

Department of Workforce Development
Employment and Training Division
Bureau of Apprenticeship Standards
201 E. Washington Ave., Room E100
P.O. Box 7972
Madison, WI 53707-7972
Telephone: (608) 266-3332
Fax: (608) 266-0766
Email: DWDDDET@dwd.wisconsin.gov



Scott Walker, Governor
Ray Allen, Secretary
Chythania Brown, Division Administrator

May 11, 2018

TO: State Barber & Cosmetology Apprenticeship Advisory Committee Members & Consultants

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

SUBJECT: State Barber & Cosmetology Apprenticeship Advisory Committee Meeting

DATE: May 21, 2018

TIME: 10:00 a.m.

Place: MATC Oak Creek ECAM Center, Room E114A
6665 South Howell Avenue
Oak Creek, WI 53154-1107
[Map and directions](#)
Park in visitor spaces in Lot L. Sign guest book in front lobby.

TENTATIVE AGENDA

1. Call the meeting to order.
2. Introduce attendees.
3. Review the roster.
4. DSPS Update
5. **Old Business**
 - a. Review follow-up items from the previous meeting:
 - i. **For action:** approve the minutes.
 - ii. BAS administrative workflow changes
 - iii. **For action:** revise the state standards
 - iv. Interest in developing a youth apprenticeship program
 - 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)

May 11, 2018

5. Old Business, *continued*

- g. Update on Apprenticeship LEADERS initiative
- h. Update on Apprenticeship Completion Award Program
- i. Other

6. New Business

- a. National Association of State & Territorial Apprenticeship Directors (NASTAD) Conference
- b. Registered apprenticeship on JobCenterOfWisconsin.com
- c. Registered apprenticeship in correctional facilities
- d. Learning exchanges with Japan and Mississippi
- e. BAS website changes
- f. BAS personnel changes
- d. Other

7. WTCS Update

8. Review the program participants.

9. Schedule the next meeting.

10. Adjourn.

Minutes of the State Barber & Cosmetology Apprenticeship Advisory Committee

November 6, 2017

Milwaukee Area Technical College ECAM Center
Oak Creek, WI

Members Present	Organization/Employer
Cusack, Ann	DSPS
Fanson, Tania	Genesis Hair & Day Spa
Murphy, Alan (Co-Chair)	King Research / BlueCo Brands
Rosado, Madeline	Lids & Clips
Snyder, Berrin	Great Clips
Sutter, Carolyn	Cost Cutters of Wisconsin, Inc.
Vogt, Carol	Hair Formations
Members Absent	Organization/Employer
Belton, Lazonnice	Visions in Hair Design
Brolin, Julie	Regis Hairstyles
Henderson, Chereritta	Hair King
Komorowski, Ashley	Cost Cutters
Primm, Michelle	Ebony III
Rodriguez, Ben	Cost Cutters
Smith, Tonya	ANIU Salon
Consultants & Guests	Organization/Employer
Ahmad, Hafeezah	Bureau of Apprenticeship Standards
Badger, Richard	Bureau of Apprenticeship Standards
Budda, Tim	Bureau of Apprenticeship Standards
Christian, Roxanne	Milwaukee Area Technical College
Dammann, Jamie	Cost Cutters
Johnson, Joshua	Bureau of Apprenticeship Standards
Larson, Liza	Milwaukee Area Technical College
Smith, Owen	Bureau of Apprenticeship Standards

1. The meeting was called to order at 10:05 a.m. by Co-Chair Alan Murphy in conformance with the Wisconsin open meeting laws.
2. A roll call was conducted. A quorum was present.
3. The committee reviewed the current roster.

4. BAS administrative workflow changes

Josh explained that many apprentices were working with an apprenticeship contract but without the required permit from the Department of Safety and Professional Services. Many apprentices felt it was unjust that they could not work until they had both the contract and the permit. So, the Bureau and DSPS reviewed their internal procedures and released a new workflow, which went into effect February 1, 2017.

Josh reiterated that apprentices cannot work on clients until they have the contract and the permit. Under the new workflow, the apprenticeship training representative gets the apprentice's signature on the contract and sends it to DSPS; DSPS sends the permit number to the Bureau; and then the Bureau activates the apprentice contract. Josh stated that this revised workflow is working well for the Bureau and DSPS, but for it to be truly successful, it must be a collaborative effort between the departments and sponsors, too. So, the Bureau is open to feedback and input from sponsors.

The committee replied that the process generally takes too long and can take longer if the apprentice makes an error on the permit application. DSPS replied that it understands the urgent need to process the applications as soon as possible and strives to process all applications within 7-10 business days. However, the department has taken longer before due to a high volume of applications from five professions and few personnel. DSPS stated that, overall, the new workflow has greatly improved the communication between all parties and great helps DSPS collect the information on the permit more quickly.

The committee asked whether the sponsor is required to review the apprentice's permit application. Josh replied that the sponsor is not required to do so, but the Bureau strongly encourages sponsors and apprentices to review the permit application together.

The committee asked whether there is a problem with the payment process for the permit. DSPS replied that the permit application and application fee are handled by separate staff, but the overall processing time should still be 7-10 days.

