

**Approved Minutes of the
Arborist
State Apprenticeship Advisory Committee**

October 3, 2018

Milwaukee Area Technical College – Mequon Campus
Mequon, WI

Members Present	Employer / Organization
Hoppe, August	Hoppe Tree Service
Krouse, Randy	City of Milwaukee Forestry
Reince, Ben	Wachtel Tree Service
Sanborn, John	Sanborn Tree Service
Welch, Jon	Crawford Trees
Members Absent	Employer / Organization
Consultants & Guests	Employer / Organization
Abbott, Nick	Bureau of Apprenticeship Standards
Alsup, Rebecca	Milwaukee Area Technical College
Brayton, Cassie	Milwaukee Area Technical College
Johnson, Josh	Bureau of Apprenticeship Standards
Mayek, Mandy	Mid-State Technical College
Polk, David	Milwaukee Area Technical College
Rogers, Elton	Milwaukee Area Technical College
Rushmer, Mike	City of West Allis
Seeley-Schreck, Chrystal	Wisconsin Technical College System Foundation
Smith, Owen	Bureau of Apprenticeship Standards
Wahl, Brian	WI Dept. of Natural Resources
White, Delisa	Milwaukee Area Technical College
Zillmer, Ron	Mid-State Technical College

1. The meeting was called to order at 10:10 a.m. by Randy Krouse, Committee Co-Chair, in conformance with the Wisconsin Open Meeting Law.
2. A roll call was conducted. A sign-in sheet was circulated. A quorum was present.
3. The committee reviewed the current roster. No changes were needed. Owen Smith explained that additional sponsors will be added to the roster as they register. Once enough sponsors register, current members who are not sponsors will finish out their term and be replaced by sponsors

4. Old Business

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

i. For action: approve the minutes from the previous meeting

The committee approved the minutes as written.

ii. How are outreach activities proceeding?

Randy Krouse reported that the City of Milwaukee continues to host arboriculture career presentations to at area elementary, middle, and high schools. The City also hosts Kids Climb events. He also noted that the Wisconsin Arborist Association will host a panel discussion on workforce development on February 18.

ii. What should the next outreach activity be?

The committee advised that the next outreach events should be held during National Apprenticeship Week 2018 and at the Wisconsin Arborist Association conference in February.

b. Implementing revisions to CFR 29.30 (AA/EEO requirements)

Chief Josh Johnson reported that the Bureau has yet to receive guidance from the U.S. Department of Labor. The Bureau projects it will receive the guidance in time for the state committee's 2019 spring meeting.

Several apprenticeship training representatives (ATRs) either retired or resigned to pursue new careers this year. Therefore, the new ATRs, as well as senior ATRs, received refresher training in AA/EEO policies and procedures, and have been catching up on compliance reviews for sponsors with five or more apprentices.

Last, the Department of Workforce Development and the state legislature have been drafting related revisions to the state administrative rules governing registered apprenticeship.

c. Federal grants to expand "registered apprenticeship"

Chief Johnson reviewed that the Bureau received three federal grants to expand registered apprenticeship in Wisconsin: WAGE\$ grant; state expansion grant; and state accelerator grant.

i. WAGE\$

The \$5 million WAGE\$ grant has met or exceeded all performance metrics except one: enrollments in new registered apprenticeships developed through the grant. WAGE\$ expanded existing apprenticeships in advanced manufacturing to additional technical colleges throughout the state; and increased enrollment of women and minority apprentices. Additionally, the grant has been largely

successful in expanding registered apprenticeship into new industries; the Bureau developed new registered apprenticeships in advanced manufacturing, health care, and information technology occupations. For example, the new Data Analyst registered apprenticeship will officially launch during National Apprenticeship Week 2018.

However, enrollments in industries' first registered apprenticeship are commonly slow because employers are unfamiliar with the training method. Contrastingly, enrollments grow quickly in new registered apprenticeships in industries that already use the training method.

ii. State expansion grant

The expansion grant is proceeding well, too. The initial award was \$1.8 million; the Bureau recently received an additional \$1.8 million award; and the Bureau may receive a third award next fiscal year. The grant's two goals are to expand registered apprenticeship in the biotechnology, construction, and financial services industries, and to increase the recruitment and retainment of women and minority apprentices.

