public Instruction Update

The Council gave the floor to Mr. Brent Kindred. Brent reviewed topics he discussed with high schools during his civil rights compliance visits.

Mr. Kindred first emphasized that students' education should include conversations about the option of registered apprenticeship careers so that students are more aware of the workforce world. He also advocated that school districts develop strategies for engaging local businesses to receive help developing career and education plans for students. He also emphasized to the Council that ACP plans could be a strong opportunity for registered apprenticeship to be recognized as a helpful career and education path.

Mr. Kindred continued that February was Career and Technical Education month in Wisconsin. It was another great opportunity to highlight registered apprenticeship, so he e-blasted an email reminder of the Apprenticeship Awareness Toolkit to all high school instructors. His message emphasized the wage comparison graphic to ensure that they know that registered apprenticeship is a valid career path to family-supporting jobs.

Last, Mr. Kindred reminded attendees that the Skills USA competition will occur on April 27 at the Alliant Energy Center in Madison. Registration closes on March 20. More than 1,000 students have registered to date. Mr. Kindred invited Council members to serve as judges in a competition in their area of expertise. This year's event includes a new competition, TEAMWORKS. Four teams will compete in a residential construction and carpentry competition that involves plumbing, electrical and framing a door and window. The competition replicates a job site assignment in the working world. The night before the competition, the teams will be given a blue print and tasked with identifying the necessary materials and submitting an order form. The next day, the teams go to the "job site," estimate the project and work as a team to complete it.

Co-Chair Pratt applauded Mr. Kindred for his efforts, stating that his work is greatly appreciated. As a result of his work, she claimed, the event is so much different than the past. Mr. Kindred thanked Co-Chair Pratt, and shared that he is proud to be part of the Council and Skills USA.

12. WI Apprenticeship Statistically Speaking

Co-Chair Hayden turned the floor over to Ms. Kathy Wellington.

Ms. Wellington drew attendees' attention to the statistical report in their packet. She discussed the following key points:

- Overall, registered apprenticeship contracts increased by nine percent from January 1, 2015 to January 1, 2016.
- Within that time period, construction contracts increased by 17%; construction contracts in Milwaukee increased by 22%; industrial contracts increased by 8%; and service contracts decreased by 12%. Ms. Wellington noted that the decrease in service contracts was due to deregistering the Department of Corrections.
- Within that time period, the total number of sponsors in the construction sector increased by 3%; industrial sponsors increased by 59%; and service sponsors increased by 31%. Ms. Wellington commented that this supports that the Bureau's outreach efforts started to pay off.
- The annual apprentice pool still exceeds the 10-year average and is still on an upward trend.
- The number of sponsors in the statewide active pool increase since last year, but it still down slightly from the previous seven years.
- African-Americans constitute four percent of construction apprentices statewide and seven percent of construction apprentices in Milwaukee. Overall, however, the percentage of African-Americans apprentices has not recovered from the recession.
- Female apprentices continue to decline steadily throughout the past ten years.

Ms. Wellington concluded her report. The Council thanked her for detailed work.

Ms. Mary Watrud commented that many trades want to increase their number of female apprentices, and many are working on it. Therefore, she distributed an information flier on the upcoming "Women in the Trades" conference. The conference includes scholarship opportunities for female apprentice applicants.

13. Next meeting date

The Council tentatively scheduled its next meeting for June 7, 10:00 a.m., and Madison Area Technical College Commercial Avenue Campus.

14. Adjourn

The Council adjourned at 2:20 p.m. The motion was made by Mr. Dave and seconded by Mr. Gert Grohmann.

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