

April 1, 2021

TO: State Industrial Mechanical & Fluid Maintenance Apprenticeship Advisory Committee

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

SUBJECT: State Industrial Mechanical & Fluid Maintenance Apprenticeship Advisory Committee Meeting

DATE: Thursday, April 22, 2020

TIME: 10:00 a.m.

PLACE: <https://dwdwi.webex.com/dwdwi/j.php?MTID=m5d79bcc7be5748e6b528583025504b83>  
Mtg number: 145 227 0376  
Password: YQzBt7pcT27  
Via phone: 1-855-282-6330 US TOLL FREE  
Access code: 145 227 0376

#### **TENTATIVE AGENDA**

1. Call the meeting to order.
2. Record attendees.
3. Review the current roster.
4. **Action items**
  - a. Approve the minutes.
  - b. Revise the youth apprenticeship curriculum.
  - c. Revise the state standards.
  - d. Review the related instruction.
5. **Discussion items**
  - a. Registered apprenticeship during COVID-19
  - b. Mandatory registration in BASERS, effective July 1, 2021
  - c. Implementing revisions to CFR 29.30
  - d. [Biden Administration Bolsters Registered Apprenticeship](#)
  - e. [National Apprenticeship Act 2021](#)
  - f. [Wisconsin Apprenticeship Completer Report](#)
  - g. [Race and Registered Apprenticeship: RA's Role in Driving Equity](#)
  - h. Implementing Transition to Trainer and Teaching Transition to Trainer
  - i. Supportive services and OJL reimbursement for registered apprentices
  - j. Applicant outreach campaign and revisions to [www.WisconsinApprenticeship.org](http://www.WisconsinApprenticeship.org)
  - k. Apprenticeship Completion Award Program
  - l. BAS leadership and personnel changes
  - m. 2021 National Apprenticeship Week
  - n. Other

6. WTCS Update
7. Review the program participants.
8. Schedule the next meeting.
9. Adjourn.

Draft Minutes of the  
**Industrial Mechanical & Fluid Maintenance**  
State Apprenticeship Advisory Committee

**October 28, 2020**

<b>Members Present</b>	<b>Employer</b>
Green, Carl	Expera Specialty Solutions LLC
Harry, Bob	GKN Sinster
Mortenson, Brandon (Co-Chair)	Int Assoc of Machinists & Aerospace Workers
Steckl, James	Quad
<b>Members Absent</b>	<b>Employer</b>
Lezendorf, Bryan	3M
Lischka, Ken	John Deere Horicon
<b>Consultants and Guests</b>	<b>Employer</b>
Grunewald, Jeff	Lakeshore Technical College
Kasper, Andrew	Bureau of Apprenticeship Standards
Kotelia, Scott	
Metko, Katie	Northcentral Technical College
Myles, Tommy	Bureau of Apprenticeship Standards
Nakkoul, Nancy	WI College Technical College System
Nakkoul, Nancy	Wisconsin Technical College System
O'Shasky, Lynn	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards
Wildenberg, Mark	Fox Valley Technical College

1. The meeting was called to order at 10:03 am by Co-Chair Jamie Steckel, in conformity with the Wisconsin Opening Meeting Law.
2. Roll call was taken, and a sign-up sheet was circulated to record those in attendance.
3. The committee reviewed the roster. A quorum was present. The committee approved a motion to accept Jamie Steckel as Employer Co-Chair.

#### **4. Special Topics**

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

Director Johnson reported that 1,000 less apprentices are registered than this time last year. The most noticeable declines are in the service and utility sectors; construction was affected the least. He noted that the decline was due mostly to the absence of new apprentice contracts.

Director Johnson noted that Bureau staff have been working from through since March and will continue through 2020. He thanked all attendees for their organizations' support for virtual meetings and continuing business as usual, to the extent possible.

