

**Approved Minutes of the
Sheet Metal
State Apprenticeship Advisory Committee**

October 11, 2018
Sheet Metal Workers Local 18
Waukesha, WI

Members Present	Employer / Organization
Aldag, Dave	Aldag Honold Mechanical, Inc.
Athas, Donald	Sheet Metal Local 18
Bartz, Scott	Sheet Metal Local 18 – Madison
Groeschel, Jr., Ken	Butters-Fetting Co., Inc.
Hill, Mark	Tweet-Garot Mechanical Inc.
Katt, Dave	Keystone Heating & Air Conditioning
Kalcic, Brad	Sheet Metal Local 18 KRW
Knocke, Scott	Sheet Metal Local 18
Malesevich, Tom	Sure Fire
Mooney, Mike	Sheet Metal Local 18
Rollings, Lauri	SMACCA Milwaukee
Wagner, Craig	Sheet Metal Local 18
Members Absent	Employer / Organization
Stockland, Pat	Capitol Mechanical, Inc.
Consultants & Guests	Employer / Organization
Emrick, Leigh	Associated Builders & Contractors
Frehner, Josh	Milwaukee Area Sheet Metal JATC
Garner, Josh	Sheet Metal Local 18 – Waukesha
Norberg, Cary	International Training Institute
Johnson, Joshua	Bureau of Apprenticeship Standards
Simons, Carl	Madison Area Sheet Metal JATC
Smith, Owen	Bureau of Apprenticeship Standards

Tlachac, Scott	Sheet Metal Local 18 – Fox Valley
Wilson, Stu	Sheet Metal Local 18
Wippich, Daniel	Sheet Metal Local 18 Fox Valley

1. The meeting was called to order at 10:02 a.m. by Co-Chair Dave Aldag in conformance with the Wisconsin open meeting laws.
2. A roll call was conducted. A quorum was present. A sign-in sheet was circulated.
3. The committee reviewed the current roster. The committee elected Mike Mooney as Employee Co-Chair. Mike chaired the remainder of the meeting.

4. **Old Business**

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

i. For action: approve the minutes

The committee approved the draft minutes as written.

ii. Update state standards with ACT scores & 2017 WI Act 148

iii. How is accepting ACT scores proceeding?

Owen reviewed that the committee's statewide ACT scores have been in place for more than one year. He asked for an update on how accepting the scores has been proceeding. Representatives from local committees reported that accepting the scores has gone well. No applicant has scored below the minimum and if they had, the local committees would have referred the applicants to WRTP / BIG STEP for tutoring and had them take the Accuplacer Classic. Associated Builders & Contractors reported that 35% of applicants submitted ACT scores.

A joint apprenticeship committee representative asked if an applicant who meets one of the two required ACT scores would be permitted to retest the subject through the Accuplacer. Josh replied that he will research the matter. His initial thought was that the Bureau wants to recognize the apprentice's success, not punish their low test score. However, the Bureau has not permitted partial scores in the past. Leigh shared that ABC received the same response from an apprenticeship training representative.

Local standards state that an applicant must wait six months to reapply or get tutoring through WRTP/BIG STEP, whom would determine whether the applicant is ready to retest. Other JACs' standards require the applicant to wait two weeks to retest the Accuplacer after the first attempt and three weeks after each subsequent attempt.

Action: *the Bureau will research whether apprentices can submit scores from multiple assessments.*

iv. How is SMART and direct-entry proceeding?

Owen reviewed that the Bureau approved the SMART program for Wisconsin and direct-entry, provided the local committees submitted language that defined direct entry for review and approval by the Bureau. The Bureau had cautioned the JACs against allowing direct entry to bypass entrance requirements carte blanche. Owen reminded the JACs that the Bureau is waiting for them to submit draft language.

Representatives of JACs shared that the state standards do not include language on direct entry that should have been inserted after the state committee passed the Helmets to Hardhats campaign. The language needs to be added so the JACs can submit the state standards as part of their accreditation.

Owen agreed to add the definition of direct entry from the Helmets to Hardhats campaign into the state standards immediately and mail official copies to the JACs. The representatives asked if the language could state that direct entry is at the discretion of the local committee. Owen reiterated that the Bureau needs the JACs to draft such language for Director Karen Morgan's review.

The consultant from the International Training Institute shared a draft based on similar federal policies and the national SMART documentation. Josh replied that the draft is written loosely and needs to provide guidance on several matters, such as how direct entry would relate to AA/EEO policies. The guidance would help the Bureau ensure the policy is implemented equitably.

