

Department of Workforce Development
Employment and Training Division
Bureau of Apprenticeship Standards
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Scott Walker, Governor
Ray Allen, Secretary
Chythania Brown, Division Administrator

September 6, 2018

TO: State Plumbing Apprenticeship Advisory Committee Members & Consultants

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

SUBJECT: State Plumbing Apprenticeship Advisory Committee Meeting

DATE: Friday, September 21, 2018

TIME: 10:00 AM

Place: UA Local 434 Training Center
12 N View Dr
Mosinee, WI 54455

TENTATIVE AGENDA

1. Call the meeting to order.
2. Introduce the attendees.
3. Review the roster.
- 4. Old Business**
 - a. Review follow-up items from the previous meeting:
 - i. **For action:** approve the minutes.
 - ii. How is accepting ACT scores proceeding?
 - iii. Twenty-year report on apprentice and employer annual totals
 - b. Implementing revisions to CFR 29.30 (AA/EEO requirements)
 - c. Federal grants to expand "registered apprenticeship"
 - d. Presidential executive order to expand "apprenticeship"
 - e. Bureau of Apprenticeship Standards Electronic Registration System (BASERS)
 - f. Apprenticeship Completion Award Program
 - g. Other
- 5. New Business**
 - a. 2018 National Apprenticeship Week
 - b. 2019 27th Biennial Wisconsin Apprenticeship Conference
 - c. BAS website changes
 - d. BAS personnel changes
 - e. Other

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

**Draft Minutes of the
Plumbing
State Apprenticeship Advisory Committee**

May 25, 2018
Madison Area Technical College
Madison, WI

Members Present	Employer/Organization
Breitlow, Christina	UA Plumbers Local 75
Breitlow, Steve (Co-Chair)	UA Plumbers Local 75
Brenner, Joseph	J.F. Ahern Company
Busch, Michael	UA Plumbers Local 75
Callies, Dan	Oak Creek Plumbing
De Young, Carol	Countryside Plumbing & Heating, Inc.
Gain, Greg	United Mechanical
Huiting, Mark	Bassett Mechanical, Inc.
Ignatowski, Chris	Plumbers & Fitters Local 434
Schedler, Keith	Don's Plumbing Service, Inc.
Members Absent	Employer/Organization
Balke, Brian	EGI Mechanical
Cartagena, Alaina	UA Plumbers Local 75
Clark, Roger	Plumbers Local 118
Flory, Tyler	Plumbers & Fitters Local 434
Jones, David (Co-Chair)	Dave Jones Inc.
Pertzborn, Jesse	H.J. Pertzborn Plumbing & Fire Protection
Rozga, Bill	Rozga Plumbing & Heating Corporation
Consultants & Guests	Employer/Organization
Abbott, Nick	Bureau of Apprenticeship Standards
Emrick, Leigh	Associated Builders and Contractors
Johnson, Al	Local 118
Johnson, Joshua	Bureau of Apprenticeship Standards
Korn, Gary	UA Local 434
Mayek, Mandy	Mid-State Technical College

Consultants & Guests	Employer/Organization
Montgomery, Mark	Waukesha County Technical College
Nielson, Julie	Plumbers Local 118
O'Neill, Patrick	Waukesha County Technical College
Peterson, Dean	Madison Area Technical College
Radcliffe, Kevyn	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards
Wenger, Scott	UA Local 400
White, Lucas	Madison College
White, Matthew	Bureau of Apprenticeship Standards
Zastrow, Wes	Plumbers Local 75

1. The meeting was called to order at 10:00 a.m. by Co-Chair Steve Brietlow, in conformity with the Wisconsin Open Meeting Law.
2. The sign-in sheet was distributed. Mr. Lucas White, Interim Associate Dean, welcomed attendees to Madison Area Technical College Commercial Avenue Campus.
3. The committee reviewed the current roster. Joe Brenner announced his retirement. The labor side of the committee will nominate a replacement. The vacancy on the employer side of the committee will be filled by Associated Builders & Contractors, which is in the process of nominating a member.

4. Old Business

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

i. The committee approved the minutes as written.

ii. How is accepting ACT scores progressing?

