

**Approved Minutes of the
Wastewater Treatment Plant Operator
State Apprenticeship Advisory Committee**

April 30, 2018

Madison Area Technical College—Commercial Avenue Campus
Madison, WI

Members Present	Employer / Organization
Dierker, Marty	M&M Environmental & Educational Services
Wilson, Paul	Walworth County Sewage District
Zimmer, Kelly	MSA Professional Services
Members Absent	Employer / Organization
Bartel, Bruce	Green Bay Metropolitan Sewerage District
Lutz, Lyle	Village of Plover
Zess, Ken	Village of East Troy
Consultants & Guests	Employer / Organization
Horvath, Steve	Moraine Park Technical College
Johnson, Josh	Bureau of Apprenticeship Standards
Radcliffe, Kevyn	Bureau of Apprenticeship Standards
Robinson, Dominic	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards

1. The meeting was called to order at 10:15 a.m. by Marty Dierker, 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.

4. Old Business

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

i. For action: approve the minutes

The committee approved the minutes as written.

ii. Outreach efforts

Josh Johnson introduced himself to the attendees and expressed his excitement in working with the occupation to grow its registered apprenticeship. He shared that the Bureau has renewed its efforts to help industries new to registered apprenticeship grow their programs; the Bureau will dedicate staff to helping the industries conduct strategic outreach over a three-year period.

To learn more about the factors contributing to the industry's slow adoption of its registered apprenticeship, Josh asked the following questions:

- *What is the strongest contributing factor: a lack of qualified applicants or a lack of employers willing to train them?*

Both, the committee replied. Qualified applicants are few and many employers want a quick, easy way of training new workers. Many treatment plants are advertising many vacancies. Many of the operators hired in the rapid expansion in the 1970s and 1980s are retiring. The need for treating wastewater won't go away.

- *The Bureau wants to identify potential sponsors across the state so the apprenticeship training representatives can discuss apprenticeship with them. Ideally, the Bureau could present at a regional outreach event and answer common questions for everyone to hear.*

The committee advised that the Bureau should begin by targeting employers in the areas graduates of related associate degree programs; the graduates may receive credit towards their related instruction, which would lessen the employer's concern over paying for related instruction.

- *The Bureau projects it will soon begin developing partnerships with correctional facilities to provide registered apprenticeships in correctional facilities. The Wisconsin correctional system has 52 apprentices; the Ohio correctional system has 2,500 apprentices in 35 different fields. So, correctional facilities are a large potential pool of applicants.*

The committee shared that many correctional facilities in Wisconsin have treatment plants and strongly advised the Bureau to pursue partnerships with them. The committee also suggested that the Bureau target veterans because many military facilities have treatment systems and military personnel may receive credit for their military certifications towards the apprenticeship.

- The Bureau of Labor Statistics projects a three percent decline in new positions for treatment plant operators through 2026. Why?
Many treatment facilities have operated certain processes; as a result, the facilities do not need staff on-call. Instead, the computer sends automated alerts. Also, more facilities contract sample analysis to third-party laboratories, which eliminates a staff position in the facility. Last, approximately half of the wastewater treatment workforce performs only collection systems, which is a part of the whole treatment process but often treated as a separate occupation. In short, plants aren't closing; some tasks are automated or contracted out.

Action: *the committee advised the Bureau to develop a separate registered apprenticeship for collection system operators in the future because the occupation will soon be required to have a state license. Although operating collection systems is a duty of a wastewater treatment plant operator, many facilities employ workers that only operate collection systems. Collection systems is not necessarily treating wastewater; the tasks are more mechanical in nature and address odor control.*

- *What other outreach activities should the Bureau consider?*

Target general laborers for municipalities. Many are classified as unskilled labor and perform many tasks for the local department of public works. The positions often pay more than others because they are on a 24-7 work cycle.

Obtain two lists of facilities from the WI Department of Natural Resources: facilities by operator-in-charge; and facilities by authorized representative.

Ex-offenders who work in treatment plants would need to drive a company vehicle to respond quickly to events. So, ex-offenders would need to be able to obtain a state driver's license.

