

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

Wednesday, May 9, 2018

North Central States Regional Council of Carpenters Eastern Training Center
Kaukauna, WI

Members Present	Organization/Employer
Basten, Rob	NCSRCC
Bialcik, Corey	NCSRCC
Coates, Shaun	NCSRCC
Rodriguez, Pat	NCSRCC
Schmidt, Mark	C.G. Schmidt
Schwengels, Joe	J.P. Cullen & Sons, Inc.
Strub, Matt	Fowler & Hammer
Zacharias, Roger	NCSRCC
Members Absent	Organization/Employer
Bohne, Hunter	Stevens Construction Corp.
Dischel, Todd	NCSRCC
Macejkovic, Jim	Building Service, Inc.
Scholz, Barry	Boldt
Consultants & Guests	Organization/Employer
Badger, Richard	Bureau of Apprenticeship Standards
Emrick, Leigh	Associated Builders & Contractors
Giese, Rob	NCSRCC
Hunter, Joelle	Southeast WI Carpentry Training Center
Kiel, Todd	Northeast Wisconsin Technical College
Mayek, Mandy	Mid-State Technical College
Perkofski, Lisa	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards

1. The meeting was called to order at 10:00 a.m. by Co-Chair Pat Rodriguez, in conformance with the Wisconsin open meeting laws.
2. A roll call was conducted. A quorum was present.
3. The committee reviewed the current roster. Owen Smith reported that Mr. Rob Basten, millwright instructor, replaced Darleen Balza for this meeting. The Bureau will review whether Mr. Basten will continue; state committee members on the employer side must be labor representatives and are commonly not instructors, unless approved by Director Karen Morgan.

4. **Old Business**

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

i. For action: approve the minutes

The minutes were approved as written.

ii. **For action:** proposed revisions to state Exhibit A

Owen reviewed that the state committee had requested that a focus group review the state Exhibit A's for confusing and outdated language. Ms. Leigh Emrick and Mr. Roger Zacharias presented their recommended revisions.

Action: the committee approved a motion to clarify "residential and/or construction work" on all state Exhibit As.

Action: the state committee approved motion to discontinue the state Exhibit As for interior systems and lather and allow current contracts to continue.

Action: the state committee approved all revisions will be effective September 1, 2018.

iii. Review 2017 WI Act 148 and related changes to state standards

Owen reviewed that he will update the state standards to reflect the changes required by the legislation.

iv. Review applicant assessment data for math

Owen reviewed that the state committee requested that training coordinators continue to update the committee on average applicant scores on the ACT and local assessments.

Leigh reported that more applicants to Associated Builders & Contractors registered apprenticeships are submitting ACT scores. Six of 48 applicants submitted ACT scores; all applicants passed the required minimum ACT math score of 15. Representatives of NCSRCC reported that 13 of 30 applicants submitted ACT scores and all surpassed the required minimum score. Ms. Joelle Hunter reported that her local committee was not aware of the state committee's request; she will bring applicant data to the next meeting. Joelle noted, though, that the average ACT math score of applicants is higher than the required minimum. The local committee expects most applicants will submit ACT scores.

The state committee agreed the required minimum ACT math score is working well.

Action: the state committee asked the Bureau to discuss whether to add ACT scores to BASERS

b. Implementing revisions to CFR 29.30

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

Owen concluded by stating that the Bureau expects to receive the guidance before the committee's fall meeting. The committee did not have comments or questions.

c. Federal grants to expand apprenticeship

Owen reported that the Bureau has almost begun the third year of the five-year WAGE\$ grant. Through the grant, the Bureau has been expanding registered apprenticeship into advanced manufacturing, health care, and information technology occupations. It's additional focus is expanding the recruitment and retainment of women and minority apprentices. That is also a focus of the state expansion grant, for which the Bureau recently received an \$1.5 million extension. The expansion grant will focus on recruitment and retainment on large construction projects in Madison and Milwaukee. The Bureau's used its third grant, the state accelerator grant, to increase its capacity for administering programs, primarily by upgrading its information management system with BASERS.

The committee asked whether the WAGE\$ grant will work with Job Corps. Owen explained that the funding is subcontracted to local workforce development boards, which allocate the funds to partners at their discretion.

The committee asked whether how smaller contractors can be involved with the recruitment and retain efforts. Owen explained that Bureau leadership intentionally chose prime contractors on large projects to have the most access and most data possible. He suggested stakeholders interested in involving smaller contractors in the grant should contact Director Morgan.

d. Presidential executive order to expand 'apprenticeship'

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

Owen noted that many stakeholders thought initially that the executive order would strip registered apprenticeship of many key policies and components. That thinking then shifted; the order would keep registered apprenticeship and create parallel industry-recognized apprenticeships. In the end, the final report does both: it supports both programs operating parallel to another; and it does include concerns over some operational inefficiencies within registered apprenticeship. Last, the industry-recognized apprenticeships will be piloted in industries new to apprenticeship, not in sectors that use registered apprenticeship.

In conclusion, Owen stated that the Bureau does not have further details at this time and is awaiting guidance from the Department of Labor.

