

**Approved Minutes of the
Electrical Construction
State Apprenticeship Advisory Committee**

April 9, 2018
Milwaukee Area Electrical JATC
Waukesha, WI

Members Present	Employer/Organization
Allen, Don (Co-Chair)	IBEW Local 158
Balthazor, Michael	Michaels Power
Grundahl, Carol	IBEW Local 159
Habermehl, Sylvia	Habermehl Electric
Kastanek, Ryan	Circle Electric
Pohlman, Mike	R.J. Nickles Electric Co.
Steiner, Rick	Steiner Electric
Tourdot, Kelly	Associated Builders & Contractors
Walsh, John M.	IBEW Local 14
Warsh, Dean	IBEW Local Milwaukee
Members Absent	Employer/Organization
Miller, Dean	IBEW Local 388
O'Leary, Loyal (Co-Chair)	NECA-- WI Chapter
Sokolik, Leo	IBEW Local 890
Young, Greg	IBEW Local 577
Consultants & Guests	Employer/Organization
Abbott, Nick	Bureau of Apprenticeship Standards
Ahmad, Hafeezah	Bureau of Apprenticeship Standards
Anhalt, Tim	NECA-IBEW Apprenticeship & Training
Cattelino, Mike	Fox Valley Technical College
Cook, Jim	WI NECA-IBEW Apprenticeship & Training
Harding, Burt	Bureau of Apprenticeship Standards

Consultants & Guests	Employer/Organization
Johnson, Joshua	Bureau of Apprenticeship Standards
Kiel, Todd	Northeast Wisconsin Technical College
Large, Dan	Milwaukee Electrical JATC
Mayek, Mandy	Mid-State Technical College
Montgomery, Mark	Waukesha County Technical College
Nebel, Marsha	Local 158 JATC
Padilla, Richard	WI NECA
Polk, David	Milwaukee Area Technical College
Smith, Owen	Bureau of Apprenticeship Standards
Vander Heyden, Steve	Bureau of Apprenticeship Standards
Wagner, Mike	NECA-IBEW Apprenticeship & Training
White, Matthew	Bureau of Apprenticeship Standards
Wilkerson, Kelsey	Milwaukee Public Schools

1. The meeting was called to order at 9:30 a.m. by Don Allen, committee co-chair, in conformity with the Wisconsin Open Meeting Law.
2. A roll call was conducted. A attendance roster was circulated. A quorum was present.
3. The committee reviewed the current roster for accuracy of contact information, vacancies, terms expiring soon, and overall representation. The committee had two new members: a new employer member, Ryan Kastanek of Circle Electric, representing Associated Builders and Contractors of WI; and a new employee member, Leo Sokolik of IBEW Local 890, who was absent. The roster is full.

4. **Old Business**

a. Review the follow-up items from the previous meeting:

i. For action: approve the minutes

The committee approved the minutes with one revision: Ryan Kastanek replaced Rick Krysanak, not Rick Steiner.

ii. Outreaching to Youth Apprenticeship staff, students, and graduates

Owen reviewed that the state committee requested that the Bureau invite a representative of youth apprenticeship to the meeting to discuss how local committees could outreach to youth apprenticeship staff, students, and graduates. Owen introduced Mr. Kelsey Wilkerson, a representative of Milwaukee Public Schools youth apprenticeship program.

Kelsey presented a brief overview of the structure, requirements, and competencies of the Architecture and Construction youth apprenticeship.

The committee and consultants asked the following questions:

- *Does the Bureau track whether youth apprenticeship graduates continue into registered apprenticeships?*
The Bureau is working on combining the youth and registered apprenticeship databases to track this data.
- *What is the minimum age requirement for a youth apprentice?*
Sixteen.
- *Do youth apprenticeship sponsors face liability issues with insurance companies?*
The youth apprenticeship program includes several built-in protections for sponsors and youth apprentices. Most notably, the program is supported fully by DWD Equal Rights and complies fully with child labor laws.
- *How many hours per week does a youth apprentice work?*
A youth apprentice commonly works 10-15 hours per week during the school year and full-time on weekends and breaks.

- *How many youth apprentices can an employer sponsor?*
The employer can sponsor as many youth apprentices as it likes.
- *Electrician registered apprentices must work at heights and below grades. That may be a barrier for youth apprentices.*
The youth apprenticeship staff will research whether this is prohibited.
- *Does the youth apprenticeship staff have outreach materials that registered apprenticeship sponsors could give to a business interested in sponsoring youth apprentices? It would help if the material includes child labor laws.*
Yes, outreach materials on the structure and regulations of youth apprenticeship, including child labor laws, are available on the youth apprenticeship website.

A consultant commented that its contractors have been using the outreach material and it has been very helpful. The consultant encouraged registered apprenticeship sponsors to think of youth apprenticeship as exposing students to the fundamentals of the trade and construction industry, such as working safely, reading blueprints, and setting up job sites. Youth apprentices would make qualified applicants for a registered apprenticeship, but it is not helpful to think of them as first-year apprentices.

- *Who establishes the youth apprentice's wage?*
The employer sets the youth apprentice's wage. Youth apprentices commonly earn \$10 or \$11 per hour while in high school.
- *Could registered apprenticeship sponsors get a list of current youth apprentices to have a line of communication and targeted outreach?*
The youth apprenticeship staff is open to discussing the most appropriate and helpful means of communicating with current youth apprentices.
- *How many youth apprenticeship consortia operate currently?*
Thirty-three.

iii. Update on "Do you want to be an Electrician?"

Owen presented the final draft of the brochure. He emphasized that it incorporates all feedback from the focus group, state committee, and consultants who volunteered to review the document. He noted that the Bureau must postpone publication in order to incorporate important information that is forthcoming: two joint apprenticeship committees will merge soon; and the Bureau will hire several new apprenticeship training representatives, some of which may have new office locations and contact information.

The state committee commented that many local committees will soon conduct outreach and hiring, so it would be very helpful to have a copy of the final draft that notes additional changes are forthcoming.

Action: the Bureau will email a final draft to attendees that notes additional changes are forthcoming; the final draft can be used for outreach.

b. Implementing CFR 29.30 (AA/EEO).

Josh reported that the Bureau has yet to receive guidance from the U.S. Department of Labor. Therefore, the Bureau's message to the state committee and sponsors continues to be, "stay tuned." To prepare for the revisions, the Bureau recently trained all apprenticeship training representatives (ATRs) in affirmative action / equal employment opportunity matters, such as CFR 29.29 and how to conduct compliance reviews. The ATRs had various levels of experience with the subject and registered apprenticeship, so the training provided a strong baseline across the staff. The Bureau expects to receive the guidance before the committee's fall meeting.

The committee did not have comments or questions.

c. WI 2017 WI Act 148 and revisions to state standards

Josh reported that the law passed in late March. It struck the required five-years minimum length of the plumbing registered apprenticeship, made the apprenticeship-to-journey worker ratio 1:1 for all registered apprenticeship, and eliminated the Bureau's ability to modify both.

