

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

**November 6, 2018**  
Bricklayers & Allied Craftsman Council  
New Berlin 53151

<b>Members Present</b>	<b>Employer / Organization</b>
Ganhs, Matt	OPCMIA Local 599 Area 558
Gray, Todd	OPCMIA Local 599
Hyatt, Mike	BAC District Council of WI
Young, Natalie	Walsh Masonry, Inc.
Zignego, Daniel (Co-Chair)	Zignego Construction
<b>Members Absent</b>	<b>Employer / Organization</b>
Burns, Gary (Co-Chair)	BAC District Council of WI
Burt, Mark	Miron Construction
Hetzel, Jim	Hetzel Tile & Marble
Hink, Scott	OPCMIA Local 599 Area 558
Vick, Jim	BAC District Council of WI
<b>Consultants</b>	<b>Employer / Organization</b>
Emrick, Leigh	Associated Builders & Contractors
Smith, Owen	Bureau of Apprenticeship Standards
Vander Heyden, Steve	Bureau of Apprenticeship Standards

1. The meeting was called to order at 10:05 a.m. by Co-Chair Gary Burns, 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. Matt Ganhs replaced Kilah Engelke. Natalie Young represents Walsh Masonry. Mark Burt will be replaced by Todd Higgins. The committee needs an additional Employer member, which are nominated by contractor organizations. The committee advised the Bureau to ask Associated General Contractors of Greater WI to nominate a representative of a general contractor that employs both bricklayers and masons.

#### **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.

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

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

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

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

Attendees did not have questions or comments.

##### **c. Federal grants to expand "registered apprenticeship"**

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

###### **i. WAGE\$**

The \$5 million WAGE\$ grant has met or exceeded all performance metrics except one: enrollments in new registered apprenticeships developed through the grant. WAGE\$ expanded existing apprenticeships in advanced manufacturing to additional technical colleges throughout the state; and increased enrollment of women and minority apprentices. Additionally, the grant has been largely successful in expanding registered apprenticeship into new industries; the Bureau developed new registered apprenticeships in advanced manufacturing, health care, and information technology occupations. For example, the new Data Analyst registered apprenticeship will officially launch during National Apprenticeship Week 2018.

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

## ii. State expansion grant

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

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

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

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

## iii. State Accelerator Grant

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

Attendees did not have questions or comments.

## **d. Presidential executive order to expand "apprenticeship"**

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

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

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

Attendees did not have questions or comments.

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

Josh emphasized that BASERS is optional, not mandatory. He acknowledged that the opposite may have been communicated incorrectly. Sponsors are not required to use BASERS. Many sponsors have chosen to use it and have reported it is "easy and intuitive," so the Bureau projects that many more sponsors will choose to use it.

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

The committee voiced concern that BASERS increases the workload of volunteer members of the joint apprenticeship committees, work that should be performed by the apprenticeship training representatives (ATRs).

Josh acknowledged that this concern has been expressed by several local committees because several long-standing ATRs did perform record-keeping and related duties for the local committees. Those duties, those, are the legal responsibility of the local committees, not the Bureau, and he does not know why the ATRs enabled the committees. Now, the Bureau has new ATRs, new field leadership, and new software, so the Bureau wants to establish and enforce consistency.

Josh emphasized that the contract processes have not changed; they've been moved online. An applicant still applies the same way, but the need for email, faxes, and paper copies have been replaced by BASERS. In addition, the online documentation BASERS provides is extremely helpful for quickly producing the apprentice documentation required for Department of Transportation jobs.

The state committee asked if the Bureau will train new members of local committees on BASERS. Josh confirmed that the Bureau will train new committee members in BASIS.

Dan Zignego commented that BASERS has been very helpful and streamlined for his company and Associated Builders and Contractors.

The state committee suggested that BASERS training workshop be provided at the Biennial Conference.