DSPS asked the committee whether communication around the process had improved, despite the occasional processing delays. The committee replied that communication does seem to have improved but many small businesses seem to be unaware of the changes. Communication seems to lack between the Bureau and new and small businesses. Josh replied that the Bureau informed all current sponsors and ATRs of the revised workflow via official letter in early February; since then, new sponsors would have been informed through the ATRs.

ii. Can hours worked without a permit apply to on-the-job learning?

The conversation shifted to applicability of hours worked without a permit. A committee member explained that sometimes sponsors put people into an informal training plan prior to the apprenticeship. The member explained that having an employee without a permit that cannot work can be challenging.

An apprenticeship training representative explained that the Bureau has not credited hours worked without a permit towards on-the-job learning. If an employee can perform some work without a permit, the Bureau could discuss whether it could be credited to the apprenticeship. A committee member explained that individuals without a permit cannot touch a client but they can work in a support capacity so the sponsor can gauge the individual's work ethic and determination.

Josh said that the Bureau is willing to discuss whether certain work performed without a permit could be credited towards the apprenticeship.

Action: the committee advised the Bureau to send an official letter reminding all sponsors of the new workflow and to send the letter to technical colleges, too. The letter should include the new employer and apprentice applications, either a link to the DSPS application or a paper copy, and a flow chart of the new workflow and its timeframes.

Action: the committee advised the Bureau to convene a focus group to discuss whether certain work performed without a permit could be credited towards apprenticeship on-the-job learning. Carolyn, Berrin, and Madeline volunteered.

5. DSPS Update

The update was covered in the prior discussion.

6. Old Business

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

i. For action: approve the minutes.

The committee approved the minutes as written.

ii. Interest in developing a youth apprenticeship program

Owen reviewed that the state youth apprenticeship staff had discussed the absence of a current youth apprenticeship program in cosmetology and the lack of funding to create one at the state committee's 2017 spring meeting. Instead, the state committee had decided to focus on alternative means of recruiting high school students in the registered apprenticeship program. The committee had argued that a high school student could enter the registered apprenticeship while in high school because the minimum age is 17, according to the state standards. Some members questioned whether the minimum age is 16.

Action: the state committee advised that the Bureau research whether the requirement that registered apprentices work at least 32 hours a week would apply to high school students who register in the program.

Action: Tania and ATR Tracy Jallah volunteered to share their best practices for marketing to high school juniors and seniors at the 2018 spring meeting.

b. Revisions to CFR 29. 30 (AA/EEO requirements)

Josh explained that revisions were released by the U.S. Department of Labor, but the DOL has yet to release further guidance on implementation to the Bureau. All sponsors must "stay tuned."

c. Federal grants to expand registered apprenticeship

Josh reviewed that the Bureau received three federal grants to expand registered apprenticeship: the WAGE\$ grant; the state expansion grant; and the state accelerator grant. The WAGE\$ and expansion grants will focus on expanding registered apprenticeship into new sectors of the economy and recruiting and retaining women and minorities. These grants will indirectly affect the service trades by increasing the pool of qualified applicants to all apprenticeships through promoting youth apprenticeship and pre-apprenticeship readiness programs. The state accelerator grant will be used to increase the Bureau's administrative capacity: the Bureau will further train its field representatives in consultative skills training for outreach; fund additional field representative positions; and upgrade its contract management system.

The committee did not have questions or comments.

d. WI Apprenticeship LEADERS initiative

Josh reported more than 50 stakeholders, representing all sectors and categories of stakeholders, will participate in the LEADERS campaign. The Bureau will kick-off the campaign with a formal luncheon and presentation during National Apprenticeship Week in November. Participants will choose their level of involvement; stakeholders could simply permit the Bureau to use their logos in outreach material or commit to co-presenting with the Bureau at presentations to new industries. Josh encouraged attendees to apply, if they have not done so.

The committee did not have questions or comments.

e. Apprenticeship Completion Award Program

Owen reviewed that ACAP concluded on June 30, 2017 and was recently renewed for two years as part of the Governor's budget for the next biennium. In the interim, the Bureau's database still sent eligibility notices to apprentices and sponsors. Apprentices that became eligible in the interim will be grandfathered in.

A committee member stated that several of her apprentices submitted reimbursement requests but did not receive a response.

Action: the Bureau will research why the apprentices did not receive a response

f. Other

The committee did not have additional topics.

5. New Business

a. 2017 WI Senate Bill 411

Josh reviewed that the proposed law would make the apprentice-to-journeyworker ratio 1:1 for all registered apprenticeships and eliminate the Bureau's power to modify it. The bill would apply to the Barber and Cosmetologist apprenticeships, but the programs already use a 1:1 ratio.

The committee did not have questions or comments.

b. Presidential Executive Order: Expanding Apprenticeships in America

Josh reviewed that the order will create a third lane to apprenticeship: industry-recognized apprenticeships, which will be distinguished by a streamlined application process and less "red tape" for sponsors. The impetus behind the order are complaints across the country that the application process for registered apprenticeship sponsors is too lengthy, complicated, and unnecessary. \

Josh reported that a federal task force has been assigned to recommend related policies and implementation. The Bureau is awaiting further guidance from the U.S. Department of Labor.