The committee did not have comments or questions.

d. Federal grants to expand registered apprenticeship

Josh reported that the Bureau has almost begun the third year of the five-year WAGE\$ grant. Through the grant, the Bureau has been expanding registered apprenticeship into advanced manufacturing, health care, and information technology occupations. Its additional focus is expanding the recruitment and retainment of women and minority apprentices.

That is also a focus of the state expansion grant, for which the Bureau recently received an \$1.8 million extension. The expansion grant will focus on recruitment and retainment on large construction projects in Madison and Milwaukee. In addition, the expansion grant will fund a new outreach campaign with new materials, such as an outreach toolkit for partners. The emphasis, again, will be recruiting and retaining women and minorities in construction registered apprenticeships.

The Bureau's used its third grant, the state accelerator grant, to increase its capacity for administering programs, primarily by upgrading its information management system with BASERS.

The committee and consultants did not have questions or comments.

e. Presidential executive order to expand "apprenticeship"

Josh reported that the federal task force charged with recommending the overall implementation of the order submitted its final report to the executive office. The report is included in the state committee's meeting material. In accordance with its bylaws, the task force will disband within 30 days. It is unknown when the President's office will review the recommendations and make its final decisions.

Josh noted that many stakeholders thought initially that the executive order would strip registered apprenticeship of many key policies and components. That thinking then shifted; the order would keep registered apprenticeship and create parallel industry-recognized apprenticeships. In the end, the final report does both: it supports both programs operating parallel to another; and it includes concerns over some operational inefficiencies within registered apprenticeship.

Last, Josh reported that the industry-recognized apprenticeships will be piloted in industries new to apprenticeship, not in sectors that use registered apprenticeship, and will not meet federal Davis Bacon requirements. The Bureau is awaiting guidance from the Department of Labor, and the topic will likely be discussed further at the upcoming meeting of the National Association of State and Territorial Apprenticeship Directors in late July in Milwaukee.

The committee and consultants did not have questions or comments.

f. Bureau of Apprenticeship Standards Electronic Registration System

Josh reported that the Bureau has implemented the Bureau of Apprenticeship Standards Electronic Registration System (BASERS), which allows sponsors to conduct application and contract actions entirely online. Many sponsors have already adopted it. It is not mandatory; it is optional. The Bureau believes sponsors will see its value and efficiency.

Attendees had the following questions and comments:

- Learning and working with BASERS is going very well.
- BASERS has a few minor glitches, which is to be expected, but they were worked out.
- A sponsor stated that it does not want to use BASERS, but has to. However, the Bureau is listening to the sponsor's concerns, and the application is going well.
- *Will BASERS help registered apprentice apply for licenses sooner?*
Yes, Josh replied. The minute the ATR approves a signed contract online, the apprentice and sponsor can access the contract online, print it, and submit it as part of the license application.

A consultant noted that the functionality is not yet implemented, but that is the end goal of pilot testing. The functionality will likely be ready within a month.

g. Apprenticeship LEADERS

Josh reviewed that the LEADERS initiative launched during the 2017 National Apprenticeship Week. It recently made its first recommendation to the Bureau: an interactive web-based map of apprenticeship stakeholders. The map would have multiple layers that correspond to categories of stakeholders, e.g. LEADERS members, technical colleges, workforce development boards, etc. The user would select a layer; stakeholders and their locations would appear across the map; and the user would click on a stakeholder's icon for contact information. Josh noted that the LEADERS program is still accepting participants.

The committee and consultants did not have questions or comments.

h. Apprenticeship Completion Award Program

Owen reported that the program was renewed last fall for an additional two years, as part of the Governor's biennial budget. Apprentices that became eligible between the conclusion of the first iteration and the renewal will be grandfathered in. The program will conclude on June 30, 2020.

The committee and consultants did not have questions or comments.

i. Other

A consultant reviewed that a local committee had raised several concerns over local committee agendas to the Bureau. The consultant asked how the Bureau's review of the concerns is proceeding. Josh reported that all joint apprenticeship committees besides Milwaukee met and discussed the concerns. Bureau Director Karen Morgan is researching potential solutions and considering action items from the meeting. The Bureau is glad to have been invited to the meeting and hear the concerns and is researching options that are within the scope of the law.

5. New Business

a. National Association of State & Territorial Apprenticeship Directors (NASTAD) Conference

Josh reported that the National Association of State & Territorial Apprenticeship Directors will hold its annual summer conference in Milwaukee from July 29 – August 3. The attendees will be joined by regional directors of the U.S. Department of Labor for a portion of the conference. NASTAD, not BAS, is seeking sponsorship opportunities for the event. On behalf of NASTAD, the Bureau will mail letters to stakeholders that have donated to prior events.

The state committee and consultants did not have questions or comments.

b. Registered apprenticeship on JobCenterOfWisconsin.com

Josh reported that registered apprenticeship sponsors can now post apprenticeship opportunities on JobCenterOfWisconsin.com for free, and the posting will be denoted with the Wisconsin Apprenticeship "A" logo. These features are the product of efforts between JCW and Bureau staff to promote registered apprenticeship opportunities to employers and career seekers alike. The two staffs are also improving the search function to yield only official apprenticeship opportunities and exclude informal or unofficial opportunities that use the word "apprenticeship."

The state committee and consultants did not have questions or comments.

c. Registered apprenticeship in correctional facilities

Josh informed attendees that the Bureau is researching strategic partnerships and outreach activities to create greater opportunities in and with correctional facilities. The effort resulted from a recent visit to correctional facilities in Ohio, which have a vast number of registered apprenticeship programs and participants: Ohio has 2,500 registered apprentices within correctional facilities; Wisconsin has 52. Labor market information trends support that employers should consider unconventional talent pools, so the trip influenced the Bureau to view correctional facilities as untapped talent pools.

Josh explained that the Bureau will initially research work-release programs at minimum security facilities and then explore models that combine training in the facility with training upon release.

The committee asked whether female offenders would be included. Yes, Josh replied. Currently, Tacheeta Correctional Facility used to offer several registered apprenticeship programs, but they were discontinued. The Bureau would like to rebuild the programs and establish similar programs.

d. Learning exchanges with Japan and Mississippi

Owen reported that the Bureau hosted separate learning exchanges with delegations from a prefecture (state) government in Japan and the registered apprenticeship program in Mississippi. Both delegations were exploring solutions to the skills gap and were impressed with employer involvement in and the flexibility of Wisconsin's program.

The state committee and consultants did not have additional items.

e. BAS website revisions

Josh reported that the Bureau revising its homepage after receiving input from Job Center of Wisconsin staff that the page was difficult for career seekers to navigate. The Bureau agreed because the homepage was designed to serve sponsors, the Bureau's primary customers. In addition, many users commented that pages were wordy and "draconian."

The revised homepage will feature boxes based on user group; two buttons per box that link to the top functions performed by each user group; and a drop-down menu for quickly accessing webpages to specific registered apprenticeships.

