

March 3, 2021

TO: State Electrical Apprenticeship Advisory Committee Members and Consultants

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

SUBJECT: State Electrical Apprenticeship Advisory Committee meeting

DATE: Thursday, March 18, 2021

TIME: 10:00 AM

ACCESS: <https://dwdwi.webex.com/dwdwi/j.php?MTID=m15bb01a73658532a4f1c86c403620474>  
Mtg number: 145 896 2047  
Password: 39spQ6AmKYP  
Join by phone: 1-855-282-6330 US TOLL FREE  
Access code: 145 896 2047

### **TENTATIVE AGENDA**

1. Call the meeting to order.
2. Record attendees.
3. Review the roster.

#### **4. For action:**

- a. Approve the minutes.
- b. Review the math requirements for applicants.
- c. Review the state standards.

#### **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. Implementing Transition to Trainer and Teaching Transition to Trainer
- h. Supportive services and OJL reimbursement for registered apprentices
- i. Applicant outreach campaign and revisions to [www.WisconsinApprenticeship.org](http://www.WisconsinApprenticeship.org)
- j. Apprenticeship Completion Award Program
- k. BAS leadership and personnel changes
- l. 2021 National Apprenticeship Week
- m. Other

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

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

**September 17, 2020**

Webinar

<b>Members Present</b>	<b>Employer/Organization</b>
Allen, Don (Co-Chair)	IBEW Local 158
Balthazor, Michael	Michaels Power
Frank, Sean	Local 127
Grundahl, Carol	IBEW Local 159
Kastanek, Ryan	Circle Electric
Newton, Zach	WI River Valley Electrica JAC
O'Leary, Loyal (Co-Chair)	NECA-- WI Chapter
Tourdot, Kelly	Associated Builders & Contractors
Walsh, John M.	IBEW Local 14
Warsh, Dean	IBEW Local Milwaukee
<b>Members Absent</b>	<b>Employer/Organization</b>
Habermehl, Sylvia	Habermehl Electric
Miller, Dean	IBEW Local 388
Pohlman, Mike	R.J. Nickles Electric Co.
Sokolik, Leo	IBEW Local 890
Young, Greg	IBEW Local 577
<b>Consultants &amp; Guests</b>	<b>Employer/Organization</b>
Badger, Richard	Bureau of Apprenticeship Standards
Cook, Jim	WI NECA-IBEW Apprenticeship & Training
Emrick, Leigh	Associated Builders & Contractors
Guerra, Candy	WRTP/BIG STEP - Madison

Harding, Burt	Bureau of Apprenticeship Standards
Johnson, Joshua	Bureau of Apprenticeship Standards
Kasper, Andrew	Bureau of Apprenticeship Standards
Kiel, Todd	Northeast Wisconsin Technical College
Lacher, Sam	NECA Midwest Division
Large, Dan	Milwaukee Electrical JATC
Nakkoul, Nancy	Wisconsin Technical College System
Polk, David	Milwaukee Area Technical College
Popp, Corey	Bureau of Apprenticeship Standards
Rogers, Milton	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards
Straub, Steve	Chippewa Valley Technical College
Wagner, Mike	NECA-IBEW

1. The meeting was called to order at 10:03 a.m. by Co-Chair O'Leary in conformity with the Wisconsin Open Meeting Law.
2. Attendance was recorded. A quorum was present.
3. The committee reviewed the current roster.

**4. Old Business**

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

**i. For action: approve the minutes**

The committee approved the minutes as revised: **Marsha's organization is Local 158.**

**ii. For action: review math requirements for applicants.**

**Mr. Jim Cook reported that he and a focus group met this summer with two objectives: identify equivalent courses in the Wisconsin Technical College System (WTCS); and identify a replacement to ModuMath, which will no longer be support as of 2021.**

**The focus group decided to pursue a statewide approach towards creating a course equivalent or more that could offered by all member institutions, if they have the budget available. The details are still being worked out. The first step is to receive input from the state committee, and then the instructors will meet online to review the competencies. This will be much more efficient and effective than examining equivalents institution by institution, which was the group's first plan; the group was going to develop a**

crosswalk of course equivalents within the K-12 system, similar to that developed by Associated Builders & Contractors.

Ms. Kelly Tourdot stated that she did not that happened and would have liked to have been involved. She inquired into the decision-making process. Mr. Cook apologized for the miscommunication. He stated that the work group was reconstituted last Friday very quickly because they learned a statewide approach was available and ModuMath would be discontinued. Mr. Cook stated he would welcome Ms. Tourdot's participation and noted only exploratory discussions have occurred.