The first goal is proceeding well: development of the new Biotechnology Laboratory Support Technician registered apprenticeship began this year; and the official launch of the new Financial Services Professional occurred this summer.

The second goal is proceeding slowly. Bureau management met with several major construction contractors to discuss how to approach increasing recruitment and retainment of women and minorities. The Bureau was informed that major projects are meeting their recruitment and retainment requirements and there is "no problem." The Bureau will re-strategize this winter; it views recruiting and retaining women and minorities not as a failure of local committees but as an opportunity for them. Therefore, the Bureau is very focused on providing local committees with the resources they need to conduct intentional outreach ahead of hiring season.

Last, the expansion grant will fund a new outreach campaign which will be launched during National Apprenticeship Week. The campaign features, in part, a new "A" logo that does not include the wrench and pencil that define the current logo. The new logo was inspired by much input from stakeholders that registered apprenticeship seems to be intended only for construction and manufacturing occupations. The Bureau believes the new logo will convey the breadth of sectors that currently utilize and can utilize registered apprenticeship in the future.

iii. State Accelerator Grant

The Bureau continues to use the state accelerator grant to increase its capacity to administer the state's registered apprenticeship system. The accelerator grant has been used to train ATRs in consultative sales and AA/EEO and to upgrade BASERS.

d. Presidential executive order to expand "apprenticeship"

Chief Johnson updated attendees on the implementation of the presidential executive order to expand "apprenticeship." He reviewed that the order refers to "industry-recognized apprenticeship programs," or IRAPs, not registered apprenticeships. These programs are being developed in response to nationwide industry concern that the process to sponsor a registered apprenticeship program is too lengthy and difficult. Chief Johnson acknowledged that the process to become a registered apprenticeship sponsor is lengthy and difficult in many states, because the states lack the staff and support. Contrastingly, Wisconsin is among a small percentage of states with robust staffing and resources.

He informed attendees of the following developments: IRAPs will not require minimum hours for on-the-job learning and related instruction; the programs will be piloted in industries that have not used registered apprenticeship; and the programs will not target construction occupations. IRAPs will need to be certified, and the U.S. Department of Labor is currently drafting rules and policies for which entities can certify programs and how.

Chief Johnson concluded by reminding attendees that "much still remains to be seen," and Wisconsin's registered apprenticeship program will continue to operate "business as usual." By state law, the Bureau must approve and register all apprenticeship programs in the state.

e. Bureau of Apprenticeship Standards Electronic Registration System (BASERS)

Chief Johnson reported that implementing BASERS is proceeding very well. Many sponsors have reported that it functions easily and intuitively, and they value the ownership and direct access it provides. He reminded attendees that BASERS is optional for sponsors; it is not required. The Bureau trusts that sponsors will see its benefits.

Chief Johnson informed attendees that BASERS now includes several new functions: sponsors can now request reassignments, un-assignments, and completions. Soon, sponsors will be able to request cancellations, too. These functions will be immediately beneficial, but quantitative data on their efficiencies will not be available until next year.

f. Apprenticeship Completion Award Program

Chief Johnson briefly reviewed the purpose of the program and the respective totals for approved reimbursements and denied reimbursements. He noted that the total for denied reimbursements is substantially larger than the total for accepted reimbursements because many apprentices request more than the maximum reimbursement. He clarified the program will conclude on June 30, 2020.

g. Other

Attendees did not have additional topics.

5. New Business

a. For action: should the work process "perform plant health care activities" be mandatory?

Attendees discussed the variety of plant health care tasks performed by employers. The consensus was that all employers diagnose plant health but not all employers treat plant health.

***Action:** the state committee approved a motion to revise the work process to "Perform plant health care diagnostics."*

b. For action: should the work process "climb trees" be mandatory?

Attendees discussed that all employers access trees but not all employers climb trees. The consensus was that the program would be accessible to more employers if employers were required to access trees.

***Action:** the state committee approved a motion to revise the work process to "Access trees."*

c. For action: proposed revisions to additional work processes

Attendees discussed several additional proposed revisions.

d. For action: proposed revisions to Special Provisions

The committee discussed whether to require specific industry credentials or leave all credentials to the discretion of the sponsor.

e. For action: proposed revisions to overall length of program

The committee whether the length of on-the-job learning should be lessened to be more accessible to employers and better fit the training. The consensus was reducing the program to three years would provide a more accessible baseline to potential sponsors while allowing for employers to lengthen the program to suit local needs.

