

APPRENTICESHIP COMPLETION

Employment and Salary Data
for 2023-24 Apprentices



“WISCONSIN’S APPRENTICESHIP MODEL STANDS OUT AS A NATIONALLY ADMIRE EARN-WHILE-YOU-LEARN APPROACH. EMERGING INDUSTRIES ARE TAKING NOTICE, AND I’M PROUD OUR COLLEGES DELIVER THE RIGOROUS, HIGH-QUALITY EDUCATION THAT MAKES WISCONSIN GRADUATES THE TALENT EMPLOYERS SEEK.

**LAYLA MERRIFIELD, PRESIDENT,
WISCONSIN TECHNICAL COLLEGE SYSTEM**

JANUARY 2026

WISCONSIN TECHNICAL COLLEGE SYSTEM

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Access this report online: WTCSYSTEM.edu/ApprenticeshipReport

If you have questions regarding the information in this report, contact hilary.barker@wtcsystem.edu

HIGHLIGHTS



2023-24 APPRENTICESHIP COMPLETION

Registered Apprenticeship combines structured, on-the-job training with classroom instruction. Apprentices learn the theory and practice of a highly skilled occupation in one to six years and are paid for their time on the job and in the classroom.

Wisconsin's technical colleges work closely with the Wisconsin Department of Workforce Development Bureau of Apprenticeship Standards (DWD-BAS) to meet employer needs in the area of apprenticeship, providing the classroom instruction for apprenticeship programs in the industrial, construction and all other sectors.

With an overall annual median salary of \$90,000 for individuals who completed an apprenticeship in 2023-24, and who received their apprentice-related instruction at a Wisconsin technical college, it's easy to see why participation has increased about 19% over the past five years.

This report is based on a recent survey of 1,409 individuals who received an apprenticeship completion certificate in 2023-24, with 379 (26.9%) responding.



TRAINING SATISFACTION



of apprentices were satisfied with their related instruction



of apprentices were satisfied with their on the job training

CONTINUING EDUCATION



of apprentices were considering continuing their education

MEDIAN SALARY FOR ALL APPRENTICES



MEDIAN ANNUAL SALARY BY INDUSTRY SECTOR

\$93,000

MEDIAN SALARY FOR CONSTRUCTION SECTOR

\$85,000

MEDIAN SALARY FOR INDUSTRIAL SECTOR

\$115,000

MEDIAN SALARY FOR ALL OTHER SECTORS

MEDIAN ANNUAL SALARY BY HIGHEST EARNING OCCUPATIONS

● Industrial Sector
● Construction Sector
● All Other Sectors

60k 80k 100k 120k

Steamfitting	\$120,000
Utilities	\$117,500
Plumbing	\$100,000
Construction Electrical	\$92,857
Sheet Metal	\$92,000
Maintenance Mechanic	\$90,500
Industrial Electrician	\$90,000
Mechatronics	\$83,959
Operating Engineer	\$80,000
Barber/Cosmetology	\$80,000

WHERE APPRENTICES WORK*

97%
OF EMPLOYED APPRENTICES WERE WORKING IN WISCONSIN

OF THOSE, 42% WORKED IN THE DISTRICT WHERE THEY RECEIVED THEIR TRAINING

*Does not include graduates who did not report location.

Wisconsin's technical colleges recognize successful completion of many apprenticeships as 39 credits towards the 60-credit Technical Studies – Journey Worker Associate Degree.

SECTOR-SPECIFIC APPRENTICESHIPS

Apprenticeships are typically grouped, including in this report, in categories established by the Wisconsin Department of Workforce Development: Construction, Industrial and All Other sectors. Within each sector, "Program" may include multiple apprenticeships with like curriculum for the apprentice-related instruction provided by Wisconsin's technical colleges. To provide additional detail, those "programs" are further broken out by individual apprenticeships in the final table: Apprenticeships, by WTCS Program Number.