Action: *the Bureau will amend the state standards with direct entry language from Helmets to Hardhats.*

Action: *JACs will submit draft language for "direct entry" to the Bureau for review.*

v. Assessing applicants via the ASVAB

JAC representatives reiterated their request to assess applicants using the Armed Services Vocational Aptitude Battery and crosswalk the scores to the Accuplacer Classic and ACT. Josh Johnson agreed that the request makes sense and is possible. He reminded attendees that the topic will be affected by two upcoming policies: CFR 29.30, once implemented, will require sponsors to validate their applicant assessments; and the Accuplacer Classic will be replaced by the Accuplacer Next Generation next January. Therefore, Josh suggested that the JACs wait and discuss the ASVAB and other assessments next year at the same time.

Owen noted that the ASVAB-ACT crosswalk presented by the JACs will not work because it compares composite scores, i.e. overall scores, between the two assessments. The state standards require subject scores in Math and Reading.

Action: *Mike Mooney volunteered to review the ASVAB policy and crosswalks with Karen Morgan.*

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.

Lori Rollings commented that her association started a focus group on how to recruit and retain women in a variety of construction trades. She offered to share the results with the Bureau and offered that some participants may be willing to share their input directly.

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. Chief Johnson 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.

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

Chief Johnson reported that implementing BASERS is proceeding very well. Many sponsors have reported that it functions easily and intuitively, and they value the ownership and direct access it provides. He reminded attendees that BASERS is optional for sponsors; it is not required. The Bureau trusts that sponsors will see its benefits.

Chief Johnson 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.

Attendees did not have questions or comments.

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 asked whether the program will be renewed again. Josh explained that will be a decision of the state legislature.

g. Other

Attendees did not have questions or comments.

5. New Business

a. 2018 National Apprenticeship Week

Josh Johnson 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 additional partners, such as 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.

The committee asked whether the Bureau will invite parents to the event. Josh replied that everyone is invited to the event, and invitations to high school staff, students, and parents are sent through youth apprenticeship coordinators. The Bureau does not outreach directly to parents; the Bureau targets the youth apprenticeship and career and technical education staff and assumes the information will reach the students and the parents.

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," and will focus on the necessity to recruit and retain unconventional and underutilized talent pools. The conference will include nearly 30 workshops and five general session speakers. It will not include an Apprenticeship Expo. BAS will provide a technical assistance guide session for new local committee members on March 11th. BAS will mail "Save the Date" notices soon.

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.

A committee member asked why the Bureau has not included sponsor logos in the past. Josh replied that, at the request of employers, the Bureau had kept sponsors' information confidential. The sponsors had expressed concern that a logo constantly present may imply that the company is always hiring; in fact, the companies hire only periodically, and do not want to mislead applicants.

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.

e. Other

A committee member reported that an applicant who submitted Accuplacer scores from 20 years ago was approved by two apprenticeship training representatives and is now apprenticing in sheet metal but is part of the steel worker's union. Josh Johnson stated the Bureau will research how that happened.

6. WTCS Update

A representative of WTCS was not present. Therefore, Owen encouraged the committee to read the WTCS written update provided in the meeting packet.

7. Program participants include 712 apprentices and 154 employers with a contract in active or unassigned status on October 1, 2018.
8. The next meeting is tentatively scheduled for Thursday, April 11, at 9:30 a.m. at the same location.
9. The meeting adjourned at 11:45 a.m.

*Submitted by Owen Smith,
Bureau of Apprenticeship Standards*

October 4, 2018

TO: State Sheet Metal Apprenticeship Advisory Committee Members & Consultants

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

SUBJECT: **State Sheet Metal Apprenticeship Advisory Committee meeting**

DATE: **Thursday, October 11, 2018**

TIME: 09:30 AM

PLACE: Sheet Metal Workers Local 18
2201 Springdale Rd
Waukesha, WI

TENTATIVE AGENDA

1. Call to the meeting to order.
2. Distribute the sign-in sheet. Introduce attendees.
3. Review the roster.
4. **Old Business**
 - a. Review follow-up items from the previous meeting:
 - i. **For action:** approve the minutes
 - ii. Update state standards to ACT scores & 2017 WI Act 148
 - iii. How is accepting ACT scores proceeding?
 - iv. How is SMART and direct-entry proceeding?
 - 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 Annual 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.