The committee asked whether the task force includes a representative from Wisconsin. Josh replied that it does not and the Bureau does not know why. Wisconsin nominated several individuals, but none were accepted.

c. National Apprenticeship Week 2017

Josh reported that the third annual National Apprenticeship Week will occur November 13-19. The first day will include the kick-off of the Apprenticeship LEADERS initiative. Tuesday will include the quarterly meeting of the WI Apprenticeship Advisory Council at the Cement Mason's training center in Madison; a career fair will be held simultaneously upstairs. Wednesday will feature open houses by construction training centers across the state. Thursday will feature a tour of the Milwaukee Bucks' new arena and a meet-and-greet with apprentices working on the project. Last, Friday will feature an event at the Milwaukee Job Corps center. Josh encouraged attendees to host events for their local audiences.

The committee did not have questions or comments.

d. WI Apprenticeship Diversity Conference 2018

Josh reported that the Bureau is planning to convene a WI Apprenticeship Diversity Conference in the fall of 2018. The focus will be helping sponsors develop new strategies for recruiting and retaining women and minority apprentices.

The committee did not have questions or comments.

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

i. Overview

Josh reported that the Bureau will use funding from the state accelerator grant to upgrade its information management system with electronic registration and electronic signature capture. The new system is called the Bureau of Apprenticeship Standards Electronic Registration System, or BASERS.

BASERS will give sponsors the option of creating and completing sponsor and apprentice applications online rather than by hand. The draft application will trigger an electronic alert to the apprenticeship training representative, who will review and approve it. BASERS will also provide electronic signature capture, which will dramatically reduce the travel time spent obtaining signatures in person. Electronic registration will be piloted in the early spring of 2018 and electronic signature capture will be piloted in the summer of 2018.

The committee asked how BASERS will deal with application errors. Josh replied that all applications will be reviewed by BASERS and the ATRS, so errors may be flagged by BASERS or caught by the ATR.

A consultant asked whether technical colleges will not receive the phone numbers and email addresses of apprentices, which was a request of the WTCS-BAS work group. Josh answered that he is not sure and will ask Karen.

ii. Salons as sole sponsors

DSPS stated that it has a new policy of issuing one establishment permit per owner and address. Therefore, employers with satellite locations will be treated as a single location with one permit. This would prevent sponsors from transferring apprentice between satellite locations because the satellite location would not be tied to the apprentice contract.

The committee strongly expressed concern that this policy would adversely affect franchise sponsors that routinely transfer apprentices between satellite locations and managers. The committee strongly advised the Bureau and DSPS to fix the permit application so that franchise sponsors can assign apprentices to multiple locations.

Action: BAS, DSPS, and sponsors will review the policy.

f. BAS personnel update

Josh reported that the Bureau hired five new apprenticeship training representatives this year due to new positions, retirements, and promotions. The new ATR for Appleton South, a new district, is Tim Budda. The new ATR for Waukesha is Richard Badger. The new ATR for Lakeshore area is Lynn O'Shasky. The new ATR for Racine is Dominic Robinson. The new ATR for Eau Claire is Rachell Faber.

The new program assistant is Ann Thiel. The new manager of the WAGE\$ grant is Nancy Kargel. Last, Bob Sceldroup, the ATR for Milwaukee, has retired. The Bureau has not filled the vacancy yet.

g. Other

Co-Chair Murphy reported that national efforts to eliminate the requirement for a manager's license are underway.

6. Program participants include 268 apprentices and 176 sponsors with a contract in active or unassigned status on September 22, 2017.
7. The committee tentatively scheduled its next meeting for Monday, May 21 at 10:00 a.m. at Milwaukee Area Technical College, ECAM Center, in Oak Creek.
8. The meeting adjourned at 12:25 p.m.

Submitted by Owen Smith, Program & Policy Analyst



State Apprenticeship Standards
for the
Barber & Cosmetologist
Apprenticeship Programs

REVISED
November 2015

Karen P Morgan

Bureau Director

Alan R Murphy

Co-Chair

Julia B

Co-Chair

TABLE OF CONTENTS

1. Definitions
2. Composition of the State Committee
3. Duties of the State Committee
4. Qualifications of the Sponsor
5. Qualifications of the Apprentice
6. Qualifications of the Trainer
7. Apprentice Contract
8. Terms of Apprenticeship
9. Probationary Period
10. Responsibilities of the Sponsor
11. Responsibilities of the Apprentice
12. Responsibilities of the Trainer
13. Schedule of Work Processes and Wage Schedule
14. Related Instruction
15. Credit for Previous Education and Experience
16. Hours of Work
17. Ratio of Apprentices
18. Certificate of Completion
19. Modification of Program
20. Cancellation of Contracts
21. Apprentices and Sponsor Appeal Process
22. Unassigned Status
23. Safety

1. Definitions

AA/EEO – Affirmative Action / Equal Employment Opportunity

Apprentice - Person covered by a contract under Wisconsin Chapter 106 approved by the Wisconsin Department of Workforce Development, Bureau of Apprenticeship Standards.

Apprentice Contract - The written agreement between the Apprentice and Sponsor/Sponsor on forms provided by the Bureau of Apprenticeship Standards.