Mr. Owen Smith reviewed that the state committee had requested to review the number of applicants that submit ACT scores and the past rate to determine whether or not to revise the statewide required minimum scores. A representative of Local 118 reported that accepting ACT scores is going very well. A representative of Associated Builders & Contractors reported that nearly 30% of applicants submitted ACT scores and all met the requirements. Mr. Josh Johnson commented that the percentage of applicants that submit ACT scores will likely increase in the future as more applicants become aware of it.

The state committee informally agreed to continue using the required minimum scores and reporting on their progress at state committee meetings.

b. Implementing CFR 29.30 (AA/EEO).

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) 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. The Bureau expects to receive the guidance before the committee's fall meeting.

The committee did not have comments or questions.

c. WI 2017 WI Act 148 and revisions to state standards

Josh reported that the law passed in late March. It struck the required five-years minimum length of the plumbing registered apprenticeship, made the apprenticeship-to-journeyworker ratio 1:1 for all registered apprenticeship, and eliminated the Bureau's ability to modify both.

The questions from members and consultants and the replies from the Bureau are as follows:

- *Does that mean an apprentice can complete in less than five years?*
Josh replied that the state standards still apply. Striking the provision gives the Department of Workforce Development the flexibility to approve programs that are less or more than five years, if requested by a sponsor and approved by the state committee.
- *Does the state committee need to take any action?*
BAS Director Karen Morgan replied, no. The state standards still have the power that they did in the past. For example, the state electrical committees had set its require minimum length at five years but some sponsors completed registered apprentices after four years. So, the state committee modified the standards to require at least four years. The idea is the same with striking the provision in the state plumbing law; it provides flexibility, if the state committee chooses. The law does not mandate any length of term for the plumbing registered apprenticeship, and the state standards, as written, would not allow a local committee to set its own term unless the state committee permitted it.
- *Does the law leave a legal loop-hole for someone? For example, do local committees now have to accept out-of-state graduates that served a one-year program?*
Absolutely not, Karen replied. All the rules still apply to out-of-state standards: the Bureau would have to certify that the out-of-state program was comparable to the Wisconsin registered apprenticeship program; and the individual would have had to serve a registered apprenticeship, by Department of Safety and Professional Services law. Karen reiterated that the law is silent on the required minimum length of the WI registered apprenticeship, which means the Bureau has the right to set the standard. A party could legally challenge the standard, but it would likely be unsuccessful. Again, the intent of the law change is not to strike down the five-year program but to allow more flexibility in determining the proper minimum length without legislation.
- *Does the Bureau determine whether an individual is eligible to take the licensing exam?*
Yes, Karen replied. If an individual claims to have served a registered apprenticeship, the Bureau reviews the official records to ensure the apprenticeship is comparable to the WI apprenticeship. If the out-of-state program is comparable, the individual can take the WI licensing exam. If the program is not comparable, BAS would deny the individual's request to take the exam.

- *Does being a journey worker from another state automatically qualify an individual to take the WI licensing exam?*
A consultant interjected to disagree with Karen's interpretation; the statutes do not allow for that; it is a decision of DSPS. Josh explained that the Bureau has worked with DSPS on the interpretation of the statutes and administrative rules; yes, DSPS ultimately determines whether an individual is eligible to sit for the licensing exam, with a lot of assistance from BAS. An individual cannot walk into Wisconsin and claim to be a journey worker plumber.
- *So, if an individual has a license from another state, DSPS can allow them to take the exam? Does DSPS refer all licensing inquiries to BAS?*
Yes, Josh replied. DSPS, as the licensing agency, is the frontline. However, DSPS will refer the individual to the Bureau and accept the Bureau's answer. There is not a law that says the Bureau denies or allows individuals to take the licensing exam; instead, DSPS agreed to defer to the Bureau to verify whether the out-of-state license is comparable, and then accepts the Bureau's determination.
- *DSPS has made some changes to the license application that we disagree with.*
Josh replied that DSPS is a good agency and has been great partners with the Bureau for many licensed trades for many years.