State Apprenticeship Standards for the **Sheet Metal Industry**

REVISED
June 2016

Karen P Morgan

Director

[Signature]
Co-Chair

[Signature]
Co-chair

Prepared by the
Bureau of Apprenticeship Standards
and the
State Sheet Metal Apprenticeship Advisory Committee

STATE OF WISCONSIN
COODWD
Department of Workforce Development

K. Compliance Reviews

- 1) BAS staff will conduct periodic Compliance Reviews of local committees to determine whether local committees are complying with their approved Affirmative action Plan and Selection Procedures.
- 2) BAS evaluates the committee performance in accordance with chapter 7 of the Wisconsin Apprenticeship Manual in administering the committee's apprenticeship program to determine that all requirements are being satisfactorily met and that any necessary corrective action is being implemented.

J. Liability of Local Committees

- 1) Should the committee or any member be subject to any legal action as a result of recommendations made in the conduct of Local Apprenticeship Committee business, the BAS will, if it has concurred with the recommendations, assume responsibility for representing the committee or committee member.
- 2) The committee or member must have clearly indicated in writing to all affected parties that the recommendation was appealable to the BAS. Failure to do this may abrogate BAS's responsibility.

VII. Minimum Qualifications of Apprentices

- A. It is recommended that all applicants shall not be less than 17 years of age.
- B. Must be a high school graduate, or completed a GED or high school equivalency.
- C. Be able to perform all tasks of the trade.
- D. Be required to furnish proof of age.
- E. Must be able to furnish a record of schooling and grades obtained.
- F. Be able to meet the following scores and required norms on the Accuplacer or ACT aptitude and interest test batteries:

Subject	Accuplacer	ACT
Reading	66, 30 th Percentile	15
Arithmetic	66, 51 st Percentile	16
Algebra	33, Stanine 5	14

Scores for all assessments will be accepted for five years from the test date.

- H. The employer must provide evidence of and must maintain Unemployment Insurance and Worker's Compensation coverage throughout the term of an Apprentice Contract.

IX. Ratio of Apprentices to Journeyworkers

- A. Any qualified employer may employ one (1) apprentice.
- B. They may employ additional apprentices as follows:

One additional apprentice for each two additional journey workers.

For example:

Journey workers 1 2 3 4 5 6 7 8 9

Apprentices 1 1 2 2 3 3 4 4 5

- C. If any local or state bargaining unit negotiates a ratio lower than the above minimum, then that ratio may be applied to other programs training in that trade.
- D. A committee may request an adjustment in the ratio if local economic conditions change, subject to the approval of the Department and review by the State Trade Committee.
- E. Fifth year apprentices can work alone on jobs for which they are trained and competent. Fifth year apprentices will not count against the ratio.

X. Apprentice Contracts

All apprentices shall have a contract in compliance DWD 295.07 with a local committee. Apprentices are assigned to an employer by a letter of assignment.

- A. Each copy of the contract will contain the term of the apprenticeship, the approved Trade Information (Exhibit A), the credit recommended (if any) and any special provisions.
- B. Individuals that make application and are registered through the application of Administrative Rule DWD 295.10 shall be registered directly with a local committee.

XI. Apprenticeship Terms

See Trade Information (Exhibit A). The term of Sheet Metal apprenticeships shall be at least five years of no less than 9,000 hours.

- A. Competency-Based Approach. Local committees who choose to employ a competency-based approach to apprenticeship must comply with the following requirements:

July 8, 2016

TO: Local Sheet Metal Apprenticeship Committees
Associated Builders & Contractors of WI

FROM: Owen Smith, Program and Policy Analyst
Bureau of Apprenticeship Standards
Owen.Smith@dwd.wisconsin.gov

RE: Bureau Determination on ACT Cut-Score for Math

The state standards were revised in April to include required ACT subjects and cut-scores. Local committees noted two of the three subjects, algebra and arithmetic, were not included on applicants' ACT scores. They sought clarification on the appropriate cut-score(s).

Unlike the Accuplacer, the ACT assesses algebra, arithmetic, and other math competencies in one test and provides one score titled, "Math." Therefore, the state standards must be revised to include one ACT cut-score for "Math."

As an interim solution, the Bureau determined the ACT Math cut-score is 16 (sixteen), effective as of July 18, 2016. The state committee will discuss the standards at its fall meeting.