Ms. Nakkoul explained that she, too, recently learned that a statewide approach was feasible; the general education director supported crosswalking the general education competencies to different courses and possibly developing a unique product similar to ModuMath.

Mr. Cook recommended that he, Ms. Tourdot, Ms. Nakkoul, and the WTCS general education director meet next.

Mr. Kevin Foley, who participated in the work group, stated that the work group discussed the possibility of a more flexible replacement for ModuMath that would help participants work through the material in a distance-learning format rather than travel to take the assessment in its entirety.

#### **b. Modernizing Youth Apprenticeship curriculum**

Ms. Amy Phillips 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. She noted that the project will include revising the Architecture & Construction youth apprenticeship, which includes a sub-focus in electrical work. She thanked the attendees for their strong support so far and encouraged more to help validate the curriculum.

Director Johnson noted his excitement over the level of support because construction had been hesitant to participate in youth apprenticeship for many years.

### **5. Old Business**

#### **a. For action: approve the minutes**

The minutes were approved as written.

#### **b. 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 more represents the absence of new apprentice contracts than the cancellation of existing 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 did not have questions or comments.

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

Director Johnson 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.

A consultant asked whether a sponsor could submit equivalent AA/EEO plans and related documents developed by its national organization and approved by the U.S. Department of Labor as part of selection procedures. Director Johnson advised that the local committee contact Mr. Andrew Kasper, the Bureau's AA/EEO analyst.

### **d. 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.

### **e. 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.

The state committee asked whether IRAPs will be permitted in Wisconsin and whether construction is included. Director Johnson replied that the Bureau will not approve IRAPs in the state and will offer

flexible models of registered apprenticeship instead. He reiterated that construction occupations are not included in IRAPs.

**f. 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, not a government website, and be much more user-friendly to career seekers, potential sponsors, and current sponsors and apprentices.

Attendees did not have questions or comments.

**g. 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.

**h. Other**

Attendees did not have questions or comments.

**6. New Business**

**a. Mandatory registration in BASERS**

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 all local committees have registered in BASERS and register new contracts through it. However, Mr. Cook noted that his organization appreciates the value of BASERS but is concerned that performing all contract actions through it would require local committees to hire additional staff when its funding is stretched thin. Mr. Cook noted that performing apprentice transfers through BASERS would be particularly cumbersome. Currently, those processes occur when local unions report to local committees and then the Apprenticeship Training Representatives perform the necessary administration processes.

Director Johnson thanked Mr. Cook for sharing his concern and reiterated that ATRs are not supposed to be performing those operations. Director Johnson invited Mr. Cook and his organization to discuss the matter with him privately.

**b. For action: revising state standards, applicant assessment requirements, and ASVAB**

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.

Mr. Cook asked whether the standards would be reviewed by the full committee or a focus group. Mr. Smith replied he will discuss the scope of the review with the full committee at the 2021 spring

meeting, convene a focus group over the summer, and present the recommendations at the 2021 fall meeting.

A general discussion followed regarding the last time the standards were updated. Mr. Smith verified that the standards were updated last at the request of the state committee to clarify a required credential.

The state committee asked whether the co-chairs signed the final document. Mr. Smith verified that the co-chairs approved of the change and the Bureau revised the standards without soliciting new signatures. The state committee asked that the Bureau have the co-chairs sign the standards each time they are updated. Mr. Smith agreed.

Mr. Smith reported that several state construction committees asked the Bureau to research whether the Armed Services Vocational Aptitude Battery would be a feasible alternative for veterans, in lieu of the local assessments. Mr. Smith reported, however, that the ASVAB is a categorically different assessment than the Accuplacer and ACT and is not used by the Wisconsin Technical College System. If implemented, it would create unequal requirements for veterans and civilian applicant.

Mr. Smith asked attendees whether they prefer the Bureau research the topic further.

The state committee stated it would prefer that local committees require veterans to take the same assessments as other applicants. The committee expressed concern that the ASVAB would not be a viable alternative for the following reasons: it is used to connect personnel to vocational opportunities rather than assess prior knowledge in academic subjects; it is not an apples-to-apples comparison to the ACT or similar local assessments; and it can be completed prior to enlisting or during active service. A formal vote did not occur.

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

Director Johnson reported that the NASTAS Conference will be held virtually throughout the week of September 29.

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**

Director Johnson reported that the Wisconsin Technical College System is revising both courses to align them with current training needs, remove outdated content, enhance their delivery online, and broaden



the pool of potential instructors. The project is scheduled to finish by the end of the year; the courses are projected to be implemented in early 2021.

Attendees did not have questions or comments.