The committee concluded by expressing concern that its members do not want to see their hard work "go backwards" and "see unqualified individuals perform plumbing" in the state. Josh thanked the committee and consultants for their input.

d. 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. Its 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 \$1.8 million extension. The expansion grant will focus on recruitment and retainment on large construction projects in Madison and Milwaukee. In addition, the expansion grant will fund a new outreach campaign with new materials, such as an outreach toolkit for partners. The emphasis, again, will be recruiting and retaining women and minorities in construction registered apprenticeships.

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 and consultants did not have questions or comments.

e. Presidential executive order to expand "apprenticeship"

Josh 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 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 includes concerns over some operational inefficiencies within registered apprenticeship.

Last, Josh reported that the industry-recognized apprenticeships will be piloted in industries new to apprenticeship, not in sectors that use registered apprenticeship, and will not meet federal Davis Bacon requirements. The Bureau is awaiting guidance from the Department of Labor, and the topic will likely be discussed further at the upcoming meeting of the National Association of State and Territorial Apprenticeship Directors in late July in Milwaukee.

A committee member expressed concern that industry-recognized apprenticeships may belittle or dilute the integrity of the registered apprenticeship credential.

Another committee members expressed concern that industry-recognized apprenticeships "take what we do, call it something else, and say it's better."

f. Bureau of Apprenticeship Standards Electronic Registration System

Josh 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.

The committee and consultants did not have questions or comments.

g. Apprenticeship LEADERS

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 and their locations would appear across the map; and the user would click on a stakeholder's icon for contact information.

Josh noted that the LEADERS program is still accepting participants.

The committee and consultants did not have questions or comments.

h. 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 asked why the total dollars of denied requests far exceeded the total dollars of accepted requests. Owen explained that the many apprentices either fail to submit proper receipts or submit total expenses that exceed the maximum allowable reimbursement.

i. Other

The committee and consultants did not have additional items.

5. New Business

a. National Association of State & Territorial Apprenticeship Directors (NASTAD) 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. 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. On behalf of NASTAD, the Bureau will mail letters to stakeholders that have donated to prior events.

The state committee and consultants 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 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 asked whether registered apprenticeship sponsors are using the service. Many have begun to use it, especially in the manufacturing sector, Josh answered.

c. Registered apprenticeship in correctional facilities

Josh 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.

Josh explained 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.

The state committee asked who would sponsor and supervise apprentices in a correctional facility. Josh explained that the correctional facility would form a local committee that would vet, approve, and supervise the apprentice. The related instruction could be offered by the facility or through a technical college.

A consultant expressed support for the initiative and shared that some employer, unfortunately, are reluctant to hire offenders. Josh replied that the Bureau would like to create a full-blown registered apprenticeship with the facility, like Ohio does. The participants would graduate with a full credential and enter the labor market as a licensed professional.

A committee member asked whether individuals who completed partial training in a correctional facility would receive credit for their work upon release. Yes, Josh replied. The process would be the same.

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 revisions

Josh 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. In addition, many users commented that many pages were too wordy and "draconian."

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 registered apprenticeships.

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

f. 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.

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

g. Other

i. WI Biennial Apprenticeship Conference

Josh 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 or February 2019.

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

ii. Skilled Wage Rate

A committee member stated that his company recently received a notice from the Bureau that the skilled wage rate had been updated, which was confusing because the Bureau stated at the 2017 fall state committee meeting that the skilled wage rates may not be updated in 2018. The member asked the Bureau to explain.

Josh explained that the Department of Workforce Development no longer uses the skilled wage rate survey. The Bureau has struggled with that, and did not have updated maps for several months because the survey was administered. Instead, the Department economists calculated updates using labor market information on wage adjustments. So, the Department did not issue skilled wage rate surveys to employers, but calculated the revised updates using other data. The Bureau needs to release the data annually, so the Department is researching future means of gathering the data.

The member asked whether using other data sources is similar to using an outside source to determine the skilled wage rate rather than asking industry. Josh acknowledged the concern and confusion and assured the committee that the data is accurate. It comes from economic data on wage adjustments that comes directly from industry. The methodology is not as personal and direct as a survey, but the data is nonetheless driven by industry. He reiterated that this methodology was a stop-gap measure; DWD has a statutory requirement to update the skilled wage rates. The department is researching other means of researching skilled wage rates in the future.

iii. PHCC National Convention

A member reported that the Plumbing, Heating and Cooling Contractors Association will host its national convention in Albuquerque, New Mexico, October 10-12. The event will include a national apprenticeship competition, which Wisconsin has won in the past. The member asked employers in attendance to consider nominating an apprentice to participate.