The committee and consultants did not have questions or comments.

e. BASERS

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

Several state committee members commented that BASERS is "fantastic" and "nearly instantaneous." A consultant agreed and added that some employers and apprentices mistakenly thought that signing the contract electronically meant the apprentice did not have to make the mandatory appearance before the local committee.

f. Apprenticeship LEADERS initiative

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

In conclusion, Owen noted that the LEADERS program is still accepting participants. The program helps the Bureau see opportunities from industry's perspective.

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

g. Apprenticeship Completion Award Program

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

The state committee and consultants did not have additional items.

h. Other

The state committee and consultants did not have additional items.

5. New Business

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

Owen reported that the National Association of State & Territorial Apprenticeship Directors will hold its annual summer conference in Milwaukee from July 29 – August 3. The attendees will be joined by regional directors of the U.S. Department of Labor for a portion of the conference. NASTAD, not BAS, is seeking sponsorship opportunities for the event.

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

b. Registered apprenticeship on JobCenterOfWisconsin.com

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

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

c. Registered apprenticeship in correctional facilities

Owen informed attendees that the Bureau is researching strategic partnerships and outreach activities to create greater opportunities in and with correctional facilities. The effort resulted from a recent visit to correctional facilities in Ohio, which have a vast number of registered apprenticeship programs and participants: Ohio has 2,500 registered apprentices within correctional facilities; Wisconsin has 52. The trip influenced the Bureau to view Wisconsin's correctional facilities as an untapped talent pool, especially given that labor trends indicate employers should begin considering unconventional talent pools.

Owen concluded by stating that the Bureau will initially research work-release programs at minimum security facilities and then explore blended models that combine training in the facility with training upon release.

Several committee members stated they agree with first exploring options at minimum security facilities.

d. Learning exchanges with Japan and Mississippi

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

The state committee and consultants did not have additional items.

e. BAS website changes

Owen reported that the Bureau is developing a revised version of its homepage. The revisions were prompted by input from Job Center of Wisconsin staff that the page was difficult for career seekers to navigate. The Bureau agreed because the page was designed to serve the Bureau's primary customers, sponsors. The revised homepage will feature boxes based on user group; two buttons per box that link to the top functions performed by each user group; and a drop-down menu for quickly accessing webpages to specific apprenticeable occupations.

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

f. BAS personnel changes

Owen reported the following changes: Hafeezah Ahmad, apprenticeship training representative (ATR) for Milwaukee, retired; Vincent Rice, policy analyst in Madison, accepted an external position; and the Bureau will receive three new ATR positions from the state legislature. The new ATRs for Milwaukee are Nick Abbott and Steve Vander Heyden. The new policy analyst in Madison is Matthew White. The new ATR positions will focus specifically on the manufacturing sector and will be in Appleton, Milwaukee, and Wausau.

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

g. Other

i. WI Apprenticeship Conference

Owen reviewed that the Bureau had informed the state committee that the Bureau would host a diversity conference in the fall of 2018. The Bureau has shifted that focus to a biennial conference

on multiple topics, including recruitment and retainment, in January 2019. The state committee and consultants did not have questions or comments.

ii. Northeast Wisconsin Technical College

Todd Kiel reported that the campus is undergoing extensive remodeling, including two new buildings. Once construction is complete, the college will be happy to host meetings and tours. In addition, apprenticeship enrollment has increased significantly; more than 1,000 apprentices registered this spring. The average age of an apprentice has decreased from 29 to 25.

iii. Mid-State Technical College

Mandy Mayek reported that the college will offer the Software Developer and Arborist registered apprenticeship programs this fall. She echoed the trends seen by Northeast Wisconsin Technical College. She added that Mid-State is partnering with Lakeshore Technical College to provide related instruction for the Carpenter registered apprenticeship. Apprentices attend every other class at Mid-State.

6. Program participants included 1,098 apprentices and 216 employers with contracts active or unassigned on May 4, 2018. Owen noted that to date, the apprentice totals are the second highest in ten years and may exceed the record of 1,185 apprentices in 2017.
7. The committee tentatively scheduled its next meeting for Tuesday, September 18, at 10:00 a.m. at Southeast Wisconsin Training Center in Pewaukee.
8. The meeting adjourned at noon..

Follow-up Items

BAS will revise the Exhibit A's as of September 1.

BAS will research inputting ACT scores into BASERS.

Submitted by Owen Smith, Program & Policy Analyst

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Employment and Training Division
Bureau of Apprenticeship Standards
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Scott Walker, Governor
Raymond Allen, Secretary
Chythania Brown, Division Administrator

May 4, 2018

TO: State Carpentry Apprenticeship Advisory Committee Members & Consultants

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

SUBJECT: **State Carpentry Apprenticeship Advisory Committee meeting**

DATE: **Wednesday, May 9, 2018**

TIME: 10:00 AM

Place: NCSRCC Eastern Training Center
N2216 Bodde Rd.
Kaukauna, WI 54130

TENTATIVE AGENDA

1. Call the meeting to order.
2. Introduce attendees.
3. Review the current roster.
4. **Old Business**
 - a. Review follow-up items from previous meeting:
 - i. **For action:** approve the minutes
 - ii. **For action:** discuss proposed revisions to state Exhibit A's
 - iii. Review 2017 WI Act 148 and related changes to state standards.
 - iv. Review applicant assessment data for math
 - b. Update on implementing revisions to CFR 29.30 (AA/EEO requirements)
 - c. Update on federal grants to expand "registered apprenticeship"
 - d. Update on Presidential executive order to expand "apprenticeship"
 - e. Update on Bureau of Apprenticeship Standards Electronic Registration System (BASERS)
 - f. Update on Apprenticeship LEADERS initiative
 - g. Update on Apprenticeship Completion Award Program
 - h. Other
5. **New Business**
 - a. National Association of State & Territorial Apprenticeship Directors (NASTAD) Conference
 - b. Registered apprenticeship on JobCenterOfWisconsin.com
 - c. Registered apprenticeship in correctional facilities