The state committee and consultants did not have questions or comments.

f. BAS personnel changes

Josh reported the following changes. Hafeezah Ahmad, apprenticeship training representative (ATR) for Milwaukee, retired. The new ATRs for Milwaukee are Nick Abbott and Steve Vander Heyden. Vincent Rice, policy analyst in Madison, accepted an external position; he was replaced by Matthew White, formerly of DWD Equal Rights. Last, the state legislature provided additional funding to the Bureau for three new ATR positions; they will focus specifically on the manufacturing sector and will be in Appleton, Milwaukee, and Wausau.

The state committee and consultants did not have questions or comments.

g. Other

Josh returned to the topic of JobCenterOfWisconsin.com. He encouraged sponsors to post youth apprenticeship announcements on the site, too. He reminded attendees that the application process for youth apprenticeship and registered apprenticeship is different, but the site can be used to advertise both opportunities. He encouraged sponsors to note on their announcements that they are looking for a youth apprentice or that the employer participates in registered apprenticeship.

A committee member asked the Bureau to confirm whether a rumor that the hours of related instruction for the construction electrician registered apprenticeship would be lowered to four years. Josh denied the rumor; it's not true.

A consultant praised the latest version of the "WTCS Apprenticeship Completer Report," citing its "beautiful" design and "excellent data" on apprentice completion, wages, and successes.

A consultant noted that the 2017 annual statistical report provided to the Wisconsin Apprenticeship Advisory Council stated that the construction electrician has the most apprentices of all programs and eight of the top ten registered apprenticeships with the most apprentices were construction trades.

6. WTCS Update

Nancy Nakkoul reviewed items on the written WTCS update, which is included in the meeting material. Attendees did not have questions or comments.

7. Review the program participants.

Program participants included 1,455 apprentices and 328 employers with contracts active or unassigned on April 2, 2018.

8. Next Meeting

The committee tentatively scheduled its next meeting for Monday, October 22, at 10:00 a.m. at Northeast Wisconsin Technical College in Green Bay.

9. The committee adjourned at 11:00 a.m.

10. Follow-Up Items

BAS will update the roster.

BAS will email a PDF of the final draft of the outreach brochure to the committee for outreach.

BAS will research solutions to the concerns about local committee agendas.

Submitted by Owen Smith, Program and Policy Analyst

Department of Workforce Development
Employment and Training Division
Bureau of Apprenticeship Standards
201 E. Washington Ave., Room E100
P.O. Box 7972
Madison, WI 53707-7972
Telephone: (608) 266-3332
Fax: (608) 266-0766
Email: DWDDDET@dwd.wisconsin.gov



Scott Walker, Governor
Ray Allen, Secretary
Chythania Brown, Division Administrator

April 2, 2018

TO: State Electrical Apprenticeship Advisory Committee Members and Consultants

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

SUBJECT: **State Electrical Apprenticeship Advisory Committee Meeting**

DATE: Monday, April 9, 2018

TIME: **9:30 a.m.**

PLACE: Milwaukee Area Electrical JATC
11001 W. Plank Ct., #120
Wauwatosa, WI 53226
Enter front of building and proceed to Classroom Two.

TENTATIVE AGENDA

1. Call the meeting to order.
2. Circulate the sign-in sheet. Introduce attendees.
3. Review the roster.
4. **Old Business**
 - a. Review follow-up items from the previous meeting:
 - i. **For action:** approve the minutes.
 - ii. Discussion with Youth Apprenticeships on outreaching to YA graduates and sponsors
 - iii. Update on "Do You Want To Be An Electrician?"
 - b. Update on implementing revisions to CFR 29.30 (AA/EEO requirements)
 - c. Update on WI 2017 WI Act 148 (apprentice-to-journeyworker ratio)
 - d. Update on federal grants to expand "registered apprenticeship"
 - e. Update on Presidential executive order to expand "apprenticeship"
 - f. Update on Bureau of Apprenticeship Standards Electronic Registration System (BASERS)
 - g. Update on Apprenticeship LEADERS initiative
 - h. Update on Apprenticeship Completion Award Program
 - i. Other

5. New Business

- a. BAS visited by representatives of Japan, Mississippi
 - b. BAS personnel changes
 - c. BAS website changes
 - d. Other
6. WTCS update
 7. Review the program participants.
 8. Schedule the next meeting.
 9. Adjourn.

20,765

9,200

Data As Of: 04/10/2018
Grantee(s): All ;District(s): All



* Data from current year is incomplete

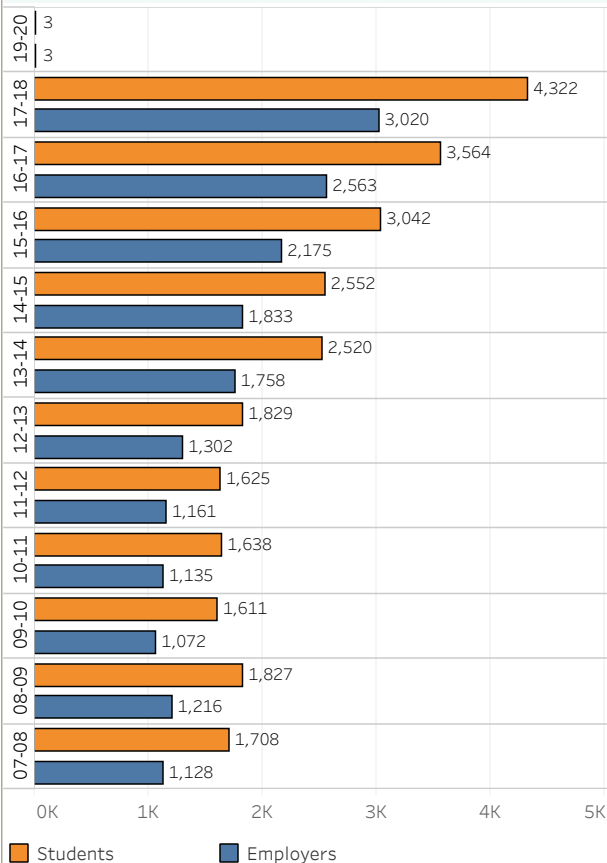
☐ Employers
☒ Students

Select Grantee(s)

Select School District(s)
All

Total Participating

Click on Fiscal Year to Filter (Ctrl+Click for multi-select)



Total Participating by Program Area - Students

Click on Program Area Name to Filter (Ctrl+Click for mutli-select)

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Manufacturing & Construction Equipment & Wisconsin's Employment of Minors Laws

Wisconsin's employment of minors laws prohibit the use of certain potentially hazardous equipment by minors under the age of 18. This document provides a list of equipment commonly used in manufacturing and construction jobs and explains when minors may use such equipment.