Action: the state committee approved a motion to revise the overall length to 6,240 hours, which includes 5,800 hours of on-the-job learning. The length of related instruction did not change, e.g. 440 hours.

f. For action: related revisions to related instruction, if any.

The committee and consultants agreed that the revisions to the work processes did not require changes to the length of related instruction or the above-the-line curriculum. Consultants from technical colleges providing the related instruction stated their instructors may elect to revise minor aspects of below-the-line curriculum and course sequencing.

g. 2018 National Apprenticeship Week

Chief Johnson informed attendees that National Apprenticeship Week will be November 12-18, 2018. He reviewed that last year Wisconsin placed fifth nationally in the number of events held, with 46 events. The first-place state boasted 55 events.

This year, the Bureau wants to exceed its prior total and take first place. The potential to do so is high because prior year's events generated much interest and the Bureau began planning this year's events much earlier. For example, the Bureau notified high schools 30 days in advance so they could schedule buses to transport students. In addition, the Bureau notified additional partners, such as workforce development boards, career and technical education staff, high school guidance counselors, and correctional facilities.

He reviewed that National Apprenticeship Week is open to all stakeholders, so the Bureau encourages all stakeholders to host an event independently or collaboratively. Prior years' events included substantial support from construction training centers and technical colleges. This year's event will highlight unique programs, such as the YA-to-RA bridge and registered apprenticeships in several new industries.

Randy reviewed the tree-care and tree-climbing demonstrations the City of Milwaukee has planned.

h. 2019 27th Annual Biennial Wisconsin Apprenticeship Conference

Chief Johnson reported the 27th Biennial Wisconsin Apprenticeship Conference will be held March 12-13, 2019, at the Madison Marriott West in Middleton, WI. The conference theme will be, "Workforce Next," and will focus on the necessity to recruit and retain unconventional and underutilized talent pools. The conference will include nearly 30 workshops and five general session speakers. The conference will not include an Apprenticeship Expo. BAS will provide a technical assistance guide session for new local committee members on March 11th. BAS will mail "Save the Date" notices soon.

Attendees did not have questions or comments.

i. BAS website changes

Chief Johnson shared that the Bureau revised its homepage to be easier for applicants to use. The new page features the following: a quick-search menu for registered apprenticeships, by occupation or industry; clearly identifiable navigation boxes for each user group, e.g. career seeker, employer, and current apprentices and sponsors; and a new slide show for feature articles. The new webpage is much easier to navigate.

Josh added that the Bureau may soon include featured sponsors on the homepage. The Bureau has not done so before because sponsors did not want to receive public inquiries during non-hiring periods, which might discourage the applicant. However, the Bureau is reconsidering this approach because many sponsors, particularly in the manufacturing sector, are experiencing difficulty finding qualified applicants.

Several committee members supported the idea and expressed interest in having their logos featured.

j. BAS personnel changes

Josh reviewed several recent personal changes.

- The apprenticeship training representative (ATR) for Eau Claire, Rachel Faber, resigned to return to her prior career in law enforcement. The Bureau projects it will fill the position in early 2019.
- The ATR for LaCrosse, Kathy O'Sullivan, retired. The new ATR for the area is Milton Rogers.
- The ATR for Moraine Park, Liz Pusch, was promoted to a program and policy analyst within the Bureau. The Bureau will not hire a replacement; the duties will be absorbed by other ATRs.
- The AA/EEO policy analyst in the Madison office, Matthew White, resigned to accept a promotion to supervisor within another DWD division. The Bureau will begin interviewing candidates this winter.
- The Bureau received state funding for three new ATR positions for manufacturing sector centers in Appleton, Milwaukee, and Wausau. Recruitment for Appleton and Milwaukee has not begun. The Wausau ATR is Stephanie Haka.

k. Other

Attendees did not have additional topics.

6. WTCS Update

Chrystal Seeley-Schrek reviewed the written update.

7. Participants included four sponsors and 34 apprentices with a contract in active or unassigned status on September 26, 2018.
9. The committee asked the Bureau to schedule the next meeting via electronic survey.
10. The meeting adjourned at 1:25 p.m.