**f. Apprenticeship Completion Award Program**

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

The committee shared that only one apprentice has mentioned the program. The committee asked whether the reimbursement is given to the sponsor or apprentice. Josh answered that both are eligible and split payments are possible. He noted that the trust is also eligible, if the sponsor elects to defer the reimbursement to the trust.

**g. Other**

Attendees had no further questions or comments.

**5. New Business**

**a. 2018 National Apprenticeship Week**

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

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

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

Josh encouraged attendees to notify the Bureau of events so they can be included on either the public or private calendar. He concluded by stating if the U.S. Department of Labor would discontinue coordinating the event nationally, the Bureau would likely continue to host a Wisconsin version.

Attendees did not have questions or comments.

**b. 2019 27th Biennial Wisconsin Apprenticeship Conference**

Josh reported the 27th Biennial Wisconsin Apprenticeship Conference will be held March 12-13, 2019, at the Madison Marriott West in Middleton, WI. The conference theme will be, "Workforce Next," i.e. recruiting and retaining unconventional and underutilized talent pools. The conference will include nearly 30 workshops, five general session speakers, and a technical assistance guide session, but not the Apprenticeship Expo. BAS will mail "Save the Date" notices soon.

The committee asked why the Apprentice Expo is excluded. Josh explained the venue lacks the space.

**c. BAS website changes**

Josh shared that the Bureau revised its homepage to be more user-friendly for applicants. The include the following: a quick-search menu for registered apprenticeships, by occupation or industry; clearly identifiable navigation boxes for each user group, e.g. career seeker, employer, and current apprentices and sponsors; and less text, more graphics. He added that the Bureau may add sponsor logos to the website, as suggested by a state manufacturing committee.

Attendees did not have questions or comments.

**d. BAS personnel changes**

Josh reported the following changes. Kathy O'Sullivan, apprenticeship training representative (ATR) for LaCrosse, retired; Milton Rogers was hired in her place. Rachell Faber, ATR for Eau Claire, and Matt White, policy analyst in Madison, accepted external positions; their replacements are projected to be hired in early 2019. The Bureau received funding from the state legislature for three additional ATR positions, which will focus predominantly on the manufacturing sector. The first of the positions, in Wausau, was filled by Stephanie Haka. The remaining two positions, in Appleton and Milwaukee, will be hired in early 2019.

Attendees did not have questions or comments.

**e. Other**

Attendees did not have questions or comments.

**6. WTCS Update**

No WTCS representative was in attendance.

**7. Review the program participants.**

Participants included 199 apprentices and 72 employers with a contract in active or unassigned status on November 1, 2018. However, the report did not include Associated Builder & Contractors. The Bureau will research why that data are missing.

9. The committee asked to schedule the next meeting via electronic survey.

10. The meeting adjourned at 11:15 a.m.

*Submitted by Owen Smith, Program and Policy Analyst, BAS*

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

November 2, 2018

TO: State Masonry Apprenticeship Advisory Committee Members and Consultants

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

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

DATE: **Tuesday, November 6, 2018**

TIME: 10:00 AM

PLACE: BAC District Council  
17126 W Cleveland Ave  
New Berlin, WI

#### **TENTATIVE AGENDA**

1. Call the meeting to order.
2. Distribute the sign-in sheet. Introduce attendees.
3. Review the roster.
4. **Old Business**
  - a. **For action:** approve the minutes
  - 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. National Apprenticeship Week 2018
  - b. 27<sup>th</sup> 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.





## 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 <sup>1</sup>	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 <sup>2</sup>	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 <sup>3</sup>	90
<b>Employment &amp; Training Metrics</b>			
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 <sup>4</sup>	330	358	1,000

<sup>1</sup> Year 3 ends 9/30/18

<sup>2</sup> 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.