Notes:

- ♦ **The list is not exhaustive.** If you have questions about a particular piece of equipment, please contact the Department's Equal Rights Division.
- ♦ Minors 15 and under may not be employed in "manufacturing, mining, or processing occupations." This includes occupations that require the performance of any duties in workrooms or workplaces where goods are manufactured, mined, or otherwise processed. See [Wis. Admin. Code § DWD 270.13\(13\)](#).
- ♦ **The Student Learner Exemption:** A "student learner" is a student of an accredited school who is employed on a part-time basis to obtain both scholastic credit and employment training under a bona fide written school-work training program agreement.
 - A student learner is permitted to do some work that is otherwise prohibited if the student learner is performing service within a bona fide school-work training program
 - sponsored by an accredited school
 - authorized and approved by
 - the state department of public instruction,
 - the technical college system board, or
 - the department's youth apprenticeship program.
 - Each school-work training agreement shall:
 - include the name of the student learner;
 - be signed by the parent, employer, and school principal;
 - be kept on file by both the school and the employer; and
 - shall provide all of the following:
 - That the work of the student learner in the occupation declared hazardous under ss. DWD 270.12 and 270.13 is **incidental** to the student learner's training, and shall be intermittent and only for short periods of time (i.e., for 5% or less of the total work hours);
 - direct and close supervision of a qualified and experienced person.
 - safety instructions will be given by the school and correlated by the employer with on-the-job training.
 - a schedule of organized and progressive work processes to be performed on the job.



Manufacturing & Construction Equipment & Wisconsin's Employment of Minors Laws

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Type of Equipment	Okay under 16?	Okay 16 and over?	Okay for Student Learners ?	Comments
Acetylene torch	No	Yes	Yes	Okay for 16-17 year-olds; no restrictions.
Assembly, Hand	Yes	Yes	Yes	No restrictions.
Automatic Shape & Sand	No	Yes	Yes	Prohibited under 16; allowable under section DWD 270.14(3) , the "student learner" exemption, assuming student meets all requirements therein. This includes Youth Apprentices.
CNC Router	No	Yes	Yes	(1) Okay for 16-17 year-olds when there is full automatic feed and ejection. (2) Okay for student learners.
Cleat bender, manual	Yes	Yes	Yes	Okay, but not on construction site under 16.
Cleat bender, power-driven	No	Yes	Yes	Prohibited under 16.
Deburring Machine	No	Yes	Yes	Prohibited under 16.
Demo Hammer	Yes	Yes	Yes	Not prohibited. However, note that demolition work is never allowed to those under 18 years of age. See § DWD 270.12(28) .
Drawer Clamp	Yes	Yes	Yes	Not prohibited.
Drill, Cordless; Drill, Radial	No	Yes	Yes	Okay for 16-17 year-olds; no restrictions.



Manufacturing & Construction Equipment & Wisconsin's Employment of Minors Laws

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Type of Equipment	Okay under 16?	Okay 16 and over?	Okay for <u>Student Learners</u> ?	Comments
Drill Press	No	Yes	Yes	Okay for 16-17 year-olds. See § DWD 270.13(15)(b)1 . Prohibited for younger minors.
Flanging machines (snaplock, pittsburg, pipe lock)	No	No	Yes	Prohibited generally (§ DWD 270.12(19)), allowable under § DWD 270.14(3) , the "student learner" exemption, assuming student meets all requirements therein. This includes Youth Apprentices.
Forklift	No	No	No	See § DWD 270.12(12) . The forklift is the piece of equipment most commonly involved in industrial injuries. No minor, including student learners, may use them under any circumstances.
Framing Clamp Table	No	Yes	Yes	Okay for 16-17 year-olds; no restrictions.
Grinder, Hand, Bench, or Table	No	Yes	Yes	Machinery listed under § DWD 270.13(15) , prohibited under 16.
Hammer drill	No	Yes	Yes	Machinery listed under § DWD 270.13(15) , prohibited under 16.
Hydraulic Press	No	Yes	Yes	Okay for 16-17 year-olds; no restrictions.
Impact guns; corded and cordless	No	Yes	Yes	Okay for 16-17 year-olds; no restrictions.



Manufacturing & Construction Equipment & Wisconsin's Employment of Minors Laws

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Type of Equipment	Okay under 16?	Okay 16 and over?	Okay for Student Learners ?	Comments
Iron Worker	No	Yes/No	Yes	Prohibited generally as a metal-forming machine. Okay for 16-17 year-olds if equipped with full automatic feed and ejection. Allowable for student learners.
Jib Hoist	No	No	No	Prohibited under § DWD 270.12(12) . No student learner exception.
Laser Cutting Machine	No	Yes/No	Yes	The hazardous employments listed in the child labor regulations do not address laser equipment directly. The Division has long considered them to be analogous to some types of welding tools. Welding is permitted for minors 16 and over as long as lead is not used in the welding process. Given these considerations, there is nothing in the child labor law that would prohibit the use of laser equipment by a 16-17-year-old.
Laser, PRC	No	Yes/No	Yes	See above comments. Additionally, this piece of equipment must have automatic feed and ejection.
Lathe	No	Yes	Yes	See § DWD 270.13(15) .
Lift, walk behind	No	No	No	Hoists and hoisting apparatuses are prohibited with very few exceptions. See § DWD 270.12(12) .



Manufacturing & Construction Equipment & Wisconsin's Employment of Minors Laws

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Type of Equipment	Okay under 16?	Okay 16 and over?	Okay for Student Learners ?	Comments
Overhead crane	No	No	No	Hoists and hoisting apparatuses are prohibited with very few exceptions. See § DWD 270.12(12) .
Packaging, hand	Yes	Yes	Yes	No restrictions. Note that minors under 16 cannot work in "manufacturing or processing" occupations. See § DWD 270.13(13) .
Painting	Yes	Yes	Yes	No restrictions.
Painting, Hand	Yes	Yes	Yes	No restrictions.
Parts washing machine	Yes	Yes	Yes	No restrictions. Care needs to be taken with liquids used to clean metal parts.
Pipe threader	No	Yes	Yes	Okay for 16-17; no restrictions.
Planer	No	No	Yes	Prohibited except for student learners.
Plasma, hand held tool	No	Yes	Yes	Okay for 16-17; no restrictions.
Plasma table, computerized	No	Yes	Yes	Okay for 16-17; no restrictions.
Portaband	No	No	Yes	Prohibited generally (§ DWD 270.12(25)); Okay for student learners if all conditions are met. See § DWD 270.14(3) .



Manufacturing & Construction Equipment & Wisconsin's Employment of Minors Laws

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Type of Equipment	Okay under 16?	Okay 16 and over?	Okay for Student Learners ?	Comments
Press Brake, regardless of size	No	No	Yes	Press brakes are named specifically as prohibited under § DWD 270.12(19) . Okay for student learners if all conditions are met. See § DWD 270.14(3) .
Pressure washer	No	Yes	Yes	See § DWD 270.13(15)
Punch Press, Rouselle / Tar-Pac 66 / Turret Press [Euromac]	No	Yes/No	Yes	Punch presses are prohibited for 16-17 year-old minors unless they have automatic feed and ejection, and they have guards to keep hands and fingers out. Okay for student learners. See § DWD 270.12(19) .
Router w/ table	No	Yes	Yes	Okay for 16-17; no restrictions.
Sander; belt sander; profile or edge sander	No	Yes	Yes	Okay for 16-17; no restrictions.
Saws: including double rip saw, single rip saw, up-cut chop saw, table saw, band saw, horizontal band saw, sawzall, skill saw, reciprocating saw, etc.	No	No	Yes	Prohibited generally, see § DWD 270.12(25) . Okay for student learners under conditions set forth in § DWD 270.14(3) .
Screw gun	No	Yes	Yes	Okay for 16-17; no restrictions.