*Submitted by Owen Smith, Program and Policy Analyst
Bureau of Apprenticeship Standards*

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Scott Walker, Governor
Raymond Allen, Secretary
Chytania Brown, Division Administrator

September 28, 2018

TO: State Arborist Apprenticeship Advisory Committee
Members & Consultants

FROM: Owen Smith, Bureau of Apprenticeship Standards
608-266-2491; owen.smith@dwd.wisconsin.gov

SUBJECT: State Arborist Apprenticeship Advisory Committee Meeting

DATE: Wednesday, October 3

TIME: 10:00 AM

PLACE: Milwaukee Area Technical College – Mequon Campus
5555 Highland Road, Room A202
Mequon, WI

TENTATIVE AGENDA

1. Call the meeting to order.
2. Distribute the sign-in sheet. Introduce the attendees.
3. Review the current roster.
4. **Old Business**
 - a. Follow-up items from previous meeting
 - i. **For action:** approve the draft minutes
 - ii. How are outreach activities proceeding?
 - iii. What should be the next outreach activity?
 - b. Implementing revisions to CFR 29.30 (AA/EEO requirements)
 - c. Federal grants to expand "registered apprenticeship"
 - d. Presidential executive order to expand "apprenticeship"
 - e. Bureau of Apprenticeship Standards Electronic Registration System (BASERS)
 - f. Apprenticeship Completion Award Program
 - g. Other
5. **New Business**
 - a. **For action:** should the work process "perform plant health care activities" be mandatory or optional?
 - b. **For action:** should the work process "climb trees" be mandatory or optional?
 - c. **For action:** proposed revisions to additional work processes

5. New Business, continued

- d. **For action:** proposed revisions to Special Provisions
- e. **For action:** related revisions to related instruction, if any
- f. **For action:** proposed revisions to overall length of program
- g. 2018 National Apprenticeship Week
- h. 2019 27th Annual Biennial Wisconsin Apprenticeship Conference
- i. BAS website changes
- j. BAS personnel changes
- k. Other

7. WTCS Update

8. Review the program participants.

9. Schedule the next meeting.

10. Adjourn.

TERM OF APPRENTICESHIP: The term of apprenticeship shall be Hybrid, which has been established to be ~~42~~ 36 months of not less than 6,000 hours. In addition to the specified hours, the apprentice must successfully attain the competencies described in these program provisions. Hours of labor shall be the same as established for other skilled employees in the trade.

PROBATIONARY PERIOD: The probationary period shall be the first 6 months of employment, but in no case shall it exceed twelve calendar months. During the probationary period, this contract may be cancelled by the apprentice or the sponsor upon written notice to the Department, without adverse impact on the sponsor.

SCHOOL ATTENDANCE: The apprentice shall attend the Wisconsin Technical College System or other approved training provider, as assigned, for paid related instruction four hours per week or the equivalent and satisfactorily complete the prescribed course material for a minimum of 440 hours, unless otherwise approved by the Department. The employer must pay the apprentice for attended related instruction hours at the same rate per hour as for services performed.

WORK PROCESS SCHEDULE: In order to obtain well-rounded training and thereby qualify as a skilled worker in the trade, the apprentice shall have experience and training in the following areas and shall demonstrate competency, as specified herein. This instruction and experience shall include the following operations but not necessarily in the sequence given. Time spent on specific operations need not be continuous.

Work Process Description Approximate Hours (Min - Max) ~~7000~~ 6000 hours.

Adhere to ANSI and employer safety standards for all work. 500 hours

- A. Inspect, maintain and use the appropriate personal protective equipment.
- B. Inspect, maintain and use the appropriate tool, equipment or vehicle.
- C. Assess trees for defects and hazards.
- D. Establish and maintain safe work sites and zones.
- E. Demonstrate safety practices unique to working aloft.

Identify common trees and shrubs in the employer's region. 200 hours

- A. ~~Deciduous~~
- B. ~~Evergreen~~

Replace above with:

Demonstrate knowledge of tree species 300 hours

- A. Identify deciduous trees and shrubs
- B. Identify evergreen trees and shrubs
- C. Perform tree inspection.
- D. Identify damaging insects of trees and shrubs
- E. Identify diseases of trees and shrubs
- F. Identify abiotic stresses of trees and shrubs.