Bureau of Apprenticeship Training Representative – The person from the Bureau of Apprenticeship Standards who registers Sponsor/Sponsors and Apprentices, does site visits, is a liaison between the Apprentice/Sponsor and the Bureau of Apprenticeship Standards and monitors local apprenticeship programs.

Bureau of Apprenticeship Standards (BAS) – The Bureau of Apprenticeship Standards approves all apprenticeship contracts in accordance with chapter 106 of the Wisconsin Statutes.

Barber Practitioner - The title of the person who satisfies the requirements of these standards successfully.

Cosmetologist Practitioner – The title of the person who satisfies the requirements of these standards successfully.

DSPS – Department of Safety and Professional Services dept of safety and professional services.

Licensed Establishment (also referred to as "sponsor") – A Wisconsin licensed barber or cosmetology establishment that will voluntarily participate in the employment and training of Apprentices. As participating sponsors, these establishments will sign an agreement to comply fully with the terms and conditions of the Apprenticeship program successfully.

On-the Job Learning (OJL)– The work in the establishment and training that are required as a part of the Apprenticeship program.

Registration Agency – Wisconsin Bureau of Apprenticeship Standards.

Related Instruction (RI) – The theoretical foundations learned through the Wisconsin Technical College System or other approved training site that are required as a part of the Apprenticeship program.

Sponsor – The licensed establishment or shop that employs the Apprentice.

State Committee – The Wisconsin Barber/Cosmetology Apprenticeship Advisory Committee is advisory to the Department of Workforce Development on matters of apprenticeship and the Wisconsin Technical College System on matters of Related Instruction for Apprentices.

Trainer – A licensed barber or cosmetologist professional who will provide on-the-job training and mentoring to the Apprentice.

Work Processes – The competencies that an Apprentice will perform in order to complete the on-the-job training required by the Apprenticeship program.

Wisconsin Technical College System (WTCS) – The training institution that will provide the Related Instruction courses for the Apprenticeship program.

2. Composition of the State Committee

- A. This committee shall be composed of no less than 10 or more than 30 members. The intention is to have fair and diverse representation on the state committee. The Bureau will ensure that all areas of the state are properly represented.
- B. The committee will include at least one person from the Department of Regulation and Licensing, at least one classroom teacher and at least two active apprentices with at least one (1) year as an apprentice.
- C. Members will serve for a term of three years and may be appointed for further terms. Committee memberships will be staggered to maintain continuity in functioning.
- D. State committee members must:
 - (1) Represent organizations that are actively involved with training apprentices at the local level; or
 - (2) Be involved in the development of emerging occupations; or
 - (3) Have been involved in the training of apprentices in the last two years
 - (4) Attend at least 75% of the meetings over the term of their appointment, unless excused by the Bureau for good cause.

Exceptions to these requirements can be made by the Bureau in order to expand female and minority participation on committees.

- E. Vacancies may be filled, or representatives changed in term, at the request of the employer or appropriate association.
- F. The BAS may also designate consultant members to serve as non-voting members, as needed, such as WTCS representatives, industry apprenticeship coordinators, instructors and other interested parties in the apprenticeship program. Consultant members may advise the state committee, but they are not allowed to serve as voting members.

- G. The Bureau may remove a person from membership on a committee for one or more the following reasons:
 - (1) Failure to attend at least 75% of the committee meetings over the term of the appointment, unless excused by the Bureau for good cause.
 - (2) Failure to meet the membership requirements under paragraph 2.D, unless BAS grants an exception.
 - (3) Violation of any state apprenticeship statute, rule or standard.
- H. The committee operates on a consensus based decision-making process. This means that there may be concerns after discussion, but the committee members may consent to the proposal anyway and allow it to be adopted. Therefore, reaching consensus does not assume that everyone must be in complete agreement, but that all members can live with the decision. When the committee cannot reach consensus, the BAS will make the final decision.

3. Duties of the State Committee

- A. Recommend/advise on policy and/or program changes in the Apprenticeship program.
- B. Formulate minimum state standards for the Apprenticeship program and make recommendations on changes to the Bureau including:
 - i. the period of training
 - ii. minimum work process requirements
 - iii. related instruction
 - iv. probation
 - v. Sponsor requirements to serve as a trainer
 - vi. trainer/apprentice ratios
 - vii. apprentice reviews
 - viii. minimum applicant/Apprentice requirements
- C. Recommend curriculum, Related Instruction and delivery service requirements for the program to the Bureau and the Wisconsin Technical College System (WTCS).
- D. Assume statewide leadership for the purpose of improving and expanding the number of Sponsors sponsoring apprentices in the profession.
- E. Support the state program of training for Apprentices.
- F. Develop guidelines for the Apprenticeship program for proficiency assessment/testing (for work experience and course work) to be utilized in determining apprenticeship credit for previous experience/education.
- G. Support local committee development and help identify their areas of responsibility, including reviewing technical colleges and ethnic training.
- H. Review and monitor local committee operations and activity levels and recommend changes in operations where appropriate, including AA/EEO. Assist local committees to work out their programmatic and administrative problems.