Manufacturing & Construction Equipment & Wisconsin's Employment of Minors Laws

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Type of Equipment	Okay under 16?	Okay 16 and over?	Okay for Student Learners ?	Comments
Shaper	No	Yes/No	Yes	(1) Okay for minors 16 and over when there is full automatic feed and ejection. (2) Okay for student learners.
Shears, including power shears, jump shears	No	No	Yes	Prohibited generally, see § DWD 270.12(19) . Okay for student learners under conditions set forth in § DWD 270.14(3)
Sheet metal brake	No	No	Yes	Prohibited generally, see § DWD 270.12(19) . Okay for student learners under conditions set forth in § DWD 270.14(3)
Skyjack	No	No	No	Hoists and hoisting apparatuses are prohibited to all minors. § DWD 270.12(12)
Tapering machine	Yes	Yes	Yes	No restrictions
Tenoner, Single End	No	Yes/No	Yes	(1) Okay for minors 16 and over when there is full automatic feed and ejection. (2) Okay for student learners under conditions set forth in § DWD 270.14(3)
Tube Bender	No	No	Yes	Prohibited generally, see § DWD 270.12(19) . Okay for student learners under conditions set forth in § DWD 270.14(3)



Manufacturing & Construction Equipment & Wisconsin's Employment of Minors Laws

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Type of Equipment	Okay under 16?	Okay 16 and over?	Okay for Student Learners ?	Comments
Unique Door Machine	No	Yes/No	Yes	(1) Okay for minors 16 and over when there is full automatic feed and ejection. (2) Okay for student learners under conditions set forth in § DWD 270.14(3)
Vacuum	Yes	Yes	Yes	No restrictions
Welders (robotic, MIG, TIG, spot, wire feed, wire)	No	Yes	Yes	Welding okay per § DWD 270.13(15) .

For additional information, please contact us.

STATE OF WISCONSIN
DEPARTMENT OF WORKFORCE DEVELOPMENT
EQUAL RIGHTS DIVISION
LABOR STANDARDS BUREAU

PO Box 8928
Madison, WI 53708
Phone: (608) 266-6860
TTY: (608) 264-8752

819 N 6th St, Rm 723
Milwaukee, WI 53203
Phone: (414) 227-4384
TTY: (414) 227-4081

E-mail: erinfo@dwd.wisconsin.gov

The Department of Workforce Development is an equal opportunity employer and service provider. If you have a disability and need this information in an alternate format or need, it translated to another language, please contact us.

Federal laws may also impact these issues. For information about federal law, contact the US Department of Labor, Wage and Hour Division, at (608) 441-5221.



Architecture and Construction Skill Standards Checklist

Student Name	YA Student ID Number
YA Coordinator	YA Consortium
School District	High School Graduation Date

Certification Areas Completed: Required Skills - For EACH Pathway

Check P completed areas

- ☐ Core Skills
- ☐ Safety
- ☐ OSHA 10 Training
(Occupational Safety and Health Administration)
- ☐ First Aid Training

Construction Pathway

- ☐ Carpentry Fundamentals Unit*
- ☐ Electrical Fundamentals Unit*
- ☐ Masonry/Concrete Fundamentals Unit*
- ☐ Mechanical/HVAC Fundamentals Unit*
- ☐ Plumbing/Sprinkler Fitting Fundamentals Unit*

Design/Pre-Construction Pathway

- ☐ Architectural Drafting Unit - REQUIRED FIRST
- ☐ Architectural Planning Unit

Level One Requirements:

*Students must complete
ALL listed below*

Check P completed areas

- ☐ Required Skills
- ☐ Minimum of **ONE** Pathway Unit
- ☐ Minimum of 2 semesters
related instruction
- ☐ Minimum of 450 work hours
*First Aid and OSHA 10 trainings
required only once.

Level Two Requirements:

*Students must complete
ALL listed below*

Check P completed areas

- ☐ Required Skills for EACH
pathway
- ☐ Minimum of **TWO** Pathway Units
- ☐ Minimum of 4 semesters
related instruction
- ☐ Minimum of 900 work hours
*Units can be completed two
times for a level two program

Total Hours Employed	Company Name	Telephone Number
		()
		()

Instructions for the Worksite Mentor(s) and Instructor(s)

The Skill Standards Checklist is a list of the competencies (tasks) to be achieved through mentoring and training at the worksite.

- The worksite mentor should rate each competency as the student acquires and demonstrates the skill **according to the performance criteria.**
- A competency may be revisited and the score raised as the student becomes more proficient at the worksite.
- The mentor and student should go over this checklist together on a regular basis to record progress and plan future steps to complete the required competencies.

I certify that this student has successfully completed the competencies required in my department. Circle your YA role, print and sign your name, and complete with the department name and the date signed.

SIGN this page IF you have been a mentor, trainer, or instructor of this student

Mentor/Trainer/Instructor Signature	Mentor/Trainer/Instructor Signature
Printed Name	Printed Name
Department	Department
Date Signed	Date Signed

Mentor/Trainer/Instructor Signature	Mentor/Trainer/Instructor Signature
Printed Name	Printed Name
Department	Department
Date Signed	Date Signed

Mentor/Trainer/Instructor Signature	Mentor/Trainer/Instructor Signature
Printed Name	Printed Name
Department	Department
Date Signed	Date Signed

Mentor/Trainer/Instructor Signature	Mentor/Trainer/Instructor Signature
Printed Name	Printed Name
Department	Department
Date Signed	Date Signed

Operational Program Notes for Skill Standards Checklist

1. Architecture and Construction Youth Apprenticeship Curriculum

- Definitions:
 - Competency - The worksite skill to be performed
 - Performance Standards - How to assess skill performance as applicable to worksite.
 - Learning Objectives - Content knowledge recommended to learn these skills; may be taught by the employer, school district and/or technical college.
 - Skill Standards Checklist - The documented list of competencies completed by the YA student.
 - W/S - Listed after a skill indicates that skill performance may be learned and assessed at the worksite OR in the classroom in a simulated setting. However, a simulated setting should **ONLY** be used IF there is no possibility of skill performance at the worksite.
- Performance Standards & Learning Objectives are located in applicable Appendices of the **Program Guide for this Youth Apprenticeship**.

2. **ALL** Youth Apprentices **MUST** complete the Required Skills (Core Skills and Safety) competencies for **each Pathway** they are enrolled in.

- The Required Skills competencies may be completed concurrently with the specific Pathway process technical competencies.
- The Required Skills are common skills specific to all Architecture and Construction sub-sectors. These skills are *aligned with* the National States' Career Clusters standards for the Architecture and Construction.