5. **New Business, *continued***

- d. Learning exchanges with Japan and Mississippi
- e. BAS website changes
- f. BAS personnel changes
- g. Other

6. WTCS update

7. Review the program participants.

8. Schedule the next meeting.

9. Adjourn.

State Carpentry Advisory Committee • Madison WI
Carpenter (Construction) • 1-860381022-01-T
Exhibit A - Program Provisions

Approved: 10/24/2011

TERM OF APPRENTICESHIP: The term of apprenticeship shall be Time-based, which has been established to be 4 years of not less than 6,240 hours. 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 12 months of the apprenticeship, 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 400 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. 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.

<u>Work Process Description</u>	<u>Approximate Hours</u> (Min - Max)
FORM BUILDING AND ROUGH FRAMING: *Form building (floors, beams, joists, wall columns, stairs, etc.) *Rough framing (floor framing, wall framing, metal studs, drywall application, roof framing, rough framing for stair work, scaffold building, etc. Experience to be furnished in both house and heavy construction work.)	3000
EXTERIOR FINISHING: Application of cornice and outside wall trim, setting door and window frames and trim, roof coverings, etc.	600
INTERIOR FINISHING AND HARDWARE: Installation of jambs, doors, windows, cabinets, countertops, casework, paneling and stairs. Application of all architectural trims, moldings, casings, appliques, etc. Installation of door, window and cabinet hardware.	800
INTERIOR SYSTEMS: Installation of drywall, insulation, acoustical ceilings, moveable partitions, access panel systems, fixture work, owner-supplied equipment, etc..	1000
MISCELLANEOUS: Scaffolding, welding, care and maintenance of tools and equipment, demolition, or any other manipulative process not listed or implied elsewhere.	440
Paid Related Instruction	400
TOTAL	6240

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

DETA-10408-E (R. 12/2010)

State Carpentry Advisory Committee • Madison WI
Carpenter (Construction) • 1-860381022-01-T
Exhibit A - Program Provisions

MINIMUM COMPENSATION TO BE PAID:

The apprentice wage scale is deemed adequate when, during the term of training, it averages 60% of the current journeyworker rate. (DWD 295.04)

Base skilled wage rate \$30.81 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
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School credit hours approved:	
 Paid related instruction:	N/A

 Unpaid related instruction:	N/A
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Total credit hours to be applied to the term of the apprenticeship:	N/A
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SPECIAL PROVISIONS:

The apprentice shall at all times work with and under the supervision of a competent journeyworker who shall be responsible for training.

Apprentices shall attend additional school on their own time and take and satisfactorily complete such subjects as the Local Committee requires but shall not exceed a total of 250 hours.

All apprentices must complete an approved course in first aid/CPR training in their first two years of apprenticeship or be subject to cancellation of their apprenticeship.

All apprentices must complete a committee approved safety course.

The apprentice in his/her final year must take the Transition to Trainer Course.

The apprentice shall be taught the use, care and effective handling of all tools and apparatus commonly used in connection with the trade of carpentry. The apprentice shall be given instruction, experience and training in all available branches of carpentry.

Instruction and experience in the work processes shall include the layout thereof. The apprentice shall be given a thorough knowledge of all different kinds of material commonly used in connection with the trade and use of each kind in construction.

State Carpentry Advisory Committee • Madison WI
Carpenter (Construction) • 1-860381022-01-T
Exhibit A - Program Provisions

Approved: 9/19/2012

TERM OF APPRENTICESHIP: The term of apprenticeship shall be Time-based, which has been established to be 4 years of not less than 5,840 hours. 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 12 months of the apprenticeship, 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 400 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. 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.

<u>Work Process Description</u>	<u>Approximate Hours</u> (Min - Max)
FORM BUILDING AND ROUGH FRAMING: *Form Building (floors, beams, joists, wall columns, stairs, etc.) *Rough framing (floor framing, wall framing, metal studs, drywall application, roof framing, rough framing for stair work, scaffold building, etc. Experience to be furnished in both house and heavy construction work.)	3000
EXTERIOR FINISHING: Application of cornice and outside wall trim, setting door and window frames and trim, roof coverings, etc.	600
INTERIOR FINISHING AND HARDWARE: Installation of jambs, doors, windows, cabinets, countertops, casework, paneling and stairs. Application of all architectural trims, moldings, casings, appliques, etc. Installation of door, window and cabinet hardware.	800
INTERIOR SYSTEMS: Installation of drywall, insulation, acoustical ceilings, moveable partitions, access panel systems, fixture work, owner-supplied equipment, etc.	1000
MISCELLANEOUS: Scaffolding, welding, care and maintenance of tools and equipment, demolition, or any other manipulative process not listed or implied elsewhere.	440
Paid Related Instruction	N/A
TOTAL	5840