Attendees reported the following:

- The pandemic adversely affected the print and paper industries: Quad's volume and training declined in the short-term; Domtar's and Verso's demand declined sharply and their recovery is uncertain at this time.
- Brandon Mortenson reported many companies' production slowed, but demand for food and beverage personnel increased dramatically. Many facilities had to schedule downtime to determine how to modify work environments to ensure social distancing.

##### **b. Revising the youth apprenticeship curriculum**

Mr. Smith reported that the state youth apprenticeship staff and Worldwide Instructional Design System are revising all youth apprenticeship curriculum to ensure it meets the needs of industry and aligns with applicable registered apprenticeships. He noted that the project will include the manufacturing career cluster, which relates to the state committee's occupations. He encouraged attendees to help review the competencies when the career cluster is scheduled.

Attendees did not have questions or comment.

#### **5. Old Business**

##### **a. Review the follow-up items from the previous meeting.**

The committee approved the minutes from the previous meeting as written.

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

Mr. Kasper reported the Bureau's current efforts to implement CFR 29.30. The Bureau continues to update the Wisconsin Apprenticeship Manual with laws that were passed since the manual was last revised, such as CFR 29.30. The Bureau drafted the new discrimination and harassment complaint form and disability disclosure form for apprentices and revised the quality assessment for all sponsors.

The discrimination form and quality assessment form will be reviewed by the WI Apprenticeship Advisory Council at its year-end meeting. The disability disclosure form has been in circulation for the past few months and the response rate has been high.

Attendees did not have questions or comments.

**e. Federal grants to expand registered apprenticeship**

Director Johnson reported that the WAGE\$ grant concluded in September. The Bureau met most of its goals with exception of enrollment in some new occupations, which is not a surprise because enrollment in new occupations grows slowly.

The first and second rounds of the state expansion grant expire on October 30. Round two includes reimbursements to sponsors that hire underrepresented populations and graduates of certified pre-apprenticeship programs; the reimbursements cover certain costs of on-the-job learning. Reimbursements will be issued on a first come, first served basis. The related policies are pending approval of the Department of Administration populations.

The Bureau received a fourth round of federal grant funding, totaling \$9 million. The grant goals include the following: register 3,000 new apprentices; increase underrepresented populations in registered apprenticeship; align related instruction for specific registered apprenticeships with curriculum in technical diploma and associate degree programs; incentivize sponsoring registered apprentices; fund an extensive, applicant-focused outreach campaign; and hire an Apprenticeship Navigator for the northeast and four new Apprenticeship Training Representatives for specific sectors, excluding construction.

Director Johnson noted that he was excited that the Department of Labor awarded the grant to the Bureau after the retirement of former director, Karen Morgan. He considered the grant a sign of faith in his leadership. Forty-two states received a base of \$450,000, and only eight states received more than \$8 million.

Attendees did not have questions or comments.

**f. Industry-Recognized Apprenticeship Programs (IRAPs)**

Director Johnson reported that IRAPs were implemented this year and the standards recognition entities, or approving bodies, were announced on the Department of Labor website this September. The Bureau, with the support of the WI Department of Workforce Development, maintains it will not approve IRAPs in Wisconsin. Instead, the Bureau will offer flexible registered apprenticeships.

Attendees did not have questions or comments.

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

Director Johnson reported that the applicant outreach campaign to be funded by the new federal grant will include a complete redesign of the Bureau website. The new website will look and function like a business website and be more user-friendly.

Attendees did not have questions or comments.

#### **h. Apprenticeship Completion Award Program**

Director Johnson reviewed the most recent reimbursement statistics. He reiterated that ACAP has continued to be a clear example of bipartisan support for registered apprenticeship for several years.

Attendees did not have questions or comments.

#### **i. Other**

Attendees did not have additional questions or comments.

### **6. New Business**

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

Director Johnson reported that he has proposed that all current and future sponsors must register in and perform contract actions through BASERS as of July 1, 2021. Sponsors that do not comply will not be permitted to register new apprentices. He will discuss the proposal with the WI Apprenticeship Advisory Council at its upcoming meeting. The objective of the proposal is to position BASERS as the central contract and communication portal between the Bureau and all sponsors, now and in the future.