CONSTRUCTION

Program Title	Program	Number of Completers	Responses	In Labor Force	Number Employed	Percent Employed	Number Employed Related	Percent Employed Related	Seeking Employment	Median Salary Hourly	Median Salary Annual	Avg Hours/ Week
MASONRY	50-408-0	18	3	3	3	100%	3	100%	0	\$42.02	\$75,000.00	42
CARPENTRY	50-410-0	109	18	17	16	94%	15	93%	1	\$41.40	\$75,342.20	42
CONSTRUCTION ELECTRICAL	50-413-0	286	79	74	73	98%	73	100%	1	\$44.29	\$92,857.90	42
GLAZIER (CONSTRUCTION)	50-417-1	*	*	*	*	*	*	*	*	*	*	*
PAINTING AND DECORATING	50-424-1	8	0	*	*	*	*	*	*	*	*	*
PLUMBING	50-427-0	159	50	48	48	100%	47	97%	0	\$46.08	\$100,000.00	44
SHEET METAL	50-432-0	118	15	15	15	100%	14	93%	0	\$45.00	\$92,000.00	41
SPRINKLER FITTER	50-434-1	11	0	*	*	*	*	*	*	*	*	*
STEAMFITTING	50-435-0	123	28	27	27	100%	26	96%	0	\$59.92	\$120,000.00	42
IRONWORKING	50-437-1	5	2	1	1	100%	1	100%	0	*	*	*
OPERATING ENGINEER	50-447-0	136	52	52	52	100%	50	96%	0	\$45.20	\$80,000.00	52
TELE/DATA INSTALLER	50-451-0	5	0	*	*	*	*	*	*	*	*	*
Construction Sector Total		981	247	237	235	99%	229	97%	2	\$45.00	\$93,000.00	43

Note: *Indicates fewer than 5 reported completers, or fewer than 3 completers with reported wage information.





INDUSTRIAL

Program Title	Program	Number of Completers	Responses	In Labor Force	Number Employed	Percent Employed	Number Employed Related	Percent Employed Related	Seeking Employment	Median Salary Hourly	Median Salary Annual	Avg Hours/ Week
INDUSTRIAL ELECTRICIAN	50-414-0	135	53	49	49	100%	47	95%	0	\$40.50	\$90,000.00	43
MACHINIST	50-420-0	40	10	10	10	100%	9	90%	0	\$30.90	\$63,331.10	41
MAINTENANCE MECHANIC	50-423-0	90	32	31	31	100%	29	93%	0	\$40.68	\$90,500.00	43
TOOL & DIE	50-439-0	44	15	14	14	100%	13	92%	0	\$31.00	\$75,000.00	46
WELDING/PIPE FABRICATION	50-442-0	25	1	1	1	100%	1	100%	0	*	*	*
MECHATRONICS	50-620-1	16	6	6	6	100%	5	83%	0	\$37.00	\$83,959.00	42
INDUSTRIAL METROLOGY TECHNICIAN	50-623-2	*	*	*	*	*	*	*	*	*	*	*
INDUSTRIAL TRADE GROUP TOTAL		351	118	112	112	100%	105	93%	0	\$38.00	\$85,000.00	45

Note: *Indicates fewer than 5 reported completers, or fewer than 3 completers with reported wage information.



ALL OTHER SECTORS

Program Title	Program	Number of Completers	Responses	In Labor Force	Number Employed	Percent Employed	Number Employed Related	Percent Employed Related	Seeking Employment	Median Salary Hourly	Median Salary Annual	Avg Hours/ Week
AGRICULTURE/NATURAL RESOURCES	50-0XX-0	11	0	*	*	*	*	*	*	*	*	*
IT - SERVICE DESK TECHNICIAN	50-154-1	*	*	*	*	*	*	*	*	*	*	*
UTILITIES	50-468-0	22	4	4	4	100%	4	100%	0	\$52.71	\$117,500.00	41
BARBER/COSMETOLOGY	50-502-0	32	6	6	6	100%	5	83%	0	\$34.19	\$80,000.00	48
PHARMACY TECHNICIAN	50-536-1	13	2	2	2	100%	2	100%	0	*	*	*
All Other Sectors Total		80	14	14	13	92%	11	84%	1	\$52.00	\$115,000.00	44

Note: *Indicates fewer than 5 reported completers, or fewer than 3 completers with reported wage information.