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

DETA-10408-E (R. 12/2010)

State Carpentry Advisory Committee • Madison WI
Carpenter (Construction) • 1-860381022-01-T
Exhibit A - Program Provisions

MINIMUM COMPENSATION TO BE PAID:

The apprentice wage scale is deemed adequate when, during the term of the training, it averages 60% of the current journeyworker rate. (DWD 295.05)

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
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School credit hours approved:	
 Paid related instruction:	N/A

 Unpaid related instruction:	N/A
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Total credit hours to be applied to the term of the apprenticeship:	N/A
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SPECIAL PROVISIONS:

The apprentice shall at all times work with and under the supervision of a competent journeyworker who shall be responsible for training.

Apprentices shall attend paid related instruction for 400 hours. The apprentice shall be paid for these hours at the same rate per hour as for services or other BAS approved method of payment.

Apprentices shall attend additional school on their own time and take and satisfactorily complete such subjects as the Local Committee requires but shall not exceed a total of 250 hours.

All apprentices must complete a committee approved safety course.

The apprentice in his/her final year must take the Transition to Trainer Course.

The apprentice shall be taught the use, care and effective handling of all tools and apparatus commonly used in connection with the trade of carpentry. The apprentice shall be given instruction, experience and training in all available branches of carpentry.

Instruction and experience in the work processes shall include the layout thereof. The apprentice shall be given a thorough knowledge of all different kinds of material commonly used in connection with the trade and use of each kind in construction.

State Carpentry Advisory Committee • Madison WI
Carpenter (Cabinet Maker) • 1-660280010-01-T
Exhibit A - Program Provisions

Approved: 10/24/2011

TERM OF APPRENTICESHIP: The term of apprenticeship shall be Time-based, which has been established to be 4 years of not less than 6,240 hours. 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 12 months of the apprenticeship, 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 400 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. 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.

<u>Work Process Description</u>	<u>Approximate Hours</u>		
	(Min	-	Max)
MATERIAL SELECTION, LAYOUT AND FABRICATION OF CABINETRY: Includes print reading both face frame and 32 mm production casework, etc.	2000		
TRAINING ON PRODUCTION TOOLS: Includes all production tools within the cabinet shop, to include maintenance and safety procedures.	1100		
FABRICATION AND INSTALLATION OF PLASTIC LAMINATES AND SOLID SURFACE MATERIALS: Counters, facings and shelvings.	800		
FABRICATION OF DOORS, WINDOWS, MOLDINGS & JAMBS: Includes these items and all other architectural millwork items.	1000		
STAIR LAYOUT AND CONSTRUCTION	300		
FINISHED PRODUCT INSTALLATION	300		
MISCELLANEOUS	340		
Paid Related Instruction	400		
TOTAL	6240		

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

MINIMUM COMPENSATION TO BE PAID:

State Carpentry Advisory Committee • Madison WI
Carpenter (Cabinet Maker) • 1-660280010-01-T
Exhibit A - Program Provisions

The apprentice wage scale is deemed adequate when, during the term of the training, it averages 60% of the current journeyworker rate. (DWD 295.04)

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
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School credit hours approved:	
 Paid related instruction:	N/A

 Unpaid related instruction:	N/A
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Total credit hours to be applied to the term of the apprenticeship:	N/A
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SPECIAL PROVISIONS:

The apprentice shall at all times work with and under the supervision of a competent journeyworker who shall be responsible for training.

Apprentices shall attend additional school on their own time and take and satisfactorily complete such subjects as the Local Committee requires but shall not exceed a total of 250 hours.

All apprentices must complete an approved course in first aid/CPR training in their first two years of apprenticeship or be subject to cancellation of their apprenticeship.

All apprentices must complete a committee approved safety course.

The apprentice shall be taught the use, care and effective handling of all tools and apparatus commonly used in connection with the trade of carpentry. The apprentice shall be instruction, experience and training in all available branches of carpentry.

Instruction and experience in the work processes shall include the layout thereof.

The apprentice shall be given a thorough knowledge of all different kinds of materials commonly used in connection with the trade and use each kind in construction.

The apprentice in his/her final year must take the Transition to Trainer Course.

State Carpentry Advisory Committee • Madison WI
Carpenter (Floor Coverer) • 1-864481010-01-T
Exhibit A - Program Provisions

Approved: 10/24/2011

TERM OF APPRENTICESHIP: The term of apprenticeship shall be Time-based, which has been established to be 4 years of not less than 6,240 hours. 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 12 months of the apprenticeship, 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.

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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. 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.