3. Youth Apprenticeship choices (depending on job placement)

- Competencies have been reviewed by the Department of Workforce Development for Child Labor Laws. Contact the Department of Workforce Development's Equal Rights Division/Labor Standards Bureau at (608) 266-6860 for questions regarding child labor laws. SEE Appendix A for special Child Labor Law considerations in this YA Program.
- Students will complete a **Minimum Rating** in the Required Skills and in one pathway unit for Level ONE Architecture and Construction YA and a **Minimum Rating** in the Required Skills and two pathways units for a Level TWO Architecture and Construction YA.
- The Department of Workforce Development Occupational Certificate will indicate "Architecture and Construction" attained when the program is completed.

4. Competency Ratings

- Rate the student on the competencies regularly and revisit the competencies with the student periodically to offer the opportunity for an improved rating.
- Arrangements must be made to ensure that the student learns, practices, AND performs each competency **even if** that competency is not part of their regular job function.
- "Entry Level" criteria should be interpreted to mean "able to do the task satisfactorily."
- "Assist" in front of a skill indicates that the student should perform the skill *as indicated in the curriculum* "while assisting a worksite professional." Training should go beyond "observation only" for these skills. It will be up to the employer to determine the criticality of each specific task, training completed, and the actual level of supervision required. See curriculum details for requirements.

Required Skills

Required of ALL Architecture and Construction YA Students

Copy this page **FOR EACH** pathway to be completed

CORE SKILLS	Minimum rating of 2 for EACH Check Rating		
	1	2	3
1. Apply academic knowledge	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Apply career knowledge	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Apply Architecture and Construction industry knowledge	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Communicate effectively	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Take direction and corrective feedback	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Act professionally	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Demonstrate customer service skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Cooperate with others in a team setting	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Think critically	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Exhibit regulatory and ethical responsibilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Use basic technology	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Use resources wisely	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

SAFETY	Minimum rating of 2 for EACH Check Rating		
	1	2	3
1. Follow personal safety requirements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Maintain a safe work environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Demonstrate professional role to be used in an emergency	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

CERTIFICATIONS	Completed	Verification Signature
1. Occupational Safety and Health Administration (OSHA) 10 Training	<input type="checkbox"/>	
2. First Aid Training	<input type="checkbox"/>	

Rating Scale:

3 = Exceeds entry level criteria | Requires minimal supervision | Consistently displays this behavior

2 = Meets entry level criteria | Requires some supervision | Often displays this behavior

1 = Needs improvement | Requires much assistance & supervision | Rarely displays behavior

Additional Comments –

Construction Pathway

Check the Appropriate Division:

<input type="checkbox"/> Residential	<input type="checkbox"/> Commercial
--------------------------------------	-------------------------------------

Carpentry Fundamentals Unit	Minimum rating of 2 for EACH Check Rating		
	1	2	3
1. Read blueprints, plans and specifications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Interpret symbols and procedures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Identify job prep needs and develop job task plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Execute job prep needs as a coordinated effort	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Select tools and materials	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Use hand tools and light duty tools	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Operate tools and equipment safely	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Assist with the installation of materials per job specifications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Demonstrate accuracy in measuring using various instruments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Maintain clean and safe work environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Clean up work area	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Practice quality craftsmanship	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Please select a minimum of one competency from below (13-16) to complete			
13. Assist with rough framing or forming	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. Assist with finish framing or forming	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. Assist with interior finishing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. Assist with exterior finishing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Rating Scale:

- 3** = Exceeds entry level criteria | Requires minimal supervision | Consistently displays this behavior
2 = Meets entry level criteria | Requires some supervision | Often displays this behavior
1 = Needs improvement | Requires much assistance & supervision | Rarely displays behavior

Additional Comments –

Construction Pathway

Check the Appropriate Division:

<input type="checkbox"/> Residential	<input type="checkbox"/> Commercial
--------------------------------------	-------------------------------------

Electrical Fundamentals Unit	Minimum rating of 2 for EACH Check Rating		
	1	2	3
1. Read blueprints, plans and specifications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Interpret symbols and procedures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Identify job prep needs and develop job task plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Execute job prep needs as a coordinated effort	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Select tools and materials	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Use hand tools and light duty tools	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Operate tools and equipment safely	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Assist with the installation of materials per job specifications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Demonstrate accuracy in measuring using various instruments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Maintain clean and safe work environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Clean up work area	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Practice quality craftsmanship	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Assist with cutting wire, cable, conduit and raceway, cording and cutting chasses	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. Assist with pulling wires and attaching wires	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. Assist with connecting conductors to switches, receptacles or appliances	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. Assist with installation of switches, outlet boxes and fixture boxes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17. Assist in rough-in feeders and circuits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Rating Scale:

3 = Exceeds entry level criteria | Requires minimal supervision | Consistently displays this behavior

2 = Meets entry level criteria | Requires some supervision | Often displays this behavior

1 = Needs improvement | Requires much assistance & supervision | Rarely displays behavior

Additional Comments –

Construction Pathway

Check the Appropriate Division:

<input type="checkbox"/> Residential	<input type="checkbox"/> Commercial
--------------------------------------	-------------------------------------

Masonry/Concrete Fundamentals Unit	Minimum rating of 2 for EACH Check Rating		
	1	2	3
1. Read blueprints, plans and specifications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Interpret symbols and procedures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Identify job prep needs and develop job task plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Execute job prep needs as a coordinated effort	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Select tools and materials	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Use hand tools and light duty tools	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Operate tools and equipment safely	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Assist with the installation of materials per job specifications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Demonstrate accuracy in measuring using various instruments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Maintain clean and safe work environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Clean up work area	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Practice quality craftsmanship	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Please select a minimum of two competencies from below (13-17) to complete			
13. Assist with cutting brick and block	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. Assist with depositing, spreading, consolidating, and striking of concrete in a form	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. Lay masonry units to job specification	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. Assist with selecting the correct types of materials for the job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17. Perform volume estimates for concrete quantity requirements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Rating Scale:

3 = Exceeds entry level criteria | Requires minimal supervision | Consistently displays this behavior

2 = Meets entry level criteria | Requires some supervision | Often displays this behavior

1 = Needs improvement | Requires much assistance & supervision | Rarely displays behavior

Additional Comments –

Construction Pathway

Check the Appropriate Division:

<input type="checkbox"/> Residential	<input type="checkbox"/> Commercial
--------------------------------------	-------------------------------------

Mechanical/HVAC Fundamentals Unit	Minimum rating of 2 for EACH Check Rating		
	1	2	3
1. Read blueprints, plans and specifications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Interpret symbols and procedures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Identify job prep needs and develop job task plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Execute job prep needs as a coordinated effort	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Select tools and materials	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Use hand tools and light duty tools	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Operate tools and equipment safely	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Assist with the installation of materials per job specifications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Demonstrate accuracy in measuring using various instruments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Maintain clean and safe work environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Clean up work area	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Practice quality craftsmanship	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Please select a minimum of two competencies from below (13-17) to complete			
13. Assist with basic equipment problem identification and diagnosis for heating and cooling systems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. Assist with basic equipment repair for heating systems and cooling systems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. Set up and fabricate metals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. Assist with the installation of fabricated parts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17. Transfer measurements into a workable drawing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Rating Scale:

3 = Exceeds entry level criteria | Requires minimal supervision | Consistently displays this behavior

2 = Meets entry level criteria | Requires some supervision | Often displays this behavior

1 = Needs improvement | Requires much assistance & supervision | Rarely displays behavior

Additional Comments –

Construction Pathway

Check the Appropriate Division:

<input type="checkbox"/> Residential	<input type="checkbox"/> Commercial
--------------------------------------	-------------------------------------

Plumbing/Sprinkler Fitting Fundamentals Unit	Minimum rating of 2 for EACH Check Rating		
	1	2	3
1. Read blueprints, plans and specifications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Interpret symbols and procedures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Identify job prep needs and develop job task plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Execute job prep needs as a coordinated effort	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Select tools and materials	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Use hand tools and light duty tools	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Operate tools and equipment safely	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Assist with the installation of materials per job specifications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Demonstrate accuracy in measuring using various instruments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Maintain clean and safe work environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Clean up work area	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Practice quality craftsmanship	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Assist with testing and maintenance of fixtures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Rating Scale:

3 = Exceeds entry level criteria | Requires minimal supervision | Consistently displays this behavior

2 = Meets entry level criteria | Requires some supervision | Often displays this behavior

1 = Needs improvement | Requires much assistance & supervision | Rarely displays behavior

Additional Comments –

Design/Pre-Construction Pathway

Architectural Drafting Unit – REQUIRED FIRST	Minimum rating of 2 for EACH Check Rating		
	1	2	3
1. Interpret technical drawings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Use measuring devices accurately	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Organize databases, files and drawings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Reproduce documents and plans	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Compile site measurements and other data	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Use architectural drafting software	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Develop 2D (orthographic) view drawings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Develop 3D view models	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Dimension drawings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Apply lettering and basic annotation to drawings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Prepare working drawings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Assist to research building codes and site requirements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Participate on an architectural design project	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Rating Scale:

3 = Exceeds entry level criteria | Requires minimal supervision | Consistently displays this behavior

2 = Meets entry level criteria | Requires some supervision | Often displays this behavior

1 = Needs improvement | Requires much assistance & supervision | Rarely displays behavior

Additional Comments –

Design/Pre-Construction Pathway

Architectural Planning Unit	Minimum rating of 2 for EACH Check Rating		
	1	2	3
1. Draw a site plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Draw sectional and elevation views	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Draw a floor plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Develop a stair section drawing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Draw a floor system and foundation plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Draw a framing plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Draw a roof framing plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Develop sustainable/conservation elements into a design	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Review completed architectural plans and documents	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Revise drawings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Construct a Bill of Materials	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Assist to develop architectural detail schedules	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Assist to coordinate architectural project activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Rating Scale:

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2 = Meets entry level criteria | Requires some supervision | Often displays this behavior

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Additional Comments –

Additional Certifications, Training, Seminars and Projects

Please list in detail any additional certifications earned, any training and seminars attended, and/or any projects completed during the course of the Architecture and Construction Youth Apprenticeship.

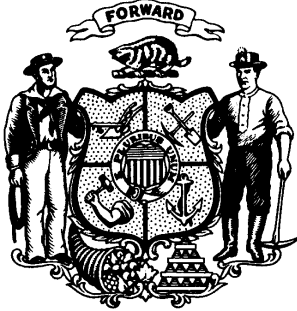
Description		
Notes/Comments		
Date Completed	Mentor/Trainer/Instructor Signature	Date Signed

Description		
Notes/Comments		
Date Completed	Mentor/Trainer/Instructor Signature	Date Signed

Description		
Notes/Comments		
Date Completed	Mentor/Trainer/Instructor Signature	Date Signed

Other Notes or Comments

State of Wisconsin



2017 Assembly Bill 508

Date of enactment: **March 28, 2018**

Date of publication*: **March 29, 2018**

2017 WISCONSIN ACT 148

AN ACT *to repeal* 106.02 and 106.025 (4); *to amend* 106.01 (1), 106.01 (9), 106.01 (11) (intro.), 106.025 (1) and 106.025 (2); and *to create* 106.015 of the statutes; **relating to:** apprentice-to-journeyworker ratios in apprenticeships and the minimum duration of carpentry and plumbing apprenticeships.

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

SECTION 1. 106.01 (1) of the statutes is amended to read:

106.01 (1) FORMATION OF APPRENTICE CONTRACT. Any person 16 years of age or over may enter into an apprentice contract binding himself or herself to serve as an apprentice as provided in this section. ~~Except as provided in ss. 106.02 and 106.025, the~~ The term of service of an apprenticeship shall be for not less than one year. Every apprentice contract shall be in writing and shall be signed by the apprentice, the department, and the sponsor or an apprenticeship committee acting as the agent of the sponsor. If the apprentice has not reached 18 years of age, the apprentice contract shall also be signed by one of the apprentice's parents or, if both parents are deceased or legally incapable of giving consent, by the guardian of the apprentice or, if there is no guardian, by a deputy of the department. The department shall specify the provisions that are required to be included in an apprentice contract by rule promulgated under sub. (11).

SECTION 2. 106.01 (9) of the statutes is amended to read:

106.01 (9) AUTHORITY OF DEPARTMENT. The department, ~~subject to s. 106.015,~~ may investigate, fix reasonable classifications, issue rules and general or special

orders, and hold hearings, make findings, and render orders upon its findings as necessary to carry out the intent and purposes of this section. The investigations, classifications, hearings, findings, and orders shall be made as provided in s. 103.005. Except as provided in sub. (8), the penalties specified in s. 103.005 (12) apply to violations of this section. Orders issued under this subsection are subject to review under ch. 227.

SECTION 3. 106.01 (11) (intro.) of the statutes is amended to read:

106.01 (11) RULES. (intro.) The department, ~~subject to s. 106.015,~~ shall promulgate rules to implement this section, including rules providing for all of the following:

SECTION 4. 106.015 of the statutes is created to read:

106.015 Apprentice-to-journeyworker ratios.

(1) Except as provided in sub. (2), the department may not prescribe, enforce, or authorize, whether through the promulgation of a rule, the issuance of a general or special order, the approval of an apprenticeship program or apprentice contract, or otherwise, a ratio of apprentices to journeyworkers for apprenticeship programs or apprentice contracts that requires more than one journeyworker for each apprentice.

(2) The prohibition under sub. (1) does not apply with respect to apprentices whose employment is governed by a collective bargaining agreement.

* Section 991.11, WISCONSIN STATUTES: Effective date of acts. "Every act and every portion of an act enacted by the legislature over the governor's partial veto which does not expressly prescribe the time when it takes effect shall take effect on the day after its date of publication."