Monitor the WWOA and Rural Water Association websites for job postings, contact the facilities directly, and explain the benefits of registered apprenticeship to them. Explain to them that municipalities sponsor registered apprentices in other skilled trades, e.g. electricians, pipefitters, etc. Remind them that registered apprenticeship produces skilled workers according to statewide standards of training.

Present at the WWOA fall conference in August in Lake Geneva. Steve Horvath added that Moraine Park Technical College staff would be happy to co-present with the Bureau.

Steve Horvath shared that Moraine Park Technical College has an active component in prison programming with four correctional facilities in its region. The college would be willing to brainstorm how the Bureau could use the college's current programs as a model for a pilot program in wastewater treatment. Steve also noted that many high school students and adults are not familiar with wastewater management, so he advised the Bureau to promote it as a non-traditional occupation and encourage women and minorities to apply.

Last, Steve suggested that the Bureau consider having several small municipalities that share school districts co-sponsor and train an apprentice, like local committees in the construction sector do. Josh supported the idea.

b. Update on implementing revisions to CFR 29.30 (AA/EEO requirements)

Josh reported that the Bureau has yet to receive guidance from the U.S. Department of Labor. Therefore, the Bureau's message to the state committee and sponsors continues to be, "stay tuned."

To prepare for the revisions, the Bureau recently trained all apprenticeship training representatives (ATRs) affirmative action / equal employment opportunity matters, such as CFR 29.29 and how to conduct compliance reviews. The ATRs had various levels of experience with the subject and registered

apprenticeship, so the training provided a strong baseline across the staff. The Bureau expects to receive the guidance before the committee's fall meeting.

Attendees did not have questions or comments.

c. Update on WI 2017 WI Act 148 (apprentice-to-journey worker ratio)

Josh reported that this law set the apprentice-to-journey worker ratio at 1:1 for all registered apprenticeships and removed the Bureau's ability to modify the ratio. The law applies to this state committee, but its registered apprenticeship won't be affected because its statewide ratio is already 1:1.

Attendees did not have questions or comments.

d. Update on federal grants to expand "registered apprenticeship"

Josh reported that the Bureau has almost begun the third year of the five-year WAGE\$ grant. Through the grant, the Bureau has been expanding registered apprenticeship into advanced manufacturing, health care, and information technology occupations. 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.

Attendees did not have questions or comments.

e. Update on Presidential executive order to expand "apprenticeship"

Josh reviewed that the executive order will create an additional method for industries to create apprenticeships: "industry-recognized" apprenticeships, which will feature less government oversight and regulations for sponsorship.

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

Josh noted that industry-recognized apprenticeships will be piloted in industries new to apprenticeship, not in sectors that use registered apprenticeship. The Bureau does not have further details and is awaiting guidance from the Department of Labor.

Attendees did not have questions or comments.

f. Update on Bureau of Apprenticeship Standards Electronic Registration System (BASERS)

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

Attendees did not have questions or comments.

g. Update on Apprenticeship LEADERS Initiative

Josh reviewed that the LEADERS initiative launched during the 2017 National Apprenticeship Week. It recently made its first recommendation to the Bureau: an interactive web-based map of apprenticeship stakeholders. The map would have multiple layers that correspond to categories of stakeholders, e.g. LEADERS members, technical colleges, workforce development boards, etc.

The user would select a layer; stakeholders, their locations would appear across the map; and the user would click on a stakeholder's icon for contact information. Josh concluded by noting that the LEADERS program is still accepting participants and participants can choose their level of involvement.

Attendees did not have questions or comments.

h. Update on Apprenticeship Completion Award Program

Josh 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.

Attendees did not have questions or comments.

i. Other

Attendees did not have additional topics.

5. New Business

a. National Association of State & Territorial Apprenticeship Directors Conference

Josh reported that the National Association of State & Territorial Apprenticeship Directors will hold its annual summer conference in Milwaukee from July 29 – August 3. Regional directors of the U.S. Department of Labor will attend a portion of the conference. NASTAD is seeking event sponsors.