<u>Work Process Description</u>	<u>Approximate Hours</u> (Min - Max)
SHEET GOODS: Preparation and installation of floors, flash coving, seam seal/welding, treads and wall covering, including PVC materials.	1500
WOOD/COMPOSITE FLOOR SYSTEMS: Preparation and installation.	500
CARPET: Preparation, padding and installation or carpeting including the cutting, matching, sewing, stair work, etc. of both stretch and glue down.	2000
TILE: Preparation and installation of asphalt, vinyl composition, carpet and wood parquet.	800
RUBBER: Preparation and installation of floors, treads, transition and base, including cutting.	540
MISCELLANEOUS: Tool and equipment maintenance, leveling equipment, pedestal floors, etc. or any other manipulative process not listed or implied elsewhere.	500
Paid Related Instruction	400
TOTAL	6240

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

MINIMUM COMPENSATION TO BE PAID:

DETA-10408-E (R. 12/2010)

State Carpentry Advisory Committee • Madison WI
Carpenter (Floor Coverer) • 1-864481010-01-T
Exhibit A - Program Provisions

The apprentice wage scale is deemed adequate when, during the term of training, it averages 60% of the current journeyworker rate. (DWD 295.04)

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
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School credit hours approved:	
 Paid related instruction:	N/A

 Unpaid related instruction:	N/A
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Total credit hours to be applied to the term of the apprenticeship:	N/A
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SPECIAL PROVISIONS:

The apprentice shall at all times work with and under the supervision of a competent journeyworker who shall be responsible for training.

Apprentices shall attend additional school on their own time and take and satisfactorily complete such subjects as the Local Committee requires but shall not exceed a total of 250 hours.

All apprentices must complete an approved course in first aid/CPR training in their first two years of apprenticeship or be subject to cancellation of their apprenticeship.

All apprentices must complete a committee approved safety course.

The apprentice shall be taught the use, care and effective handling of all tools and apparatus commonly used in connection with the trade of carpentry. The apprentice shall be instruction, experience and training in all available branches of carpentry.

Instruction and experience in the work processes shall include the layout thereof.

The apprentice shall be given a thorough knowledge of all different kinds of materials commonly used in connection with the trade and use each kind in construction.

The apprentice in his/her final year must take the Transition to Trainer Course.

State Carpentry Advisory Committee • Madison WI
Carpenter (Interior Systems) • 1-860381583-01-T
Exhibit A - Program Provisions

Approved: 10/24/2011

TERM OF APPRENTICESHIP: The term of apprenticeship shall be Time-based, which has been established to be 4 years of not less than 6,240 hours. 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 12 months of the apprenticeship, 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 400 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. 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.

<u>Work Process Description</u>	<u>Approximate Hours</u> (Min - Max)
INSTALLATION OF METAL LATH AND ACCESSORIES: Application of metal lath on floor and ceiling. Application of metal lath on columns, pilasters, walls and partitions. Metal corner beads and guards, casing beads and pilaster stops, picture molds, chair rail, base screed, metal base, ceiling runners or tracks and similar metal lathing and plastering accessories attached before plastering.	600
INSTALLATION OF MATERIALS: Gypsum lath and exterior lathing material. Metal lath or any material used as a base for plaster acoustical material. Cornerites, beads, stops and all other accessories. Installation of backing board and finish drywall materials.	1800
INTERIOR SYSTEMS WORK: Movable partitions, metal stud work, acoustical ceilings, wood and metal furring, fixture work, interior trim work. Glue on tile and panel installation.	1000
LAYOUT AND BLUEPRINT READING: Grades and elevations, center lines, laser and transit.	300
GENERAL CARPENTRY/MISCELLANEOUS: Rough framing, form construction, pedestal floors, cabinets, fixtures, casework, hardware, insulation and sound control, plastic laminates, solid surface, carpet, resilient floors or any other craft processes related to the carpentry craft not listed elsewhere.	2000
SCAFFOLD BUILDING, WELDING:	140
Paid Related Instruction	400
TOTAL	6240

State Carpentry Advisory Committee • Madison WI
Carpenter (Interior Systems) • 1-860381583-01-T
Exhibit A - Program Provisions

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 wage scale is deemed adequate when, during the term of training it averages 60% of the current journeyworker rate. (DWD 295.04)

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
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School credit hours approved:	
 Paid related instruction:	N/A

 Unpaid related instruction:	N/A
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Total credit hours to be applied to the term of the apprenticeship:	N/A
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SPECIAL PROVISIONS:

The apprentice shall be taught the use, care and effective handling of all tools and apparatus commonly used in connection with the trade of carpentry. The apprentice shall be given instruction, experience and training in all available branches of carpentry.

Instruction and experience in the work processes shall include the layout thereof.

The apprentice shall at all times work with and under the supervision of a competent journeyworker who shall be responsible for training.

The apprentice shall be given a thorough knowledge of all different kinds of material commonly used in connection with the trade and use of each kind in construction.

Apprentices shall attend additional school on their own time and take and satisfactorily complete such subjects as the Local Committee requires but shall not exceed a total of 250 hours.

All apprentices must complete an approved course in first aid/CPR training in their first two years of apprenticeship or be subject to cancellation of their apprenticeship.

All apprentices must complete a committee approved safety course.

The apprentice in his/her final year must take the Transition to Trainer Course.

DETA-10408-E (R. 12/2010)

State Carpentry Advisory Committee • Madison WI
Carpenter (Interior Systems) • 1-860381583-01-T
Exhibit A - Program Provisions

State Carpentry Advisory Committee • Madison WI
Carpenter (Lather) • 1-842361010-01-T
Exhibit A - Program Provisions

DRAFT

TERM OF APPRENTICESHIP: The term of apprenticeship shall be Time-based, which has been established to be 4 years of not less than 6,240 hours. 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 the apprenticeship, 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 400 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. 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.