2017 Wisconsin Act 148

– 2 –

2017 Assembly Bill 508

SECTION 5. 106.02 of the statutes is repealed.

SECTION 6. 106.025 (1) of the statutes is amended to read:

106.025 (1) The department may prescribe the conditions under which a person may serve a plumbing apprenticeship, as to preliminary and technical college attendance requirements, level of supervision of an apprentice, the character of plumbing work in accordance with ch. 145, and the credit for school attendance in serving the apprenticeship.

SECTION 7. 106.025 (2) of the statutes is amended to read:

106.025 (2) Every person commencing a plumbing apprenticeship shall enter into an apprentice contract under s. 106.01. ~~The term of a plumbing apprentice is 5 years, but the department may upon application of the apprentice, the apprentice's employer, or both, extend the term for up to one additional year.~~

SECTION 8. 106.025 (4) of the statutes is repealed.



WTCS System-Wide Activity Update for Spring 2018

- WTCS Apprenticeship Completion Report:** The WTCS published the new Apprenticeship Completion Report in February 2018 with data from completers from 2015-16.
<http://www.wtcsystem.edu/wtcsexternal/cmspages/getdocumentfile.aspx?nodeguid=b3153b83-19ff-41d4-8527-39fe0e9c845c>
 - Of 908 apprentice completers surveyed, 331 responded for a 36% response rate.
 - 98% indicated they were employed in the trade for which they received training, up 3% from the prior report.
 - Annual median earnings of \$71,624 was reported across all sectors, a 6% increase from the prior year's report.
 - 97% indicated that they were very satisfied or satisfied with their paid-related instruction. For On-The-Job Training, 95% reported they were very satisfied or satisfied.
 - 43% are considering continuing their formal education, up significantly from 34% from the prior year's survey (i.e., Technical Studies Journey Worker AAS, associate degree, bachelor's degree)
- WTCS Apprenticeship Enrollment Trend:** WTCS enrollments across all apprenticeship programs increased from 6128 to 6527 unduplicated, and 6633 to 7123 duplicated, students by the end of June 2017. That is a 6.5% and 7.4% increase, respectively, in one year. A current mid-year snapshot for 2017-18 is showing 6199 and 6634 enrollees. Confirmed actual enrollment for the 2017-18 academic year will not be available until August 2018.
- Great Lakes Tools of the Trade/WTCS Apprenticeship Scholarships:** In a surprise announcement in December 2017, the Great Lakes Higher Education Foundation Board decided to increase the apprenticeship scholarship amount to \$1500 per individual, and they are once again awarded 200 scholarships for industrial and construction sector apprentices in February 2018.
- System-Wide Curriculum:** Collaborative work between all stakeholders continues for the following new or substantively revised system-wide apprenticeship curriculum during the 2017-18 Academic year.

NEW	Organic Vegetable Farm Manager	Auto Body Collision and Repair	IT-Data Analyst	IT-Service Desk	Pharmacy Technician	Financial Services Rep.
Revisions & Crosswalks	Electrical & Instrumentation	Plumbing Below the Line Courses	Crosswalk of Mechatronics to Electromechanical and Automated Systems	Crosswalk between Machinist Technical Diploma and Apprenticeship		ABC Electrical

State Committee Report - Construction

State Electrical Advisory Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 4/2/2018 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	1455	75	5.2	34	2.3	789	54.2	666	45.8	328	116	35.4	217	66.2
ABC of Wisconsin (All)	634	29	4.6	3	0.5			634	100.0	195			195	100.0
Construction Electrician (182426101001)	634	29	4.6	3	0.5			634	100.0	195			195	100.0
Appleton/Oshkosh Area Electrical JAC	43	1	2.3	2	4.7	43	100.0			9	9	100.0		
Construction Electrician (182426101001)	43	1	2.3	2	4.7	43	100.0			9	9	100.0		
Eau Claire Area Electrical JAC	128	5	3.9	1	0.8	128	100.0			15	15	100.0		
Construction Electrician (182426101001)	128	5	3.9	1	0.8	128	100.0			15	15	100.0		
Kenosha Area Electrical JAC	17	2	11.8	0	0.0	17	100.0			7	7	100.0		
Construction Electrician (182426101001)	17	2	11.8	0	0.0	17	100.0			7	7	100.0		
Kettle Moraine Area Electrical JAC	13	1	7.7	0	0.0	13	100.0			5	5	100.0		
Construction Electrician (182426101001)	13	1	7.7	0	0.0	13	100.0			5	5	100.0		
La Crosse Area Electrical JAC	41	2	4.9	1	2.4	41	100.0			11	11	100.0		
Construction Electrician (182426101001)	41	2	4.9	1	2.4	41	100.0			11	11	100.0		
Madison Area Electrical JAC	139	3	2.2	10	7.2	139	100.0			15	15	100.0		
Construction Electrician (182426101001)	139	3	2.2	10	7.2	139	100.0			15	15	100.0		
Milwaukee Area Electrical	219	24	11.0	9	4.1	219	100.0			28	28	100.0		
Construction Electrician (182426101001)	208	22	10.6	9	4.3	208	100.0			27	27	100.0		
Residential Wirer (182426190001)	11	2	18.2	0	0.0	11	100.0			3	3	100.0		
Northeast WI Area Electrical JAC	61	3	4.9	3	4.9	55	90.2	6	9.8	12	11	91.7	4	33.3
Construction Electrician (182426101001)	61	3	4.9	3	4.9	55	90.2	6	9.8	12	11	91.7	4	33.3
Racine Area Electrical JAC	20	1	5.0	0	0.0	20	100.0			10	10	100.0		
Construction Electrician (182426101001)	20	1	5.0	0	0.0	20	100.0			10	10	100.0		
South Central WI Area Electrical JAC	64	2	3.1	3	4.7	64	100.0			16	16	100.0		
Construction Electrician (182426101001)	64	2	3.1	3	4.7	64	100.0			16	16	100.0		
Southwest WI Area Electrical JAC	26	0		0	0.0			26	100.0	18			18	100.0
Construction Electrician (182426101001)	26	0		0	0.0			26	100.0	18			18	100.0
WI River Valley Area Electrical JAC	50	2	4.0	2	4.0	50	100.0			9	9	100.0		
Construction Electrician (182426101001)	50	2	4.0	2	4.0	50	100.0			9	9	100.0		

Wisconsin Bureau Of Apprenticeship Standards
State Electrical Advisory Committee
Historical Report by Year
Report Period: 2018* and Previous 10 Years



*Current year is YTD data as of Run Date: 04/02/2018		
Run Date: 04/02/2018		
State Electrical Advisory Committee		
Sponsored Trade Group(s): Construction		
Year	Active Apprentices	Active Employers
2008	1,405	336
2009	1,271	299
2010	1,098	269
2011	955	251
2012	972	257
2013	1,035	267
2014	1,159	287
2015	1,298	314
2016	1,447	334
2017	1,613	347
2018	1,499	332