Commented [BR-WTS1]: We do like the change of hours. Is 36 months and 6000 hours more standard throughout other apprenticeship programs? If so what was the reasoning behind 42 months at 7000 hours?

Going through the changes not sure the math all adds up to 6440 hours.

As we weren't involved with its development we would be interested to hear what Ron Zillmer thoughts are.

Commented [AH2R1]: Apprenticeships range in time frame. I do think that 36 is more of the norm and 42 months is a bit on the long end of apprentices. I'll send these revisions to Ron Zillmer to see what he thinks.

Perform rigging on the ground and aloft. 500 hours

- A. Determine the removal plan.
- B. Estimate the maximum load weight based on equipment available.
- C. Install and use a rigging system to lower the load directly to the ground.
- D. Install and use a rigging system to move the load laterally.

~~Climb trees safely.~~ Work in Trees Safely (Climbing or aerial lift) 800 hours

- A. Perform a pre-~~climb~~ **work** inspection of all equipment/**tools**.
- B. Perform a pre-~~climb~~ **work** inspection of the tree and site.
- C. Install the **work**/climbing line(s) from the ground.
- D. Ascend **into** the tree.
- E. Position to work aloft.
- F. Descend the tree.
- G. Retrieve the rope(s) and equipment ~~from the ground~~.

Commented [BR-WTS3]: Heading: "Access and Work Trees Safely (Climbing or aerial lift)". Access is part of the overall work process.

Commented [AH4R3]: I agree.

Operate a chain saw on the ground and aloft, and perform field maintenance. 750 hours

- A. Safely start and control the chain saw.
- B. Perform brush cutting.
- C. Perform felling.
- D. Perform limbing and bucking.
- E. Cut wood under tension and compression.
- F. Perform removal cuts.
- G. Perform pruning cuts.
- H. Safely secure and transport the chain saw.
- I. Perform field maintenance.

Operate a chipper. 400 hours

- A. Prepare brush and wood.
- B. Position the chipper.
- C. Chip brush and wood.

Commented [BR-WTS5]: Is 200 enough hours for an Apprentice? An Apprentice coming into the industry with no experience is going a good share of chipping.

We would suggest removing some hours from "Access Trees Safely" work objective above.

Commented [AH6R5]: We could add 100 or 200 more hours to chipper and take the same amount out of Access and work trees safety. I am in agreement with that.

Prune trees and shrubs from the ground and aloft, according to **current ANSI A300 standards. 1000 hours**

- A. Demonstrate awareness of the three reasons for pruning.
- B. Determine the pruning objective(s).
- C. Perform pruning cuts using the appropriate hand tools and pole tools.
- D. Perform crown thinning.
- E. Perform crown cleaning.
- F. Perform crown reduction.
- G. Perform crown raising.
- H. Perform structural pruning.
- I. Perform pruning of shrubs.

Commented [BR-WTS7]: Suggest a change to incorporate ANSI A300(Part 1) - 2017 Pruning standards.

The understanding of different types of Pruning Systems (Natural, Pollarding, Topiary, Pleaching, Espalier).

Commented [AH8R7]: Sounds good to me.

Perform plant health care activities. 500 hours

- A. Plant trees according to ANSI A300.
- B. Identify common pests, diseases, and non-infectious disorders in employer's region.
- C. Perform spray treatments according to employer practices.
- D. Perform trunk injection treatments.
- E. Perform soil injection treatments.
- F. Perform basal trunk & soil excavation

Remove trees and shrubs. 750 hours

- A. Remove limbs.
- B. Remove trunk sections.
- C. Fell trunks or entire tree.
- D. Grind stumps.

Local Optional Work Processes ~~1160~~ 1000 hours

- A. Operate vehicles with or without trailer.
- B. Operate aerial lifts.
- C. Operate stump grinder.
- D. Operate loaders.
- D. Operate motorized spray rig. Perform plant health care activities.
- E. Participate in responses to storms and emergency situations.
- F. Install tree support and lightning protection systems.

Paid Related Instruction 440 TOTAL ~~7000~~ 6000

The above schedule is to include all operations and such other work as is customary in the trade.