<u>Work Process Description</u>	<u>Approximate Hours</u>	
	(Min	- Max)
Installation of metal lath and accessories	1200	
Application of metal lath on floor and ceiling. Application of metal lath on columns, pilasters, walls and partitions. Metal corner beads and guards, casing beads and pilaster stops, picture molds, chair rail, base screed, metal base, ceiling runners or tracks and similar metal lathing and plastering accessories attached before plastering		
Installation of materials	1200	
Gypsum lath and exterior lathing material. Metal lath or any material used as a base for plaster acoustical material. Cornerites, beads, stops and all other accessories. Installation of backing board and finish drywall materials.		
Interior systems work	1000	
Movable partitions, metal stud work, acoustical ceilings, wood and metal furring, fixture work, interior trim work. Glue on tile and panel installation.		
Layout and blueprint reading	300	
Grades and elevations, center lines, laser and transit.		
General Carpentry	1700	
Rough framing, form construction, all other craft processes related to the carpentry craft not listed elsewhere.		
Miscellaneous	400	

State Carpentry Advisory Committee • Madison WI
Carpenter (Lather) • 1-842361010-01-T
Exhibit A - Program Provisions

Scaffold, building, welding

Paid Related Instruction 400

TOTAL 6200

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

MINIMUM COMPENSATION TO BE PAID:

N/A

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:

Apprentices shall attend additional school on their own time and take and satisfactorily complete such subjects as the Local Committee requires but shall not exceed a total of 120 hours.

All apprentices must complete an approved course in first aid/CPR training in their first two years of apprenticeship or be subject to cancellation of their apprenticeship.

All apprentices must complete a committee approved safety course.

State Carpentry Advisory Committee • Madison WI
Carpenter (Millwright) • 1-638281018-01-T
Exhibit A - Program Provisions

Approved: 10/24/2011

TERM OF APPRENTICESHIP: The term of apprenticeship shall be Time-based, which has been established to be 4 years of not less than 6,240 hours. 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 12 months of the apprenticeship, 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 400 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. 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.

<u>Work Process Description</u>	<u>Approximate Hours</u> (Min - Max)
GENERAL ERECTION: Conveyor systems; monorail systems; scaffolding; print reading and schematics; and layout; guarding and shield.	1800
MACHINERY INSTALLATION AND ALIGNMENT: Setting machines; coupling and shaft alignment; gear, chain and belt alignment; install bearings; fabrication of parts; hydraulics and pneumatics, pumps, valves, actuators and gear boxes; and robotics.	1900
OTHER RELATED MILLWRIGHT & MAINTENANCE WORK: Precision tool optic and laser work; rigging, repairing various types of belts and chains; belt and rope splicing.	1040
WELDING AND CUTTING	800
MISCELLANEOUS	300
Paid Related Instruction	400
TOTAL	6240

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 wage scale is deemed adequate when, during the term of training, it averages 60% of the current journeyworker rate. (DWD 295.04)

Base skilled wage rate N/A per hour.

DETA-10408-E (R. 12/2010)

State Carpentry Advisory Committee • Madison WI
Carpenter (Millwright) • 1-638281018-01-T
Exhibit A - Program Provisions

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
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School credit hours approved:	
Paid related instruction:	N/A

Unpaid related instruction:	N/A
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Total credit hours to be applied to the term of the apprenticeship:	N/A
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SPECIAL PROVISIONS:

The apprentice shall at all times work with and under the supervision of a competent journeyworker who shall be responsible for training.

Apprentices shall attend additional school on their own time and take and satisfactorily complete such subjects as the Local Committee requires but shall not exceed a total of 250 hours.

All apprentices must complete an approved course in first aid/CPR training in their first two years of apprenticeship or be subject to cancellation of their apprenticeship.

All apprentices must complete a committee approved safety course.

The apprentice shall be taught the use, care and effective handling of all tools and apparatus commonly used in connection with the trade of carpentry. The apprentice shall be instruction, experience and training in all available branches of carpentry.

Instruction and experience in the work processes shall include the layout thereof.

The apprentice shall be given a thorough knowledge of all different kinds of materials commonly used in connection with the trade and use each kind in construction.

The apprentice in his/her final year must take the Transition to Trainer Course.

State Carpentry Advisory Committee • Madison WI
Carpenter (Pile Driver) • 1-860381581-01-T
Exhibit A - Program Provisions

Approved: 10/24/2011

TERM OF APPRENTICESHIP: The term of apprenticeship shall be Time-based, which has been established to be 4 years of not less than 6,240 hours. 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 12 months of the apprenticeship, 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 400 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. 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.