Attendees did not have questions or comments.

b. Registered apprenticeship on JobCenterOfWisconsin.com

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

Attendees did not have questions or comments.

c. Learning exchanges with Japan and Mississippi

Josh 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.

Attendees did not have questions or comments.

d. BAS website changes

Josh reported that the Bureau is revising its homepage based on 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 for three user groups, e.g. job seekers, employers, and current apprentices and sponsors; each box with feature links to the top two tasks performed by each group; and the top of the homepage will feature and a drop-down menu for quickly accessing webpages to specific registered apprenticeships.

e. BAS personnel changes

Josh 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.

Attendees did not have questions or comments.

f. Other

Attendees did not have additional topics.

6. WTCS Update

A representative of WTCS was not in attendance, so Owen encouraged attendees to read the written report in the meeting material.

7. Review the program participants.

Participants included three apprentices and three employers,

8. The committee asked the Bureau to schedule the next meeting via electronic survey. The committee preferred September, the week of November 6, or the week of November 13.

9. The meeting adjourned at 12:05 p.m.

Submitted by Owen Smith, Program and Policy Analyst, BAS

April 23, 2018

TO: State Wastewater Treatment Plant Operator Apprenticeship Advisory Committee
Members & Consultants

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

SUBJECT: **State Wastewater Treatment Plant Operator Apprenticeship Advisory Committee Meeting**

DATE: **Monday, April 30, 2018**

TIME: 10:00 AM

PLACE: Madison Area Technical College, Room 240
2125 Commercial Ave.
Madison, WI

TENTATIVE AGENDA

1. Call the meeting to order.
2. Distribute the sign-in sheet. Introduce the attendees.
3. Review the current roster.
4. DNR Update
5. **Old Business**
 - a. Follow-up items from previous meeting
 - i. **Action:** approve the draft minutes from 2017 spring
 - ii. Update on WI League of Municipalities and Rural Water Association
 - iii. Update on potential links with youth apprenticeship
 - iv. Other outreach efforts
 - b. Update on implementing revisions to CFR 29.30 (AA/EEO requirements)
 - c. Update on WI 2017 WI Act 148 (apprentice-to-journeyworker ratio)
 - d. Update on federal grants to expand "registered apprenticeship"
 - e. Update on Presidential executive order to expand "apprenticeship"
 - f. Update on Bureau of Apprenticeship Standards Electronic Registration System (BASERS)
 - g. Update on Apprenticeship LEADERS initiative
 - h. Update on Apprenticeship Completion Award Program
 - i. Other

6. New Business

- a. BAS visited by representatives of Japan and Mississippi
- b. BAS personnel changes
- c. BAS website changes
- d. Other

7. WTCS Update

8. Review the program participants.

9. Schedule the next meeting.

10. Adjourn.

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 is 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	

Report Name COM-01 State Committee
Report

Wisconsin Bureau of Apprenticeship Standards



Refresh Date 4/2/18 12:41 PM

State Committee Report State Wastewater Treatment Adv Comm

This summary counts employers and apprentices with a contract active or unassigned on 4/2/2018 in trade(s) associated with this committee.

Report is based on apprentice contracts where:

- Status is 'Active' or 'Unassigned'.
- Contract sector is 'Utilities'.
- 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	2	2	1	50	0	
Waste Water Treatment Plant Operator (695438201403)	2	2	1	50.0	0	

Wisconsin Bureau Of Apprenticeship Standards
State Wastewater Treatment Adv Comm
Historical Report by Year
Report Period: 2018* and Previous 10 Years



*Current year is YTD data as of Run Date: 04/02/2018		
Run Date: 04/02/2018		
State Wastewater Treatment Adv Comm		
Sponsored Trade Group(s): Utilities		
Year	Active Apprentices	Active Sponsors
2008		
2009		
2010		
2011		
2012		
2013	2	2
2014	3	3
2015	5	5
2016	3	3
2017	3	3
2018	2	2