- I. Follow these operational guidelines:
 - i. Meet a minimum of two times a year
 - ii. Conduct meetings in conformity with the open meeting laws of Wisconsin.
 - iii. Review and approve minutes prepared by the Bureau.
 - iv. Committee will elect two co-chairs
 - v. Five members must be present for a quorum to exist.

4. Qualifications of the Sponsor

The Sponsor undertaking the employment of Apprentices must:

- A. Be currently licensed as an establishment and manager by the Wisconsin Department of Safety and Professional Services. To sponsor the first apprentice, the Sponsor must be a licensed establishment for at least one year and pass inspection by BAS
- B. Have a current Unemployment Insurance account number
- C. Be able to provide training in all work processes
- D. Have the necessary facilities to assure proper training
- E. Provide the apprentice with his or her own work station and an initial set of tools and supplies necessary for training/work, as required by DSPS. The initial set of tools is listed in the Apprentice Application and is monitored via the Inspection Report. The Apprentice is responsible for maintaining the equipment, tools and supplies.
- F. Steadily employ the apprentice(s) and required number of trainers.

5. Qualifications of the Apprentice

Applicants for apprenticeship shall be as stated in the state employment laws. Applicants must:

- A. be at least seventeen (17) years of age
- B. be employed full time, at least thirty-two (32) hours or more per week, including paid related instruction
- C. adhere to all requirements in Section XVII: Hours of Work
- D. make a commitment to the apprenticeship program policies and procedures
- E. be physically able to perform the duties of the occupation with reasonable accommodations if necessary
- F. provide their own or reliable transportation to related classroom instruction and on-the-job training
- G. if the apprentice is still in high school, he or she must meet the requirements in the Apprenticeship Manual and may work part-time.

6. Qualifications of the Trainer

The apprenticeship trainer must:

- A. be designated by the licensed manager
- B. be a licensed employee of the establishment
- C. meet practical experience hours, if any, as designated by DSPS.

7. Apprentice Contract

The Apprentice Contract shall contain a statement making the terms and conditions of these apprenticeship standards a part of the contract. For this reason, every Apprentice applicant will be required to read these standards before signing the contract. Each Apprentice Contract will be registered with the Wisconsin Bureau of Apprenticeship Standards. An apprentice will be allowed a maximum of two (2) Apprentice Contracts within a twelve (12) month period from the initial Contract start date.

8. Terms of Apprenticeship

Cosmetologist apprentices shall complete at least 3712 hours of on-the-job training in at least two years and no more than four years. The total hours for this occupation shall be identified in the Work Processes. The related instruction classes will consist of 288 hours.

Barber apprentices shall complete at least 1712 hours of on-the job training in at least one year and no more than four years. The total hours for this occupation shall be identified in the Work Processes. The related instruction classes will consists of 288 hours.

9. Probationary Period

The probationary period shall be no more than six calendar months.

During the probationary period, the Apprentice or Sponsor may void the Apprentice Contract by written notice to the Bureau. After expiration of the probationary period, the apprentice contract may be cancelled according to procedures consistent with Wis. Admin. Code DWD 295.

10. Responsibilities of the Sponsor

The Sponsor must:

- A. Commit to employ the Apprentice for the length of the apprenticeship.
- B. Supervise apprentices **at all times**, either by a licensed manager or a designated licensed barber or cosmetologist who is employed by the establishment
- C. Provide training in all work processes as stated in the Apprentice Contract. If the Sponsor cannot provide training in all work processes, the Sponsor must submit a written plan to BAS for approval of such training through a licensed outside source.

- D. Provide the apprentice with at least 32 hours of training per week, because the apprenticeship is a full time training program. An exception is required for high school students.
- E. Provide each apprentice with a workstation containing adequate equipment, supplies and products to practice all barbering and/or cosmetology services, as listed in the Apprentice Application, and monitored via the Inspection Report.
- F. The Sponsor will maintain an individual record that will include all practical work hours, training, employment status, conduct, progress, and wages paid, and make these records available to BAS upon request. The Sponsor shall verify the apprentice's practical work hours with the apprentice at least once a month.

The Apprentice is responsible for recording work hours daily using a "monthly work record" form or similar document, and then submitting it to their manager at the end of each work month. The manager will verify its accuracy.

The Sponsor is responsible for ensuring the Apprentice submits the monthly work record. Failure on the part of the Sponsor or Apprentice to keep and submit the required reports on time, properly authenticated, may result in Apprentices losing credit for the entire period covered, or in other disciplinary action against the Apprentice or Sponsor.

- F. Notify BAS of any changes in the apprentice's employment status. If the apprentice leaves employment with the establishment, the establishment must return the apprentice permit to the Department of Safety and Professional Services.
- G. Not rent booths to apprentices. Booth rental by apprentices is prohibited.
- H. Not charge apprentices for the training. Charging apprentices for the training is prohibited.

11. Responsibilities of the Apprentice

Apprentices agree to all the terms and conditions contained in the Apprentice Contract. In signing the Apprentice Contract, Apprentices assume the following responsibilities and obligations under the apprenticeship program:

- A. To perform diligently and faithfully the work of the occupation and other pertinent establishment and educational requirements assigned by the Sponsor in accordance with the provisions of the Standards.
- B. To protect the property of the Sponsor, and abide by the working rules and regulations of the Sponsor.
- C. To record work hours daily using a “monthly work record” form or similar document, and then submitting it to their manager at the end of each work month. The manager will verify its accuracy.