<u>Work Process Description</u>	<u>Approximate Hours</u> (Min - Max)
DRIVING & EXTRACTION OF PILING AND PILE DRIVING EQUIPMENT: *Includes sheeting and sheet piling, cofferdam and caisson work, cribbing, as well as all types of piling. *Care, maintenance and setup of hammers, leads, rigs, motors, pumps and other equipment necessary to do the work of a piledrive.	3000
CONCRETE FORM CONSTRUCTION: Pile caps, piers, footings, break walls, bridge construction, etc.	1100
ARC WELDING AND OXY-ACETYLENE TORCHWORK	800
HEAVY TIMBER CONSTRUCTION: Docks and wharfs, piers, bumpers.	500
MISCELLANEOUS: Demolition, safety, diving, signaling, scaffolding, or any other manipulative process not listed or implied elsewhere.	440
Paid Related Instruction	400
TOTAL	6240

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 wage scale is deemed adequate when, during the term of training, it averages 60% of the current journeyworker rate. (DWD 295.04)

DETA-10408-E (R. 12/2010)

State Carpentry Advisory Committee • Madison WI
Carpenter (Pile Driver) • 1-860381581-01-T
Exhibit A - Program Provisions

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: N/A
Paid related instruction:

Unpaid related instruction: N/A

Total credit hours to be applied to the term of the apprenticeship: N/A

SPECIAL PROVISIONS:

The apprentice shall at all times work with and under the supervision of a competent journeyworker who shall be responsible for training.

Apprentices shall attend additional school on their own time and take and satisfactorily complete such subjects as the Local Committee requires but shall not exceed a total of 250 hours.

All apprentices must complete an approved course in first aid/CPR training in their first two years of apprenticeship or be subject to cancellation of their apprenticeship.

The apprentice shall be taught the use, care and effective handling of all tools and apparatus commonly used in connection with the trade of carpentry. The apprentice shall be given instruction, experience and training in all available branches of carpentry.

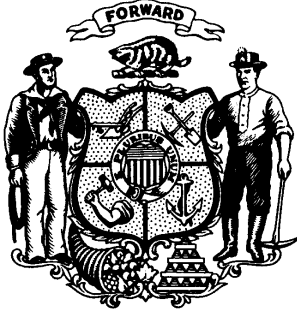
Instruction and experience in the work processes shall include the layout thereof.

The apprentice shall be given a thorough knowledge of all different kinds of materials commonly used in connection with the trade and use each kind in construction.

The apprentice in his/her final year must take the Transition to Trainer Course.

All apprentices must complete a committee approved safety course.

State of Wisconsin



2017 Assembly Bill 508

Date of enactment: **March 28, 2018**
Date of publication*: **March 29, 2018**

2017 WISCONSIN ACT 148

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

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

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

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

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

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

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

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

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

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

106.015 Apprentice-to-journeyworker ratios.

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

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

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

2017 Wisconsin Act 148

– 2 –

2017 Assembly Bill 508

SECTION 5. 106.02 of the statutes is repealed.

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

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

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

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

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



WAGE\$ Grant Metrics Update

(as of Dec. 31, 2017)

Presented to various state committees
Spring 2018 meetings

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

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)**
 - Software Developer (newly created under WAGE\$, completed, NCWWDB/Midstate begins fall 2018)
 - IT Service Desk Technician (launch planned August 2018 contingent upon approval by WTCS Board; Waukesha Technical College is lead college. Program will become available statewide through interested technical colleges)
 - Data Analyst (launch planned August 2018 contingent upon approval by WTCS Board; Waukesha Technical College is lead college. Program will become available statewide through interested technical colleges)
 - Data Analyst (development in progress; expected completion late 2018; lead undetermined)
 - 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 SSM and Unity apprentices; the program will become available statewide through interested technical colleges)



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 December 2017. It expected that rate of increase in programs and sponsors will increase as more programs are developed and offered. As of December 31, 2017, only the five Advanced Manufacturing programs were active with Mechatronics having just started getting apprentices signed.

As of Dec. 31, 2017:

**Proposed through 9/30/18 and
Actual as of 12/31/17**

Capacity Building & Employer Metrics	To Date (end of reporting Q)		Total proposed to end of grant
	Proposed to end of Year 3*	Actual to 12/31/17**	
Total # of Employers to Benefit from the Grant Program	130	71	383
Total # of Promotional/ Outreach Activities to Employers	1,975	1,681	3,000
Total # of Newly Registered American Apprenticeship Programs (new trades developed with grant funds)	49	3**	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	83	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)	2500	33,834	10,000
Total # of New Apprentices Registered	145	184***	1,000

* Year 3 ends 9/30/18

** As of 4/5/18, there are 13 sponsors for Mechatronics Technician and 33 Mechatronics Technician apprentices with signed contracts. Although Software Developer was completed, no apprentices had signed contracts yet due to the program not being fully implemented yet.

*** As of 4/5/18, there have been 259 contracts signed under the WAGE\$ grant. This number is not corrected for transferred contracts (WAGE\$ trade to WAGE\$ trade or sponsor) of which there are approximately 5.

All ACAP Reimbursement Requests Processed (Time Period) - Summary

Apprenticeship Completion Award Program (ACAP)

Bureau of Apprenticeship Standards

Division of Employment and Training

4/6/18 08:07 AM

Filters Applied: Determination Date between 9/4/17 and 4/6/18, Fiscal Year(s)= FY18

Type	Fiscal Year	# of RRs	\$Approved	\$Denied
Year One	18		\$64,842.15	\$352,010.20
Year One Totals		329	\$64,842.15	\$352,010.20
Completion	18		\$94,041.26	\$487,402.45
Completion Totals		159	\$94,041.26	\$487,402.45
Report Totals		488	\$158,883.41	\$839,412.65



WTCS System-Wide Activity Update for Spring 2018

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

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

State Committee Report - Construction

State Carpentry Advisory Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 5/4/2018 in trade(s) associated with this committee.