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

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

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

### WAGE\$ Contracts by Trade through August 24, 2018

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

### WAGE\$ Contracts by Trade through May 15, 2018

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

### WAGE\$ Contracts by Trade through August 24, 2017

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

# All ACAP Reimbursement Requests Processed (Time Period) - Summary

## Apprenticeship Completion Award Program (ACAP)

Bureau of Apprenticeship Standards

Division of Employment and Training

9/5/18 08:12 AM

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

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



## WTCS System-Wide Activity Update for August 2018

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- **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 Masonry Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 11/1/2018 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	199	36	18.1	4	2.0	198	99.5	1	0.5	72	71	98.6	1	1.4
La Crosse Area Masonry JAC	12	0		0	0.0	12	100.0			10	10	100.0		
Bricklayer (186138101801)	4	0		0	0.0	4	100.0			4	4	100.0		
Cement Mason (184436401001)	2	0		0	0.0	2	100.0			2	2	100.0		
Cement Mason (Heavy Highway) (184436401003)	3	0		0	0.0	3	100.0			3	3	100.0		
Tile Setter (186138105401)	3	0		0	0.0	3	100.0			2	2	100.0		
Madison Area Bricklaying JAC	24	3	12.5	0	0.0	24	100.0			7	7	100.0		
Bricklayer (186138101801)	23	3	13.0	0	0.0	23	100.0			6	6	100.0		
Tile Setter (186138105401)	1	0		0	0.0	1	100.0			1	1	100.0		
Madison Area Cement Masonry JAC	18	1	5.6	0	0.0	18	100.0			10	10	100.0		
Cement Mason (184436401001)	16	1	6.3	0	0.0	16	100.0			10	10	100.0		
Cement Mason (Heavy Highway) (184436401003)	2	0		0	0.0	2	100.0			1	1	100.0		
Milwaukee Area Bricklaying JAC	40	15	37.5	1	2.5	40	100.0			15	15	100.0		
Bricklayer (186138101801)	40	15	37.5	1	2.5	40	100.0			15	15	100.0		
Milwaukee Area Cement Masonry JAC	21	6	28.6	2	9.5	21	100.0			15	15	100.0		
Cement Mason (184436401001)	16	4	25.0	2	12.5	16	100.0			11	11	100.0		
Cement Mason (Heavy Highway) (184436401003)	5	2	40.0	0	0.0	5	100.0			5	5	100.0		
Milwaukee Area Tile Setters JAC	20	6	30.0	0	0.0	20	100.0			6	6	100.0		
Tile Setter (186138105401)	20	6	30.0	0	0.0	20	100.0			6	6	100.0		
Northeast WI Area Masonry JAC	40	4	10.0	1	2.5	39	97.5	1	2.5	12	11	91.7	1	8.3
Bricklayer (186138101801)	19	2	10.5	0	0.0	19	100.0			6	6	100.0		
Cement Mason (184436401001)	3	0		0	0.0	2	66.7	1	33.3	2	1	50.0	1	50.0
Cement Mason (Heavy Highway) (184436401003)	7	1	14.3	0	0.0	7	100.0			2	2	100.0		
Tile Setter (186138105401)	11	1	9.1	1	9.1	11	100.0			3	3	100.0		
Northwestern WI Masonry JAC	12	0		0	0.0	12	100.0			3	3	100.0		
Bricklayer (186138101801)	9	0		0	0.0	9	100.0			3	3	100.0		
Cement Mason (184436401001)	3	0		0	0.0	3	100.0			1	1	100.0		
Tri-County Area Trowel Trades JAC	5	0		0	0.0	5	100.0			4	4	100.0		
Bricklayer (186138101801)	3	0		0	0.0	3	100.0			3	3	100.0		

## State Committee Report - Construction

### State Masonry Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 11/1/2018 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	199	36	18.1	4	2.0	198	99.5	1	0.5	72	71	98.6	1	1.4
Cement Mason (184436401001)	2	0		0	0.0	2	100.0			2	2	100.0		
WI River Valley Area Masonry JAC	7	1	14.3	0	0.0	7	100.0			3	3	100.0		
Bricklayer (186138101801)	6	1	16.7	0	0.0	6	100.0			2	2	100.0		
Cement Mason (184436401001)	1	0		0	0.0	1	100.0			1	1	100.0		