The Sponsor is responsible for ensuring the Apprentice submits the monthly work record. Failure on the part of the Sponsor or Apprentice to keep and submit the required reports on time, properly authenticated, may result in Apprentices losing credit for the entire period covered, or in other disciplinary action against the Apprentice or Sponsor.

- D. To maintain official daily records of work experience, hours worked, and training received on-the-job and in classroom Related Instruction, and wages paid in order as required and approved, at least monthly, by the Sponsor.
- E. To develop safe working habits and to conduct him/herself at work in such a manner as to assure his/her own safety and that of his/her fellow workers.
- F. To work for the Sponsor to whom the apprentice is assigned until the completion of his/her apprenticeship, unless s/he is reassigned to another Sponsor due to lack of work related to the work process.
- G. To conduct himself or herself at all times in a creditable and ethical manner.
- H. Following issuance of an apprenticeship permit by the Department of Safety and Professional Services, the apprentice shall enroll in the first available course of theory instruction at a school of barbering and cosmetology and shall maintain acceptable attendance and progress in instruction and practical training. (BC 6.02)

- I. To neither consume alcohol nor take controlled substances during practice or work, unless prescribed by a physician.
- J. Upon successful completion of the Apprentice Contract requirements, the apprentice permit is not valid. Therefore, the apprentice must apply for the State licensing examination and a temporary permit under the provisions of Section 454.06 (10 A), Wis. Statutes. Upon approval to take the examination, the Department of Safety and Professional Services will issue a temporary permit per Section 454.10 (4) and notify the Department of Workforce Development to complete the apprenticeship.

12. Responsibilities of the Trainer

The Trainer will:

- A. Accept the Sponsor-assigned Apprentice for the complete term of the apprenticeship. The Trainer will be determined by the OJT placement, and may change during the term of the apprenticeship.
- B. Train the Apprentice in the necessary skills to functionally perform in the establishment setting
- C. Continually observe and advise the Apprentice to provide feedback as necessary.
- D. Meet with the Apprentice at least weekly to review progress and address concerns
- E. Keep proper records for reporting and accountability.
- F. Assist with apprentice evaluations (quarterly, semi-annually, annually and final).

It is recommended that at least one licensed practitioner at each establishment complete the Transition-to-Trainer course.

13. Schedule of Work Processes and Wage Schedule

The Barber or Cosmetology Apprentice on-the-job learning (practical) hours are as stated in Chapter BC 6.04(3). These hours are shown in the Work Processes section of the Trade Information attached to these Standards.

The minimum Wage Schedule is as shown under the section, "Minimum Compensation To Be Paid," of the Trade Information attached to these Standards.

14. Related Instruction

The Apprentice shall attend and complete successfully (C or above), classes for technical and theoretical instruction related to the profession for a minimum of 288 hours per approved program of instruction. Classes will be conducted by the Wisconsin Technical College System or other BAS approved provider. Hours counted as Related Instruction shall not be counted as hours of work. A minimum of 288 hours for the program of Related Instruction is paid by the Sponsor.

15. Credit for Previous Education and Experience

Requests for previous education and experience credit must be made at the time of application. Applicants must be granted advanced standing for Related Instruction upon receipt of official transcripts for previous class work that meets the requirements of Section 15 above.

Applicants must also be granted advanced standing for on-the-job learning from a previous Wisconsin registered barber/cosmetology apprenticeship or based on an official transcript of full-time schooling per the provisions of Chapter BC 6.05.

BAS has final approval for all advanced standing. If advanced standing is granted, the Apprentice shall be advanced in the graduated wage scale accordingly.

16. Hours of Work

Apprentices will work at least thirty-two (32) hours or more per week including related instruction. Apprentices shall work under supervision of a trainer on all practical work related to the industry. Hours of employment shall not conflict with the hours specified for paid related instruction or with Federal or State regulations.

17. Ratio of Apprentices

Initially, one (1) apprentice may be employed by a qualified establishment. After one (1) year, a establishment may employ two apprentices per qualified manager and /or licensed practitioner. Apprentices beyond two years as an apprentice and who have completed all paid related instruction are ratio neutral.

Wisconsin apprentices will also be ratio neutral if they already have a stylist license from another state. They must still meet all of the requirements of the Wisconsin Apprentice Contract.

18. Certificate of Completion

Upon successful completion of the requirements the apprentice will apply for the licensing examination and temporary permit from Department of Safety and Professional Services. When approved, Department of Safety and Professional Services must notify BAS to complete the apprentice. BAS will award the Certificate of Completion at that time.

19. Modification of Program

These standards may be modified by the Bureau with advice from the State Committee when experience or conditions demand.

20. Cancellation of Contracts

The State Committee and the Bureau require that each sponsor maintain clear records to substantiate a recommendation for cancellation of an Apprentice Contract.

- A. Sponsors are required to provide a written cause for dismissal of an Apprentice.
- B. A Sponsor or Apprentice may request cancellation of the Contract after the probationary period has expired by making such requests with reasons to the Bureau in writing.
- C. The Bureau will consult the sponsor before taking final cancellation action.