Sponsor Name Trade	Apprentices									Employers				
	Total	Minority		Female		Union		Non- Union		Total	W/Union Appr		W/Non-Union Appr	
		#	%	#	%	#	%	#	%		#	%	#	%
1	2	3	3a	4	4a	5	5a	6	6a	7	8	8a	9	9a
All Sponsors Total	1098	122	11.1	24	2.2	1016	92.5	82	7.5	216	178	82.4	41	19.0
ABC of Wisconsin (All)	59	3	5.1	1	1.7			59	100.0	28			28	100.0
Carpenter (Construction) (186038102201)	59	3	5.1	1	1.7			59	100.0	28			28	100.0
Central Wisconsin Area Carpentry JAC	11	0		0	0.0			11	100.0	3			3	100.0
Carpenter (Construction) (186038102201)	11	0		0	0.0			11	100.0	3			3	100.0
Eau Claire Area Carpentry JAC	58	2	3.4	0	0.0	58	100.0			21	21	100.0		
Carpenter (Construction) (186038102201)	58	2	3.4	0	0.0	58	100.0			21	21	100.0		
Greater Wisconsin Millwright JAC	10	0		0	0.0	10	100.0			3	3	100.0		
Carpenter (Millwright) (163828101801)	10	0		0	0.0	10	100.0			3	3	100.0		
La Crosse Area Carpentry JAC	47	4	8.5	2	4.3	47	100.0			22	22	100.0		
Carpenter (Construction) (186038102201)	43	3	7.0	1	2.3	43	100.0			22	22	100.0		
Carpenter (Pile Driver) (186038158101)	4	1	25.0	1	25.0	4	100.0			1	1	100.0		
Lakeshore Area Carpentry Advisory Comm	9	0		0	0.0			9	100.0	7			7	100.0
Carpenter (Construction) (186038102201)	7	0		0	0.0			7	100.0	6			6	100.0
Carpenter (Millwright) (163828101801)	2	0		0	0.0			2	100.0	1			1	100.0
Madison Area Carpentry JAC	183	23	12.6	1	0.5	183	100.0			46	46	100.0		
Carpenter (Construction) (186038102201)	171	21	12.3	1	0.6	171	100.0			43	43	100.0		
Carpenter (Floor Coverer) (186448101001)	12	2	16.7	0	0.0	12	100.0			4	4	100.0		
Northeast Wisconsin Carpentry JAC	367	11	3.0	4	1.1	367	100.0			66	66	100.0		
Carpenter (Construction) (186038102201)	221	8	3.6	2	0.9	221	100.0			44	44	100.0		
Carpenter (Floor Coverer) (186448101001)	26	2	7.7	0	0.0	26	100.0			8	8	100.0		
Carpenter (Millwright) (163828101801)	120	1	0.8	2	1.7	120	100.0			24	24	100.0		
SE WI Area Carpentry JAC	302	78	25.8	16	5.3	299	99.0	3	1.0	79	79	100.0	3	3.8
Carpenter (Cabinet Maker) (166028001001)	3	0		0	0.0	3	100.0			1	1	100.0		
Carpenter (Construction) (186038102201)	239	64	26.8	14	5.9	236	98.7	3	1.3	61	59	96.7	3	4.9
Carpenter (Floor Coverer) (186448101001)	19	8	42.1	0	0.0	19	100.0			6	6	100.0		
Carpenter (Interior Systems) (186038158301)	5	1	20.0	0	0.0	5	100.0			5	5	100.0		
Carpenter (Millwright) (163828101801)	35	5	14.3	2	5.7	35	100.0			13	13	100.0		
Carpenter (Pile Driver) (186038158101)	1	0		0	0.0	1	100.0			1	1	100.0		
Wausau Area Carpenters JAC	52	1	1.9	0	0.0	52	100.0			24	24	100.0		
Carpenter (Construction) (186038102201)	34	0		0	0.0	34	100.0			17	17	100.0		
Carpenter (Floor Coverer) (186448101001)	2	0		0	0.0	2	100.0			2	2	100.0		

State Committee Report - Construction

State Carpentry Advisory Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 5/4/2018 in trade(s) associated with this committee.

Sponsor Name Trade	Apprentices									Employers				
	Total	Minority		Female		Union		Non- Union		Total	W/Union Appr		W/Non-Union Appr	
		#	%	#	%	#	%	#	%		#	%	#	%
1	2	3	3a	4	4a	5	5a	6	6a	7	8	8a	9	9a
All Sponsors Total	1098	122	11.1	24	2.2	1016	92.5	82	7.5	216	178	82.4	41	19.0
Carpenter (Millwright) (163828101801)	16	1	6.3	0	0.0	16	100.0			7	7	100.0		

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



*Current year is YTD data as of Run Date: 05/04/2018		
Run Date: 05/04/2018		
State Carpentry Advisory Committee		
Sponsored Trade Group(s): Construction		
Year	Active Apprentices	Active Employers
2008	933	288
2009	751	242
2010	587	216
2011	497	192
2012	555	165
2013	478	155
2014	648	182
2015	832	213
2016	994	219
2017	1,185	228
2018	1,129	220