6. WTCS Update

Nancy Nakkoul reviewed items on the written update included in the meeting material. She emphasized that more than 1,000 plumbing apprentices are registered for related instruction across the state. Several technical colleges are hiring additional instructors.

7. Program participants included 1000 apprentices and 447 employers with an active or unassigned contract on May 17, 2018. Owen noted that that the 2018 annual totals of apprentices and employers may be the highest in the past 10 years.

Action: the state committee requested the Bureau provide a historical report of annual apprentice and employer totals for the past 20 years at the fall meeting.

8. The committee tentatively scheduled its next meeting for Friday, September 21, at 10:00 a.m. at the UA Local 434 Training Center in Mosinee.
9. The meeting adjourned at 11:45 a.m.

10. Follow-Up Items

The Bureau will provide a 20-year report of apprentice and employer annual totals at the fall meeting.

*Submitted by Owen Smith,
Bureau of Apprenticeship Standards*



WAGE\$ Grant Metric Update

Fall Committee Updates

9-4-18

Background

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

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

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

Status of Main Grant Deliverables

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

As of August 24, 2018:

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

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

¹ Year 3 ends 9/30/18

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

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

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

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

WAGE\$ Contracts by Trade through August 24, 2018

Trade Name	Count	Female	Minority & Race/Ethnicity*		
			Minority**	Black	Hispanic
Report Total:	365	10 (3%)	44 (12%)	13 (4%)	17 (5%)
Industrial Manufacturing Technician	68	6 (9%)	18 (26%)	9 (13%)	6 (9%)
Maintenance Technician	218	3 (1%)	21 (10%)	4 (2%)	7 (3%)
Mechatronics Technician	57	1 (2%)	4 (7%)	()	3 (5%)
Welder / Automated Welding	3	0	0	0	0
Welder - Fabricator	19	0	1 (5%)	0	1 (5%)

WAGE\$ Contracts by Trade through May 15, 2018

Trade Name e	Count	Female	Minority & Race/Ethnicity*		
			Minority**	Black	Hispanic
Report Total:	289	10 (3%)	36 (12%)	13 (4%)	13 (4%)
Industrial Manufacturing Technician	68	6 (9%)	18 (26%)	9 (13%)	6 (9%)
Maintenance Technician	165	3 (2%)	14 (8%)	4 (2%)	4 (2%)
Mechatronics Technician	40	1 (3%)	3 (8%)	0	2 (5%)
Welder / Automated Welding	3	0	0	0	0
Welder - Fabricator	13	0	1 (8%)	0	1 (8%)

WAGE\$ Contracts by Trade through August 24, 2017

Trade Name Apprentice Name	Count	Female	Minority & Race/Ethnicity*		
			Minority**	Black	Hispanic
Report Total:	169	4 (2%)	24	11 (7%)	7 (4%)
Industrial Manufacturing	37	2 (5%)	12 (32%)	9 (24%)	2 (5%)
Maintenance Technician	115	2 (2%)	10 (9%)	2 (2%)	3 (3%)
Mechatronics Technician	3	0	1 (33%)	0	1 (33%)
Welder / Automated	3	0	0	0	0
Welder - Fabricator	11	0	1 (9%)	0	1 (9%)

All ACAP Reimbursement Requests Processed (Time Period) - Summary

Apprenticeship Completion Award Program (ACAP)