The state committee reported that BASERS works very well.

#### **b. For action: revising state standards**

Mr. Smith reported that all state committees will review their state standards throughout 2021 to ensure all recent legislative and policy updates have been incorporated and all content is current. State construction committees will also review their applicant assessment requirements.

#### **c. 2020 Meeting of National Association of State and Territorial Apprenticeship Directors**

Director Johnson reported that the NASTAD Conference was held virtually the week of September 29. States reported issues similar to those encountered by Wisconsin Apprenticeship: IRAPs, youth apprenticeship, etc.

Attendees did not have questions or comments.

#### **d. 2020 National Apprenticeship Week**

Director Johnson reported that National Apprenticeship Week will occur the week of November 8. Sponsors and stakeholders are encouraged to host virtual events and provide the access information to the Bureau for inclusion on the master calendar.

Attendees did not have questions or comments.

#### **e. 2021 Biennial Apprenticeship Conference**

Director Johnson reported that he and the WI Apprenticeship Advisory Council voted to postpone the conference until the spring of 2022 due to COVID-19.

Attendees did not have questions or comments.

#### **f. Revising Transition to Trainer and Teaching Transition to Trainer**

Ms. Nakkoul reported that the course will be revised and implemented by January 2021. The revisions include contemporary content and multiple modalities for delivery, including online and

hybrid. The course will remain an eight-hour course. Materials will be available for download; hard copies will no longer be used.

T2T instructors certified prior to 2021 will be required to take a three-hour refresher to be certified to teach the revised curriculum. New instructors will be required to take WTCS Teaching Methods and six-hour version of Preparing to Teach Transition to Trainer. The courses will be scheduled by WTCS and posted online.

The state committee asked the following questions:

- *Will additional T2T classes be added for apprentices? Many employers attempt to enroll apprentices but the courses fill quickly.* Ms. Nakkoul replied, yes, the revised delivery formats and new requirements for instructors are designed, in part, to make the course more available and to increase the pool of certified instructors.
- *When will the old curriculum be discontinued?* Ms. Nakkoul noted that there will be transition period between the old and new curriculum. Mr. Smith added that the Bureau is still determining the policies but does not want to interrupt the availability of classes for apprentices.

**g. BAS leadership and personnel changes**

Director Johnson reported several personnel changes: ATR Chris Landreman accepted a new position with DWD Job Service; Darla Burton from youth apprenticeship accepted a new position; and Liz Pusch is the new BAS section chief. The Bureau will hire six new positions through its recent grant award.

Attendees did not have questions or comments.

**h. Other**

Attendees did not have additional topics.

**6. WTCS Update**

Ms. Nancy Nakkoul reviewed the written report. She also reported that next year the WTCS will begin a proactive, five-year cyclical review of related instruction. The process is still being discussed, but the purpose is to ensure that all competencies and content remain relevant to industry. The WTCS will present further details at the 2021 spring meetings.

Attendees did not have questions or comments.

7. Participants included 607 apprentices and 102 employers with a contract in active or unassigned status on October 15, 2020.
8. The Bureau will schedule the fall meeting via electronic survey.
9. The meeting adjourned at 11:35 a.m.