MINIMUM COMPENSATION TO BE PAID: The apprentice's wage must average no less than 60% of the skilled wage rate during the term of the apprenticeship (DWD 295.05). The apprentice may not be started at less than the minimum wage. Base skilled wage rate N/A per hour. If at any time the base skilled wage rate rises or falls, the apprentice's wage shall be adjusted proportionately. The wage rate of apprentices employed in this trade and this firm shall be based on the base skilled wage rate stated above. All apprentices are covered by State and Federal Wage and Hour Standard requirements. All apprentices shall be paid no less than the minimum wage established under regulations.

CREDIT PROVISIONS: The apprentice, granted credit at the start or during the term of the apprenticeship, shall be paid the wage rate of the pay period to which such credit advanced the apprentice. Work credit hours approved: N/A School credit hours approved: Paid related instruction: N/A Unpaid related instruction: N/A Total credit hours to be applied to the term of the apprenticeship: N/A

SPECIAL PROVISIONS: The apprentice must perform the following to successfully complete the program:

A. Obtain basic First Aid and CPR and OSHA 10 certifications in the first year of the program and maintain them throughout the program.

~~B. Obtain a State of Wisconsin Pesticide Applicator Certification or equivalent.~~

~~C. Earn the International Society of Arboriculture Certified Tree Worker Climber Specialist credential.~~

~~D. B.~~ Successfully complete Transition to Trainer in the final year of the program.

Optional credentials

The apprentice may be required by the employer to earn one or more of the following credentials to successfully complete the program:

~~A. Earn the International Society of Arboriculture Certified Arborist credential.~~

~~B.~~ A. Earn one or more of the following Tree Care Industry Association credentials: Chainsaw Specialist; Chipper Operator Specialist; Crew Leader; Tree Care Apprentice; Tree Care Specialist; Aerial Lift Specialist, and Tree Climber Specialist

B. Earn the International Society of Arboriculture Certified Tree Worker Climber Specialist credential.

C. Obtain a State of Wisconsin Pesticide Applicator Certification or equivalent.

C. Earn the International Society of Arboriculture Certified Arborist credential.

Commented [BR-WTS9]: Would recommend this be taken out. Very broad base and general. It does not meet the training requirements for any OSHA standards. This course is not considered a certification per OSHA.

Commented [AH10R9]: Sounds good to me.

Commented [BR-WTS11]: Don't feel this should be a requirement of the Apprenticeship Program. We do agree it would be great to have everyone get this credential but we would suggest to keep it an optional credential, as not all employers have their staff become certified arborists.

Commented [AH12R11]: I feel that this entire program gears someone to become a certified arborist. It is logical that they would take the test after completion. But I am ok with this being an optional credential that an employer could chose to add to the program while other employers might not. Flexibility!



WAGE\$ Grant Metric Update

Fall Committee Updates

9-4-18

Background

Wisconsin Apprenticeship Growth and Expansion Strategies (WAGE\$) is part of the American Apprenticeship Initiative - a competitively awarded federally funded 5-year grant being implemented between October 1, 2015, through September 30, 2020. WAGE\$ will accelerate the introduction of Registered Apprenticeship into Advanced Manufacturing, IT, and Healthcare statewide. The overarching goal is to sign on at least 1,000 apprentices into the WAGE\$ occupations by the end of the grant. Grant partners include the Wisconsin Technical College System and the eleven workforce development boards (WDBs.) Each WDB supervises at least one apprenticeship liaison who coordinates local activities and works with ATRs to conduct business outreach.

WAGE\$ trades/occupations (as of August 2018)

1. Advanced Manufacturing (all Adv Mfg trades are completed = no additional occupations being developed for WAGE\$)
 - Industrial Manufacturing Technician (existing before WAGE\$)
 - Maintenance Technician (existing before WAGE\$)
 - Welder – Fabricator (existing before WAGE\$)
 - Welder – Automated Welding (existing before WAGE\$)
 - Mechatronics Technician (newly created under WAGE\$)
2. Information Technology (IT) – all newly created under WAGE\$
 - Software Developer (completed, NCWWDB/Midstate begins fall 2018)
 - IT Service Desk Technician (launched August 2018; Waukesha Technical College is lead college. Program will become available statewide through interested technical colleges)
 - Data Analyst (anticipated launch Fall 2018; Chippewa Valley Technical College is lead college. Program will become available statewide through interested technical colleges)
 - IT #4 = TBD
 - IT #5 = TBD
3. Health Care
 - Community Health Worker (was developed by Dept of Health Services; considered newly created; no participation to date)
 - Pharmacy Technician (development in progress; expected completion late 2018; lead undetermined)
 - Medical Assistant (development in progress; expected completion fall 2018; UW-Health is leading development and will conduct the training which will be open to apprentices from the three large healthcare providers in the Madison area; the program will become available statewide through interested technical colleges following resolution of a certification issue.