Bureau of Apprenticeship Standards

Division of Employment and Training

9/5/18 08:12 AM

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

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



WTCS System-Wide Activity Update for August 2018

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

State Committee Report - Construction

State Plumbing Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 9/4/2018 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	1167	68	5.8	8	0.7	395	33.8	772	66.2	500	102	20.4	414	82.8
ABC of Wisconsin (All)	371	17	4.6	1	0.3			371	100.0	145			145	100.0
Plumber (186238103001)	371	17	4.6	1	0.3			371	100.0	145			145	100.0
Appleton Area Plumbing JAC	69	1	1.4	0	0.0	14	20.3	55	79.7	38	6	15.8	32	84.2
Plumber (186238103001)	69	1	1.4	0	0.0	14	20.3	55	79.7	38	6	15.8	32	84.2
Central WI Area Plumbing JAC	24	1	4.2	0	0.0	7	29.2	17	70.8	16	5	31.3	13	81.3
Plumber (186238103001)	24	1	4.2	0	0.0	7	29.2	17	70.8	16	5	31.3	13	81.3
Eau Claire Area Plumbing JAC	67	0		0	0.0	20	29.9	47	70.1	37	11	29.7	29	78.4
Plumber (186238103001)	67	0		0	0.0	20	29.9	47	70.1	37	11	29.7	29	78.4
Fond du Lac Area Plumbing JAC	20	0		0	0.0	15	75.0	5	25.0	8	3	37.5	5	62.5
Plumber (186238103001)	20	0		0	0.0	15	75.0	5	25.0	8	3	37.5	5	62.5
Kenosha-Racine-Walworth Plumbing JAC	45	3	6.7	0	0.0	40	88.9	5	11.1	23	20	87.0	5	21.7
Plumber (186238103001)	45	3	6.7	0	0.0	40	88.9	5	11.1	23	20	87.0	5	21.7
La Crosse Area Plumbing JAC	71	1	1.4	0	0.0	22	31.0	49	69.0	36	11	30.6	28	77.8
Plumber (186238103001)	71	1	1.4	0	0.0	22	31.0	49	69.0	36	11	30.6	28	77.8
Lake To Lake Area Plumbing JAC	25	0		0	0.0	6	24.0	19	76.0	17	3	17.6	15	88.2
Plumber (186238103001)	25	0		0	0.0	6	24.0	19	76.0	17	3	17.6	15	88.2
Madison Area Plumbing JAC	120	7	5.8	4	3.3	74	61.7	46	38.3	42	11	26.2	33	78.6
Plumber (186238103001)	120	7	5.8	4	3.3	74	61.7	46	38.3	42	11	26.2	33	78.6
Marshfield Area Plumbing JAC	12	0		0	0.0			12	100.0	9			9	100.0
Plumber (186238103001)	12	0		0	0.0			12	100.0	9			9	100.0
Milwaukee Area Plumbing JAC	160	33	20.6	3	1.9	160	100.0			39	39	100.0		
Plumber (186238103001)	160	33	20.6	3	1.9	160	100.0			39	39	100.0		
Northeast WI Area Plumbing JAC	67	2	3.0	0	0.0	25	37.3	42	62.7	29	7	24.1	22	75.9
Plumber (186238103001)	67	2	3.0	0	0.0	25	37.3	42	62.7	29	7	24.1	22	75.9
Northern WI Plumbing Advisory Committee	9	2	22.2	0	0.0			9	100.0	8			8	100.0
Plumber (186238103001)	9	2	22.2	0	0.0			9	100.0	8			8	100.0
Rhineland Area Plumbing JAC	19	0		0	0.0			19	100.0	16			16	100.0
Plumber (186238103001)	19	0		0	0.0			19	100.0	16			16	100.0
Southwest WI Area Plumbing Advisory Comm	25	0		0	0.0			25	100.0	21			21	100.0
Plumber (186238103001)	25	0		0	0.0			25	100.0	21			21	100.0
Wausau Area Plumbing JAC	34	1	2.9	0	0.0	8	23.5	26	76.5	21	3	14.3	18	85.7



State Committee Report - Construction

State Plumbing Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 9/4/2018 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	1167	68	5.8	8	0.7	395	33.8	772	66.2	500	102	20.4	414	82.8
Plumber (186238103001)	34	1	2.9	0	0.0	8	23.5	26	76.5	21	3	14.3	18	85.7
Western WI Area Plumbing JAC	29	0		0	0.0	4	13.8	25	86.2	21	2	9.5	21	100.0
Plumber (186238103001)	29	0		0	0.0	4	13.8	25	86.2	21	2	9.5	21	100.0