21. Apprentice and Sponsor Appeal Process

In the case of a dispute between the Apprentice and the Sponsor with regards to an Apprentice Contract, either party may appeal to the Bureau of Apprenticeship Standards in writing to adjust the matter regarding any part of the contract. The decision of the Bureau shall be final.

- A. In cases of a problem or dispute involving a matter of standards, the matter shall be referred to the State Committee for review.
- B. If the State Committee cannot satisfactorily resolve the matter, it will provide the Bureau with its recommendations and the decision of the Bureau will be final.

22. Unassignment

An apprentice who is out of work in excess of thirty (30) days will be unassigned by the Bureau. This sets the Apprentice Contract aside until such time as the apprentice is recalled to work and reassigned. The Sponsor/Sponsor must notify the Bureau in writing of the period of unemployment. Unassignment may be done for a number of valid reasons such as illness, family medical leave, military active duty, etc. The Term of the Apprentice Contract stops during the period of Unassignment.

23. Safety

Certified Apprenticeship and Related Instruction sites shall at all times provide safe equipment and facilities for on-the-job training, adequate supervision to promote safe working conditions and safety training for Apprentices.

State Barber/Cosmetology Apprentice Adv • Madison WI
Barber • 3-330371010-02-T
Exhibit A - Program Provisions

Approved: November 1, 2015

TERM OF APPRENTICESHIP: The term of apprenticeship shall be Time-based, which has been established to be 2,000 hours. Hours of labor shall be the same as established for other skilled employees in the profession.

PROBATIONARY PERIOD: The probationary period shall be the first 3 months of employment, but in no case shall it exceed twelve calendar months. During the probationary period, this contract may be cancelled by the apprentice or the sponsor upon written notice to the Department, without adverse impact on the sponsor.

SCHOOL ATTENDANCE: The apprentice shall attend the Wisconsin Technical College System or other approved training provider, as assigned, for paid related instruction four hours per week or the equivalent and satisfactorily complete the prescribed course material for a minimum of 288 hours, unless otherwise approved by the Department. The employer must pay the apprentice for attended related instruction hours at the same rate per hour as for services performed.

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

<u>Work Process Description</u>	<u>Approximate Hours</u>	
	(Min	- Max)
Bacteriology, sterilization and sanitation in the establishment.	70	
Haircutting, hair tapering (clipper cuts), razor cutting, hair styling, curling, thermal waving, finger-waving, roller setting, pin curl placement, blow-drying, shampoos, scalp and hair treatment, conditioning, reconditioning, hair analysis and care of hairpieces, wigs and wefts.	800	
Hair straightening, hair relaxing, thermal hair straightening, blowouts, permanents, hair coloring, tinting, bleaching (lightening) and chemistry.	250	
Shaving, beard and mustache shaping, trimming, superfluous hair removal, waxing, men's facial, and facial massages.	300	
General patron service and individual apprentice needs.	292	
Paid Related Instruction	288	
TOTAL	2000	

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

MINIMUM COMPENSATION TO BE PAID:

1st period of 6 months at the applicable minimum wage.

2nd period of 6 months at 10 cents per hour above the applicable minimum wage.

Base skilled wage rate N/A per hour.

If at any time the base skilled wage rate rises or falls, the apprentice's wage shall be adjusted proportionately. The wage rate of apprentices employed in this profession and this firm shall be based on the base skilled wage rate stated above.

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

State Barber/Cosmetology Apprentice Adv • Madison WI
Barber • 3-330371010-02-T
Exhibit A - Program Provisions

All apprentices are covered by State and Federal Wage and Hour Standard requirements. All apprentices shall be paid no less than the minimum wage established under regulations.

CREDIT PROVISIONS: The apprentice, granted credit at the start or during the term of the apprenticeship, shall be paid the wage rate of the pay period to which such credit advanced the apprentice.

Work credit hours approved: N/A

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

Unpaid related instruction: N/A

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

SPECIAL PROVISIONS:

Apprentices are not allowed to rent a booth. The apprentice must be an employee of the shop. Per 3.02.(2), only licensed managers may rent a booth. Apprentices have a permit, they do not have a license.

Shops are not allowed to charge a fee from the apprentice for the training provided in the shop.

The apprentice in his/her final year must take the Transition to Trainer course as unpaid related instruction.

The apprentice contract will be completed by BAS when all program provisions have been met (at least 1,712 hours of on-the-job training; 288 hours of paid related instruction; and Transition to Trainer) and BAS is notified by the Department of Safety and Professional Services (DSPS) that the apprentice has been issued a temporary permit or practitioner license. Information on taking the Practitioner Examination or obtaining a temporary permit is available on the DSPS website at <http://dsps.wi.gov>

State Barber/Cosmetology Apprentice Adv • Madison WI
Cosmetologist • 3-332271010-01-T
Exhibit A - Program Provisions

Approved: October 16, 2014

TERM OF APPRENTICESHIP: The term of apprenticeship shall be Time-based, which has been established to be 2 years of not less than 4000 hours. Hours of labor shall be the same as established for other skilled employees in the profession.