Status of Main Grant Deliverables

The following table shows the status of the main grant deliverables. Statistics are usually calculated quarterly and after allowing time for parties to input their information. The statistics below were reported for the period ending August 24, 2018, except as otherwise noted. It is expected that the rate of increase in programs and sponsors will increase as more programs are developed and offered.

As of August 24, 2018:

*Proposed through 9/30/18 and Actual
as of 8/24/18 unless otherwise noted*

Capacity Building & Employer Metrics	To Date		Total proposed to end of grant
	Proposed to end of Year 3 ¹	Actual to 8/24/18	
Total # of Employers to Benefit from the Grant Program	130	129	383
Total # of Promotional/ Outreach Activities to Employers (through June 30, 2018)	1,975	1,997	3,000
Total # of Newly Registered American Apprenticeship Programs (new trades developed with grant funds)	49	24 ²	100
Total # of Existing Registered Apprenticeship Programs to be Expanded (existing trades when the grant began but the trade having new apprentices in the grant performance period)	59	112 ³	90
Employment & Training Metrics			
Total # of Participants to Receive Services Under this Grant (e.g includes participants served in pre-apprenticeship, apprenticeship, and by other grant activities) – through 6/30/18	4800	46,454	10,000
Total # of New Apprentices Registered ⁴	330	358	1,000

¹ Year 3 ends 9/30/18

² As of 8/24/18, there were 24 sponsors for Mechatronics Technician and 57 Mechatronics Technician apprentices with signed contracts. Although Software Developer was completed, no apprentices had signed contracts. The number of new sponsors and programs does not reflect a new IT Service Desk Technician sponsor and apprentice signed after the report was generated.

³ Count is the best available considering manual process of removing duplicate sponsor/programs.

⁴ Count is for apprentices, not contracts, as of 8/24/18. This number was calculated by # of contracts less the # of transferred contracts from a WAGE\$ occupation to another WAGE\$ occupation or a new/different sponsor.

WAGE\$ Trades and Contracts by Technical College		
Report Total: 365 contracts		
Technical College	# contracts	Trade
Blackhawk Technical College - Milton Campus - 22 Contracts		
	13	Mechatronics Technician
	8	Maintenance Technician
Chippewa Valley Tech. College - Chippewa Falls - 5 Contracts		
	5	Welder - Fabricator
Fox Valley Technical College - 59 Contracts		
	59	Maintenance Technician
Fox Valley Technical College Local 400 - 2 Contracts		
	2	Maintenance Technician
Gateway Technical College-Sturtevant - 8 Contracts		
	8	Maintenance Technician
Lakeshore Technical College - 100 Contracts		
	45	Industrial Manufacturing Technician
	44	Maintenance Technician
	11	Mechatronics Technician
Madison College - 12 Contracts		
	12	Maintenance Technician
Madison College-Truax Campus - 1 Contract		
	1	Maintenance Technician
Mid-State Technical College - 7 Contracts		
	7	Maintenance Technician
Milwaukee Area Technical College - 2 Contracts		
	2	Maintenance Technician
Nicolet Area Technical College - 2 Contracts		
	2	Welder - Fabricator
Northcentral Technical College - 24 Contracts		
	24	Maintenance Technician
Northeast Wisconsin Technical College - 19 Contracts		
	10	Maintenance Technician
	3	Welder / Automated Welding
	6	Welder - Fabricator
Southwest Wisconsin Technical College - 9 Contracts		
	9	Mechatronics Technician
Waukesha County Technical College - 78 Contracts		
	26	Maintenance Technician
	6	Welder - Fabricator
	24	Industrial Manufacturing Technician
	22	Mechatronics Technician
Western Technical College - 15 Contracts		
	15	Maintenance Technician