TOTAL

Program Title	Number of Completers	Responses	In Labor Force	Number Employed	Percent Employed	Number Employed Related	Percent Employed Related	Seeking Employment	Median Salary		
									Hourly	Annual	Avg Hours/ Week
TOTAL- ALL PROGRAMS	1,412	379	363	360	99%	345	95%	3	\$44.00	\$90,000.00	44

APPRENTICESHIPS, BY WTCS PROGRAM NUMBER

Program Groupings	Program Group Number	Included Programs (programs with completers)
MASONRY	50-408-0	50-408-1 BRICKLAYING/MASONRY APPRENTICE, 50-429-9 CONCRETE FINISHER APPRENTICE (ABC)
CARPENTRY	50-410-0	50-410-1 CARPENTRY APPRENTICE, 50-410-9 CARPENTRY APPRENTICE (ABC), 50-411-1 RESILIENT FLOOR APPRENTICE
CONSTRUCTION ELECTRICAL	50-413-0	50-413-2 ELECTRICITY (CONSTRUCTION) APPRENTICE, 50-413-3 ELECTRICAL CONSTRUCTION APPRENTICE, 50-413-4 RESIDENTIAL WIRER APPRENTICE, 50-413-9 ELECTRICIAN APPRENTICE (ABC)
PLUMBING	50-427-0	50-427-3 PLUMBING APPRENTICE (JAC), 50-427-5 PLUMBING APPRENTICE, 50-427-9 PLUMBING APPRENTICE (ABC)
SHEET METAL	50-432-0	50-401-1 ENVIRONMENTAL SERVICE APPRENTICE, 50-432-1 SHEET METAL CONSTRUCTION, 50-432-2 SHEET METAL - INDUSTRIAL, 50-432-3 ENVIRONMENTAL SERVICE TECHNICIAN, 50-401-9 HVAC APPRENTICE (ABC)
STEAMFITTING	50-435-0	50-435-2 STEAMFITTING APPRENTICE, 50-435-3 STEAMFITTING-CONSTRUCTION APPRENTICE, 50-435-4 STEAMFITTING SERVICE APPRENTICE, 50-435-9 ABC STEAMFITTING APPRENTICESHIP
OPERATING ENGINEER	50-447-0	50-477-1 OPERATING ENGINEER APPRENTICE, 50-447-9 HEAVY EQUIPMENT OPERATOR APPRENTICE (ABC)
MAINTENANCE MECHANIC	50-423-0	50-423-1 MAINTENANCE MECHANIC/MILLWRIGHT APPRENTICE, 50-423-3 MILLWRIGHT - PIPEFITTER, 50-423-7 LUBRICATION TECHNICIAN, 50-464-1 MAINTENANCE TECHNICIAN APPRENTICE, 50-420-6 MACHINE REPAIR
TOOL & DIE	50-439-0	50-439-3 TOOL & DIE APPRENTICE, 40-430-4 TOOL & DIE TECHNOLOGIES APPRENTICE
WELDING/PIPE FABRICATION	50-442-0	50-435-1 PIPEFITTING APPRENTICE, 50-442-1 WELDING APPRENTICE, 50-442-4 PIPE FABRICATOR
UTILITIES	50-468-0	50-413-6 ELECTRIC LINE APPRENTICE, 50-413-7 METERING TECHNICIAN APPRENTICE
BARBER/COSMETOLOGY	50-502-0	50-502-1 COSMETOLOGY APPRENTICE, 50-502-5 BARBERING APPRENTICE
AGRICULTURE/ NATURAL RESOURCES	50-0XX-0	50-001-1 ARBORIST APPRENTICE, 50-090-1 ORGANIC VEGETABLE MANAGER APPRENTICE
INDUSTRIAL ELECTRICIAN/E&I	50-414-0	50-414-2 ELECTRICAL & INSTRUMENTATION APPRENTICE, 50-413-1 INDUSTRIAL ELECTRICIAN APPRENTICE
MACHINIST	50-420-0	50-420-1 INJECTION MOLD SET-UP (PLASTIC) APPRENTICE, 50-420-2 MACHINIST APPRENTICE, 50-420-9 INDUSTRIAL MANUFACTURING TECHNICIAN
TELE/DATA	50-451-0	50-451-2 TELECOMMUNICATIONS VDV INSTALLER TECHNICIAN, 50-451-3 BROADBAND SERVICE TECHNICIAN

EMERGING NEW APPRENTICE OCCUPATIONS, NOT YET REFLECTED IN THE WTCS APPRENTICESHIP COMPLETION REPORT:

ASSOCIATE DEGREE - NURSING/RN

LABORATORY ANIMAL CARETAKER TECHNICIAN

AUTOMOTIVE COLLISION TECHNICIAN

OPHTHALMIC ASSISTANT

AUTOMOTIVE SERVICE CONSULTANT

RESPIRATORY THERAPY

CNC MACHINE OPERATOR

STERILIZATION PROCESSING TECHNICIAN

INDUSTRIAL SHIPBUILDER/WELDER

TRUCK DRIVING

CYBERSECURITY ANALYST

FINANCIAL SERVICES PROFESSIONAL

SOFTWARE DEVELOPER

SERVICE DESK

DATA ANALYST

EARLY CHILDHOOD EDUCATION

TEACHER

DEMOGRAPHIC COMPOSITION OF WTCS APPRENTICES

To ensure equitable access to valuable and expanding apprenticeship opportunities, the federal Department of Labor and Wisconsin Department of Workforce Development revised federal and state Equal Employment Opportunity guidance in 2019. This included improved tools to deepen community engagement with historically underrepresented populations, including women and people of color. This engagement is a priority for all Wisconsin apprenticeship partners, including DWD, WTCS, Wisconsin's technical colleges and employers.

While these efforts are increasingly reflected in DWD apprenticeship participation statistics, they are not yet fully reflected in the following demographic information, which is limited to individuals who completed an apprenticeship in 2023-24, and who received related instruction from a Wisconsin technical college.

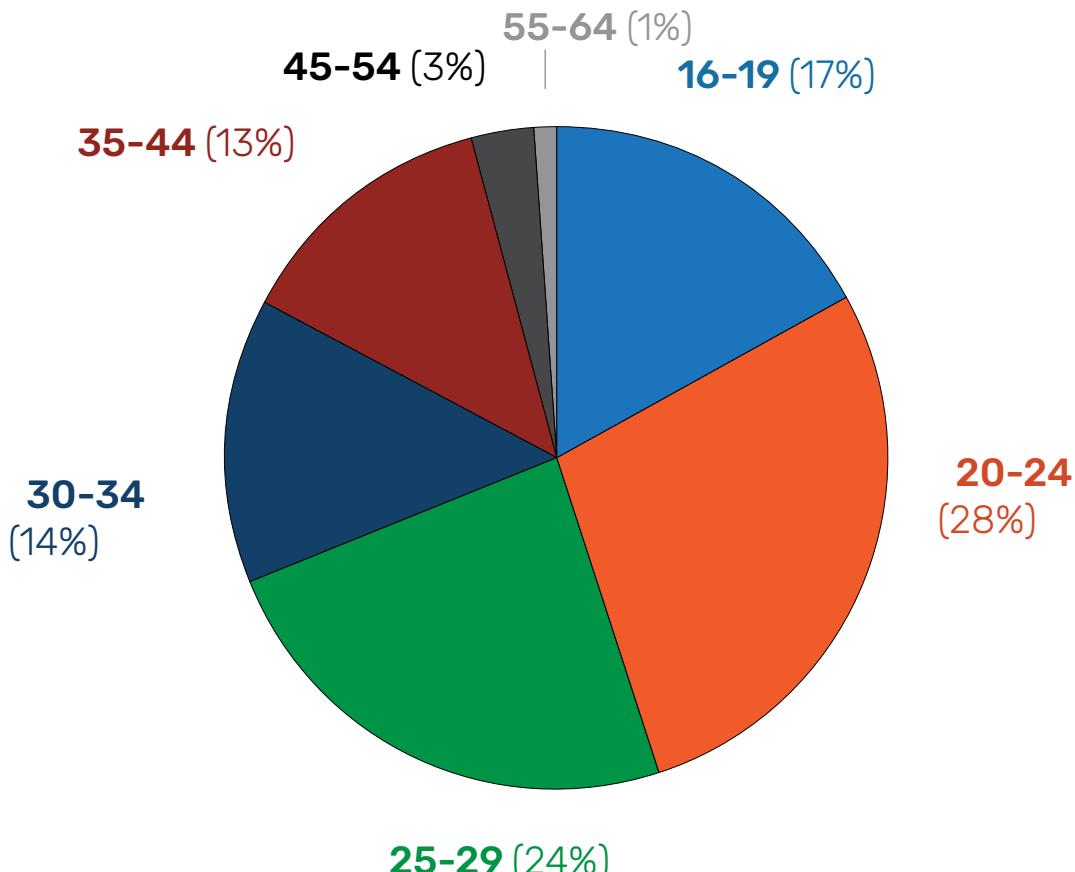
Trade Group	Males	Females	N/R	Total	Hispanic	American Indian/Alaskan Native	Asian	Black	White	Pacific Islander	Multi-ethnic	N/R
CONSTRUCTION	930	25	24	979	28	6	7	12	715	0	14	197
INDUSTRIAL	333	13	*	350	14	*	11	*	275	0	6	31
OTHER	35	39	6	80	6	*	*	11	58	*	7	0
Totals	1,298	77	34	1,409**	48	9	21	27	1,048	1	27	228
Percentages	92.12	5.46	2.41	100.00	3.41	0.64	1.49	1.92	74.38	0.07	1.92	16.18