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

SCHOOL ATTENDANCE: The apprentice shall attend the Wisconsin Technical College System or other approved training provider, as assigned, for paid related instruction four hours per week or the equivalent and satisfactorily complete the prescribed course material for a minimum of 288 hours, unless otherwise approved by the Department. The employer must pay the apprentice for attended related instruction hours at the same rate per hour as for services performed.

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

<u>Work Process Description</u>	<u>Approximate Hours</u>	
	(Min	- Max)
Bacteriology, sterilization and sanitation in the establishment.	70	
Haircutting, hair tapering (clipper cuts), razor cutting, hair styling, curling, thermal waving, finger-waving, roller setting, pin curl placement, blow-drying, shampoos, scalp and hair treatment, conditioning, reconditioning, hair analysis and care of hairpieces, wigs and wefts.	1300	
Hair straightening, hair relaxing, thermal hair straightening, blowouts, permanents, hair coloring, tinting, bleaching and chemistry.	1000	
Shaving, beard and mustache shaping, trimming, superfluous hair removal, waxing, facials, facial massages, facial makeup, eyelashes, light therapy, tanning, and introduction to electrology.	80	
Manicuring, including artificial nails.	30	
General patron service and individual apprentice needs.	1232	
Paid Related Instruction	288	
TOTAL	4000	

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

MINIMUM COMPENSATION TO BE PAID:

1st period of 6 months at the applicable Minimum Wage.

2nd period of 6 months - 10 cents per hour above the applicable Minimum Wage.

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

State Barber/Cosmetology Apprentice Adv • Madison WI
Cosmetologist • 3-332271010-01-T
Exhibit A - Program Provisions

3rd period of 12 months - 25 cents per hour above the applicable Minimum Wage.

Base skilled wage rate N/A per hour.

If at any time the base skilled wage rate rises or falls, the apprentice's wage shall be adjusted proportionately. The wage rate of apprentices employed in this profession and this firm shall be based on the base skilled wage rate stated above.

All apprentices are covered by State and Federal Wage and Hour Standard requirements. All apprentices shall be paid no less than the minimum wage established under regulations.

CREDIT PROVISIONS: The apprentice, granted credit at the start or during the term of the apprenticeship, shall be paid the wage rate of the pay period to which such credit advanced the apprentice.

Work credit hours approved:	N/A
------------------------------------	-----

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

 Unpaid related instruction:	N/A
--	-----

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

SPECIAL PROVISIONS:

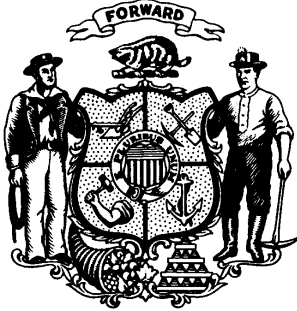
Apprentices are not allowed to rent a booth. The apprentice must be an employee of the shop. Per 3.02.(2), only licensed managers may rent a booth. Apprentices have a permit, they do not have a license.

Shops are not allowed to charge a fee from the apprentice for the training provided in the shop.

The apprentice in his/her final year must take the Transition to Trainer course as unpaid related instruction.

The apprentice contract will be completed by BAS when all program provisions have been met (at least 3,712 hours of on-the-job training; 288 hours of paid related instruction; and Transition to Trainer) and BAS is notified by the Department of Safety and Professional Services (DSPS) that the apprentice has been issued a temporary permit or practitioner license. Information on taking the Practitioner Examination or obtaining a temporary permit is available on the DSPS website at <http://dsps.wi.gov>.

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	

State Committee Report

State Barber/Cosmetology Apprentice Adv

This summary counts employers and apprentices with a contract active or unassigned on 5/1/2018 in trade(s) associated with this committee.

Report is based on apprentice contracts where:

- Status is 'Active' or 'Unassigned'.
- Contract sector is 'Industrial' or 'Service'.
- Contract trade code matches a trade code assigned to committee.
- Contract sponsor is the employer.

Note: Employers with contracts in more than one trade or committee can cause Column #3 totals at the Committee or State level to deviate from the summed total of the individual trade or committee rows.

Trade	Total # of Sponsors	Total # of Apprentices	Of Total Apprentices in Column 3, # who are...			
			Minority		Females	
			#	%	#	%
1	2	3	4	5	6	7
Report Total	163	238	62	26.1	123	51.7
Barber (333037101002)	30	42	23	54.8	2	4.8
Barber And Cosmetologist (333037101001)	1	1			1	100.0
Cosmetologist (333227101001)	141	195	44	22.6	121	62.1

Wisconsin Bureau Of Apprenticeship Standards
State Barber/Cosmetology Apprentice Adv
Historical Report by Year
Report Period: 2018* and Previous 10 Years



*Current year is YTD data as of Run Date: 05/11/2018		
Run Date: 05/11/2018		
State Barber/Cosmetology Apprentice Adv		
Sponsored Trade Group(s): Service		
Year	Active Apprentices	Active Sponsors
2008	993	417
2009	856	369
2010	738	337
2011	708	313
2012	630	293
2013	523	258
2014	519	248
2015	482	229
2016	403	206
2017	338	182
2018	260	154