**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 questions or comments.

**6. WTCS Update**

Ms. Nakkoul reviewed the items in the written summary.

Attendees did not have questions or comments.

**7. Review the program participants.**

Program participants included 1,292 apprentices and 222 employers with contracts active or unassigned on September 1, 2020.

8. The Bureau will schedule the fall meeting via an online survey.

9. The committee adjourned at 11:58 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

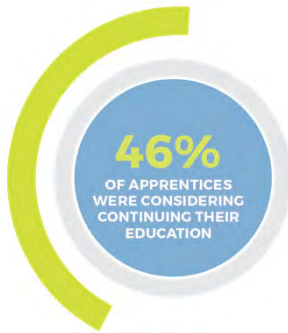
## Continuing Education



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: 2018-19 WTCS Apprenticeship Completer Report](https://www.wtcsystem.edu/2018-19-WTCS-Apprenticeship-Completer-Report)

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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).

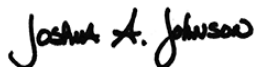
The on-the-job learning reimbursements are part of a Wisconsin grant initiative, using federal grant funds, to help defray the extraordinary costs of training apprentices. Employers may be eligible for up to a \$1,000 reimbursement for each apprentice that they hired between July 1, 2019 and January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

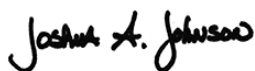
**All other Wisconsin counties**

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: [2021 WTCS-BAS Apprentice Completer 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 - Construction****State Electrical Committee**

This summary counts employers and apprentices with contract(s) active or unassigned on 3/1/2021 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	1987	124	6.2	62	3.1	1093	55.0	894	45.0	378	120	31.7	262	69.3
ABC of Wisconsin (All)	861	47	5.5	9	1.0			861	100.0	240			240	100.0
Construction Electrician (0182426101001)	861	47	5.5	9	1.0			861	100.0	240			240	100.0
Appleton/Oshkosh Area Electrical JAC	60	2	3.3	2	3.3	60	100.0			8	8	100.0		
Construction Electrician (0182426101001)	60	2	3.3	2	3.3	60	100.0			8	8	100.0		
Eau Claire Area Electrical JAC	127	6	4.7	3	2.4	127	100.0			18	18	100.0		
Construction Electrician (0182426101001)	127	6	4.7	3	2.4	127	100.0			18	18	100.0		
Kenosha Area Electrical JAC	34	4	11.8	1	2.9	34	100.0			10	10	100.0		
Construction Electrician (0182426101001)	34	4	11.8	1	2.9	34	100.0			10	10	100.0		
Kettle Moraine Area Electrical JAC	14	1	7.1	0	0.0	14	100.0			4	4	100.0		
Construction Electrician (0182426101001)	14	1	7.1	0	0.0	14	100.0			4	4	100.0		
La Crosse Area Electrical JAC	55	3	5.5	3	5.5	55	100.0			11	11	100.0		
Construction Electrician (0182426101001)	55	3	5.5	3	5.5	55	100.0			11	11	100.0		
Madison Area Electrical JAC	229	12	5.2	16	7.0	229	100.0			11	11	100.0		
Construction Electrician (0182426101001)	229	12	5.2	16	7.0	229	100.0			11	11	100.0		
Milwaukee Area Electrical JAC	266	33	12.4	10	3.8	266	100.0			34	34	100.0		
Construction Electrician (0182426101001)	266	33	12.4	10	3.8	266	100.0			34	34	100.0		
Northeast WI Area Electrical JAC	108	7	6.5	6	5.6	103	95.4	5	4.6	12	12	100.0	4	33.3
Construction Electrician (0182426101001)	108	7	6.5	6	5.6	103	95.4	5	4.6	12	12	100.0	4	33.3
Racine Area Electrical JAC	26	3	11.5	3	11.5	26	100.0			12	12	100.0		
Construction Electrician (0182426101001)	26	3	11.5	3	11.5	26	100.0			12	12	100.0		
South Central WI Area Electrical JAC	105	3	2.9	4	3.8	105	100.0			21	21	100.0		
Construction Electrician (0182426101001)	105	3	2.9	4	3.8	105	100.0			21	21	100.0		
Southwest WI Area Electrical JAC	28	0		1	3.6			28	100.0	19			19	100.0
Construction Electrician (0182426101001)	28	0		1	3.6			28	100.0	19			19	100.0
WI River Valley Area Electrical JAC	74	3	4.1	4	5.4	74	100.0			8	8	100.0		
Construction Electrician (0182426101001)	74	3	4.1	4	5.4	74	100.0			8	8	100.0		