*Submitted by Owen Smith, Program and Policy Analyst*





# Employment and Salary Data

## 2018-19 Apprenticeship Completion



1

## Employment Location



Employment Location 2016-17



Employment Location 2017-18



Employment Location 2018-19



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2

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



2016-17



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

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

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

2017-18



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

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

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

2018-19



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

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

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

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3

## Training & Instruction Satisfaction



2016-17 Apprenticeship Completers

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

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

2017-18 Apprenticeship Completers



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

2018-19 Apprenticeship Completers



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4

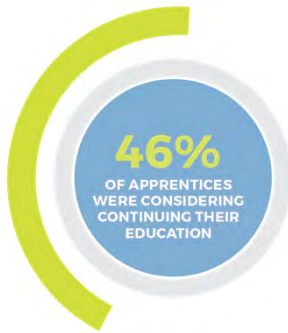
## Continuing Education



2016-17 Apprenticeship Completers

2017-18 Apprenticeship Completers

2018-19 Apprenticeship Completers



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5

## Looking ahead...



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

6

## Distribution



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

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

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

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1

A presentation slide with a white background. On the left is a graphic with a dark blue background and a light blue circle containing the text "Systematic Planned Reviews". On the right, three bullet points are listed, each preceded by a horizontal orange line. A small green rectangle is in the top right corner.

- All apprenticeships
- Over 5 years
- Flexible to meet employer and WTCS needs

2

## Goals

- ▶ Update course documentation to ensure curriculum is accurate
  - ▶ Course Competencies
  - ▶ Performance Standards
  - ▶ Credits/Hours
- ▶ Examine potential alignments with other credentials
  - ▶ Pre-apprenticeship and Youth Apprenticeship
  - ▶ WTCS fulltime programs
- ▶ Review ways to maximize Credit for Prior Learning

3

## FY20-21 Projects

- ▶ 50-527-1 Wastewater Plant Operator
- ▶ 50-413-3 Electrical Construction/50-413-2 Electricity
- ▶ 50-413-9 Electrician (ABC)
- ▶ 50-420-9 Industrial Manufacturing
- ▶ 50-410-1 Carpentry
- ▶ 50-420-9 Carpentry ABC
- ▶ 50-152-1 IT Software Developer
- ▶ 50-154-1 IT Service Desk Technician

4



## FY21-22 Projects

- ▶ 50-401-9 HVAC Apprentice (ABC Wisconsin)
- ▶ 50-408-1 Bricklaying/Masonry Apprentice
- ▶ 50-435-1 Industrial Pipefitter Apprentice
- ▶ 50-502-1 Cosmetologist Apprentice
- ▶ 50-502-5 Barber Apprentice
- ▶ 50-151-2 IT Cybersecurity
- ▶ 50-156-1 IT-Data Analyst
- ▶ 50-451-3 Broadband Service Technician Apprentice
- ▶ 50-620-1 Mechatronics Technician Apprentice

5

## Review Process

### Share plan with State Trade Committees in the Spring

- Discussion or survey to identify employer concerns

### Create Instructor Teams

- All colleges approved to offer the program are invited to identify 1-2 instructors

### Gather Feedback from Instructors

- Share course review packet
- Gather feedback via a survey

### Conduct Web Meeting Reviews (1-3)


- Make changes to Course Outcome Summaries as needed
- Explore potential alignments to full-time program courses, pre-apprenticeship, and youth apprenticeship
- Explore potential alignment of work-based learning to FT program credits
- Discuss ways to maximize credit for prior learning credit

### Obtain Feedback and Approvals



- WTCS Approvals
- Share with State Trade Committees

### Publish project for Use from the WTCS Repository

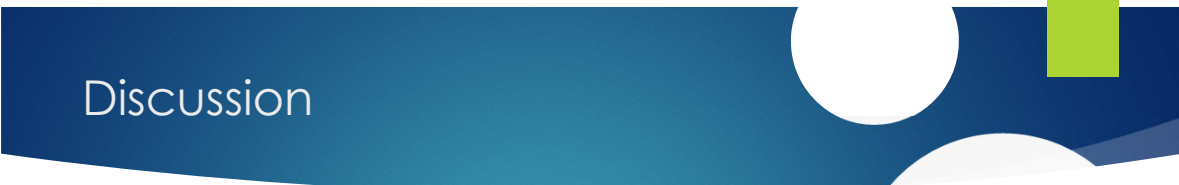
6



Next Steps

-  Feedback
-  Identify potential concerns or areas for discussion

7



Discussion

Share your thoughts and concerns about the related instruction courses

- ▶ Are you finding apprentices need more or less time for learning in some areas?
- ▶ Is anything missing from the related instruction?
- ▶ Is anything not needed anymore?