Note: N/R means Not Reported

*Indicates less than 5 apprentices

** 3 apprentices completed coursework at multiple colleges

APPRENTICES BY AGE



APPENDIX A: METHODOLOGY & DEFINITIONS

BACKGROUND

Wisconsin's 16 technical colleges conduct an annual survey to assess outcomes for those receiving an apprenticeship completion certificate from the Wisconsin Department of Workforce Development-Bureau of Apprenticeship Standards (DWD-BAS) and received related instruction at a Wisconsin technical college.

The primary objective is to analyze employment and salary data in a format similar to the annual Wisconsin Technical College System (WTCS) Graduate Outcomes report. Survey questions also gauge satisfaction with the on-the-job training and related classroom instruction provided by the technical colleges.

METHODOLOGY

Between August and December 2024, each Wisconsin technical college surveyed apprentices who earned an apprenticeship completion certificate from DWD-BAS in 2023-24, and who attended that college for their related classroom instruction. Appendix B is a copy of the survey instrument.

1,409 individuals received an apprenticeship completion certificate in 2023-24, with 379 (26.8%) responding. Each Wisconsin technical college submitted its survey responses to WTCS for compilation of this System-wide report.

DEFINITIONS

“Labor force” includes all employed and unemployed respondents except individuals who were unemployed and not seeking employment.

A person was considered employed if they worked for pay or profit at the time of the survey. Individuals may be employed full-time or part-time. Part-time is defined as those working less than 35 hours per week.

Individuals not working for pay or profit at the time of the survey were considered unemployed. An unemployed individual was considered to be seeking employment if they were actively looking for work.

Employed respondents who indicated they were employed in the apprenticeship occupational area for which they received training are counted in the “Employed Related” category. As a result, this category is a subset of the employed category.

Salary data are reported for respondents who indicated they were employed full-time in the occupational area for which they received training. Median salary is not an average – it is the mid-point of all reported salaries, with half of reported salaries below and half above.

A minimum of three employed-related respondents must have reported their salary in order for a median to be published. If there were no survey responses for a program or fewer than five apprentices in a program, then no labor force or employment data is published, indicated by an asterisk.

APPENDIX B: SURVEY INSTRUMENT

APPRENTICESHIP COMPLETER SURVEY

Please check one answer.

1. How satisfied are you with the paid-related instruction received at our school?

- Very Satisfied
- Satisfied
- Unsatisfied
- Very Unsatisfied

2. How satisfied are you with the apprentice training you received on the job?

- Very Satisfied
- Satisfied
- Unsatisfied
- Very Unsatisfied

3. Which **one** of the below best describes you?

- **I am employed** in my apprenticeship occupational area
- **I am employed** in a position outside of my apprenticeship occupational area
- **I am not employed** but am looking for a job.
- **I am not employed** and not looking for a job.

NOTE: If you are currently employed, please continue with Question 4. If not employed, please stop here.

4. Are you considering continuing your formal education? (Technical Studies Journey Worker AAS, associate degree, bachelor's degree)

- Yes
- No

5. Please list the following job information:

Job Title _____

Name of Employer _____

Street Address _____

City, State & Zip Code _____

Name of immediate supervisor: _____

6. What is your present wage? If available, please provide both.

Hourly base wage: \$ _____

Yearly earnings: \$ _____

7. How many hours do you work during an average work week?

_____ hours per week



BLACKHAWK	blackhawk.edu
CHIPPEWA VALLEY	cvtc.edu
FOX VALLEY	fvtc.edu
GATEWAY	gtc.edu
LAKESHORE COLLEGE	lakeshore.edu
MADISON COLLEGE	madisoncollege.edu
MID-STATE	mstc.edu
MILWAUKEE AREA	matc.edu

MORaine PARK	morainepark.edu
NICOLET COLLEGE	nicoletcollege.edu
NORTHCENTRAL	ntc.edu
NORTHEAST WISCONSIN	nwtc.edu
NORTHWOOD TECH	northwoodtech.edu
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WESTERN	westerntc.edu

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