WAGE\$ Contracts by Trade through August 24, 2018

Trade Name	Count	Female	Minority & Race/Ethnicity*		
			Minority**	Black	Hispanic
Report Total:	365	10 (3%)	44 (12%)	13 (4%)	17 (5%)
Industrial Manufacturing Technician	68	6 (9%)	18 (26%)	9 (13%)	6 (9%)
Maintenance Technician	218	3 (1%)	21 (10%)	4 (2%)	7 (3%)
Mechatronics Technician	57	1 (2%)	4 (7%)	()	3 (5%)
Welder / Automated Welding	3	()	()	()	()
Welder - Fabricator	19	()	1 (5%)	()	1 (5%)

WAGE\$ Contracts by Trade through May 15, 2018

Trade Name	Count	Female	Minority & Race/Ethnicity*		
			Minority**	Black	Hispanic
Report Total:	289	10 (3%)	36 (12%)	13 (4%)	13 (4%)
Industrial Manufacturing Technician	68	6 (9%)	18 (26%)	9 (13%)	6 (9%)
Maintenance Technician	165	3 (2%)	14 (8%)	4 (2%)	4 (2%)
Mechatronics Technician	40	1 (3%)	3 (8%)	()	2 (5%)
Welder / Automated Welding	3	()	()	()	()
Welder - Fabricator	13	()	1 (8%)	()	1 (8%)

WAGE\$ Contracts by Trade through August 24, 2017

Trade Name	Count	Female	Minority & Race/Ethnicity*		
			Minority**	Black	Hispanic
Report Total:	169	4 (2%)	24 (14%)	11 (7%)	7 (4%)
Industrial Manufacturing Technician	37	2 (5%)	12 (32%)	9 (24%)	2 (5%)
Maintenance Technician	115	2 (2%)	10 (9%)	2 (2%)	3 (3%)
Mechatronics Technician	3	()	1 (33%)	()	1 (33%)
Welder / Automated	3	()	()	()	()
Welder - Fabricator	11	()	1 (9%)	()	1 (9%)

All ACAP Reimbursement Requests Processed (Time Period) - Summary

Apprenticeship Completion Award Program (ACAP)

Bureau of Apprenticeship Standards

Division of Employment and Training

9/5/18 08:12 AM

Filters Applied: Determination Date between 6/11/18 and 9/5/18, Fiscal Year(s)= FY19

Type	Fiscal Year	# of RRs	\$Approved	\$Denied
Year One	19		\$45,520.37	\$236,907.58
Year One Totals		208	\$45,520.37	\$236,907.58
Completion	19		\$67,315.84	\$421,393.17
Completion Totals		124	\$67,315.84	\$421,393.17
Report Totals		332	\$112,836.21	\$658,300.75



WTCS System-Wide Activity Update for August 2018

- **WTCS Apprenticeship Enrollment Trend:** For the 2017-18 academic year, WTCS enrollments for all apprenticeship programs increased from 6528 to 6783 unduplicated, and 7124 to 7279 duplicated, students. That is a 3.9% and 2.2% increase, respectively, for the 2017-18 year, as compared to 6.5% and 7.4% for the prior year.
- **WTCS Program Expansion under the WAGE\$ grant:** From March 2016 through July 2018, nineteen apprenticeship program approvals were obtained by various WTCS District for WAGE\$ targeted programs. Currently, 12 out of 16 Districts offer instruction for one or more of these programs.
- **Great Lakes Tools of the Trade/WTCS Apprenticeship Scholarships:** The Great Lakes Higher Education Foundation Board has once again committed to awarding 200 scholarships at \$1500 each for industrial and construction sector apprentices for the 2018-19 academic year.
- **Active WTCS-BAS Apprenticeship Programs, By Sector, Occupation, and College:** The master chart of all apprenticeship programs with related instruction offered through the WTCS can be found here via the following link. "Active" is defined as approved programs with enrollments in the past two years.
<https://mywtcs.wtcsystem.edu/wtcsinternal/cmsspages/getdocumentfile.aspx?nodeguid=2b3fe9c1-681d-4ceb-a612-f474b04aaa8b>

Report Name COM-01 State Committee
Report - Industrial & Service
Refresh Date 9/28/18 8:25 AM

Wisconsin Bureau of Apprenticeship Standards

State Committee Report State Arborist Committee



This summary counts employers and apprentices with a contract active or unassigned on 9/28/2018 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
Report Total	4	34	1	2.9	2	5.9
Arborist (340868401801)	4	34	1	2.9	2	5.9