8



March 1, 2021

Dear Apprenticeship Sponsor:

Last summer, our agency advised you via letter that within one year, by July 1, 2021, all apprenticeship sponsors will be required to register in the Bureau of Apprenticeship Standards Electronic Registration System (BASERS) and use the interface to enroll incoming apprentices. At its February 9, 2021 meeting, the Wisconsin Apprenticeship Advisory Council affirmed its support for our agency's BASERS policy and the July 1 deadline.

Sponsors who have not yet registered in BASERS, or those who need further assistance using the platform, should contact their Apprenticeship Training Representative promptly. The ATRs can provide the necessary technical assistance to meet the July 1, 2021 deadline.

BASERS is an intuitive, self-service website for sponsors developed as part of a national initiative toward registered apprenticeship expansion and modernization. The ongoing COVID-19 pandemic has only underscored the benefits of conducting business through a virtual system like BASERS, which connects stakeholders across the state without the need for face-to-face contact.

The benefits of BASERS, once a sponsor has registered, are as follows:

- Faster creation and approval of contracts;
- Increased access to information about a sponsor's own program;
- The capacity to initiate and track contract actions such as cancellations, work assignments, and completions;
- The ability to ensure records are accurate before finalization.

Thank you for your continued support of Wisconsin Apprenticeship.

Sincerely,



Joshua A. Johnson, State Director  
Wisconsin Apprenticeship



February 24, 2021

Dear Apprenticeship Employers:

The [link](#) is now live to access information on applying for on-the-job learning reimbursements through Wisconsin Apprenticeship grant funds. Follow the instructions offered in the [link](#) and review the information in this email regarding eligibility. The deadline for submitting questions regarding this announcement is March 5<sup>th</sup> at 2 p.m. CST. Awards may be made as soon as March 15<sup>th</sup>. Applications will be reviewed in the order in which they are received. Questions can be sent to our grants mailbox at [dwddetgrants@dwd.wisconsin.gov](mailto:dwddetgrants@dwd.wisconsin.gov).

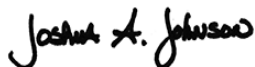
The on-the-job learning reimbursements are part of a Wisconsin grant initiative, using federal grant funds, to help defray the extraordinary costs of training apprentices. Employers may be eligible for up to a \$1,000 reimbursement for each apprentice that they hired between July 1, 2019 and January 30, 2021, as long as the apprentice meets one of the following criteria:

- The apprentice previously completed a Wisconsin Youth Apprenticeship program in any career cluster; or
- The apprentice previously completed a state certified pre-apprenticeship program in any job sector. A detailed list of Wisconsin certified pre-apprenticeship programs can be found [here](#); or
- The apprentice was hired to work in the IT, Healthcare, Bio-Tech, Transportation, Agriculture or Financial Services sectors.

Employers may only receive one on-the-job learning reimbursement per apprentice that meets the qualifying criteria and cannot request reimbursement for the same apprentice more than once.

Thank you for being valued Wisconsin apprenticeship employers and sponsors.

Sincerely,



Joshua Johnson, State Director  
Wisconsin Apprenticeship



Dear Wisconsin Apprentices:

Wisconsin Apprenticeship has federal grant funds available to provide supportive services to registered apprentices. Up to \$600 may be available to each Wisconsin registered apprentice to assist with the following apprenticeship-related costs:

- Uniforms or work clothing
- Tools
- Required physicals
- Books
- Test fees
- Mileage
- Bus passes
- Parking permits
- Childcare
- Rent & housing costs

Apprentices who began their apprenticeship between July 1, 2019 and March 31, 2022 are eligible. Reimbursements will be awarded to applicants through March 31, 2022, or until the funding runs out. Apprentices must contact the following organizations, according to location, to determine if they qualify:

**Milwaukee, Racine, Kenosha, Walworth,  
Washington, Waukesha and Ozaukee  
counties**

Employ Milwaukee  
Jose Galvan  
[Jose.galvan@employmilwaukee.org](mailto:Jose.galvan@employmilwaukee.org)  
2342 North 27<sup>th</sup> Street  
Milwaukee, WI 53210

**Office 414-270-1743**  
**Cell 414-852-1914**

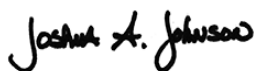
**All other Wisconsin counties**

South Central Workforce Development Board  
Jeff Kennedy  
[jkennedy@wdbscw.org](mailto:jkennedy@wdbscw.org)  
3513 Anderson Street Ste 104  
Madison, WI 53704

**Office 608-249-9001 Ext. 230**

Thank you for being valued Wisconsin apprentice.

Sincerely,



Joshua Johnson, State Director  
Wisconsin Apprenticeship



# ACAP Reimbursement Requests With Approvals Processed During (Time Period) - Summary

## Apprenticeship Completion Award Program (ACAP)

### Bureau of Apprenticeship Standards

### Division of Employment and Training

3/2/21 08:40 AM

Filters Applied: Determination Date between 7/1/20 and 3/2/21, Fiscal Year(s)= FY21

Type	Fiscal Year	# of RRs	\$Approved	\$Denied
Year One	21		\$97,137.35	\$328,547.82
<b>Year One Totals</b>		<b>404</b>	<b>\$97,137.35</b>	<b>\$328,547.82</b>
Completion	21		\$179,424.43	\$771,505.80
<b>Completion Totals</b>		<b>329</b>	<b>\$179,424.43</b>	<b>\$771,505.80</b>
<b>Report Totals</b>		<b>733</b>	<b>\$276,561.78</b>	<b>\$1,100,053.62</b>







## WTCS System-Wide Activity Update February 2021

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### 2021 WTCS-BAS Apprenticeship Completion Report

The 2021 WTCS-BAS Apprenticeship Completer Report is now available online. The report contains employment, wage and training satisfaction outcomes for apprentices completing their programs in 2018-19. It can be found here: <https://wtcsystem.edu/impact/publications/apprenticeship-completion-report/>

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

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

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

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

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

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

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

### New Wisconsin Apprenticeship Programs in New Industries

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



## State Committee Report State Industrial Mech & Fluid Maint Comm

This summary counts employers and apprentices with a contract active or unassigned on 4/1/2021 in trade(s) associated with this committee.

Report is based on apprentice contracts where:

- Status is 'Active' or 'Unassigned'.
- Contract sector is 'Industrial' or 'Service'.
- Contract trade code matches a trade code assigned to committee.
- Contract sponsor is the employer.

Note: Employers with contracts in more than one trade or committee can cause Column #3 totals at the Committee or State level to deviate from the summed total of the individual trade or committee rows.

Trade	Total # of Sponsors	Total # of Apprentices	Of Total Apprentices in Column 3, # who are...			
			Minority		Females	
			#	%	#	%
1	2	3	4	5	6	7
<b>Report Total</b>	<b>190</b>	<b>598</b>	<b>38</b>	<b>6.4</b>	<b>15</b>	<b>2.5</b>
Industrial Manufacturing Technician (0261636002202)	10	51	6	11.8	7	13.7
Industrial Pipefitter (0286228102202)	12	18	2	11.1	1	5.6
Lubrication Technician (0269968701804)	3	3			0	
Machine Repair (0263826103001)	9	16	3	18.8	0	
Maintenance Mechanic (0263828101401)	85	258	14	5.4	4	1.6
Maintenance Mechanic/Pipefitter (0263828101409)	5	36	1	2.8	1	2.8
Mechatronics Technician (0282826102202)	33	69	4	5.8	1	1.4
Millwright (0263828101801)	47	115	6	5.2	1	.9
Millwright/Pipefitter (0263828101803)	1	15	1	6.7	0	
Welder - Fabricator (0281936101003)	9	17	1	5.9	0	