State Standards						BAS Determination		
Subject	Accuplacer	ACT				Subject	Accuplacer	ACT
Reading	66, 30 th Percentile	15				Reading	66, 30 th Percentile	15
Arithmetic	66, 51 st Percentile	16				Arithmetic	66, 51 st Percentile	16 in Math
Algebra	33, Stanine 5	14				Algebra	33, Stanine 5	

The determination was made so that local committees could accept ACT scores as soon as possible, with consistency, based on the state committee's decisions. The score was chosen because it is the higher of the cut-scores for algebra and arithmetic. Applicants with lower ACT scores or without ACT scores must take the Accuplacer.

All Local Committee Standards must now be updated to conform to the above changes. Your local apprenticeship training representative will assist you with this change.

If you have any questions concerning these changes, please feel free to contact me.

Cc: BAS Apprenticeship Training Representatives

accordance with the Wisconsin Opening Meetings Law). Include time.
13) Adjournment.

K. Compliance Reviews

- 1) BAS staff will conduct periodic Compliance Reviews of local committees to determine whether local committees are complying with their approved Affirmative action Plan and Selection Procedures.
- 2) BAS evaluates the committee performance in accordance with chapter 7 of the Wisconsin Apprenticeship Manual in administering the committee's apprenticeship program to determine that all requirements are being satisfactorily met and that any necessary corrective action is being implemented.

J. Liability of Local Committees

- 1) Should the committee or any member be subject to any legal action as a result of recommendations made in the conduct of Local Apprenticeship Committee business, the BAS will, if it has concurred with the recommendations, assume responsibility for representing the committee or committee member.
- 2) The committee or member must have clearly indicated in writing to all affected parties that the recommendation was appealable to the BAS. Failure to do this may abrogate BAS's responsibility.

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- A. It is recommended that all applicants shall not be less than 17 years of age.
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- C. Be able to perform all tasks of the trade.
- D. Be required to furnish proof of age.
- E. Must be able to furnish a record of schooling and grades obtained.
- F. Be able to meet the following scores and required norms on the Accuplacer or ACT aptitude and interest test batteries:

Subject	Accuplacer	ACT
Reading	66, 30 th Percentile	15
Arithmetic	66, 51 st Percentile	16 in Math
Algebra	33, Stanine 5	

Scores for all assessments will be accepted for five years from the test date.

- G. All apprentices must have a valid driver's license if it is a bona fide requirement of the employer; otherwise they must have a dependable means of transportation to work and their related instruction.



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 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
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	()	()	()	()
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

- **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/cmsspages/getdocumentfile.aspx?nodeguid=2b3fe9c1-681d-4ceb-a612-f474b04aaa8b>

State Committee Report - Construction

State Sheet Metal Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 10/1/2018 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	712	58	8.1	8	1.1	552	77.5	160	22.5	154	110	71.4	44	28.6
ABC of Wisconsin (All)	149	12	8.1	1	0.7			149	100.0	41			41	100.0
Heating, Ventilating and Air Cond. Install/ Service (163726101402)	136	11	8.1	1	0.7			136	100.0	38			38	100.0
Sheet Metal Worker (180428101001)	13	1	7.7	0	0.0			13	100.0	7			7	100.0
East Central WI Area Sheet Metal JAC	44	3	6.8	0	0.0	34	77.3	10	22.7	9	6	66.7	3	33.3
Environmental Systems Technician (163726101401)	7	0		0	0.0	6	85.7	1	14.3	4	3	75.0	1	25.0
Sheet Metal Worker (180428101001)	37	3	8.1	0	0.0	28	75.7	9	24.3	8	5	62.5	3	37.5
ELW Area Sheet Metal JAC	72	4	5.6	1	1.4	71	98.6	1	1.4	25	24	96.0	1	4.0
Environmental Systems Technician (163726101401)	2	1	50.0	0	0.0	2	100.0			1	1	100.0		
Sheet Metal Worker (180428101001)	70	3	4.3	1	1.4	69	98.6	1	1.4	25	24	96.0	1	4.0
Fox Valley Area Sheet Metal JAC	122	2	1.6	1	0.8	122	100.0			20	20	100.0		
Environmental Systems Technician (163726101401)	3	0		0	0.0	3	100.0			3	3	100.0		
Sheet Metal Worker (180428101001)	119	2	1.7	1	0.8	119	100.0			18	18	100.0		
Madison Area Sheet Metal JAC	96	7	7.3	1	1.0	96	100.0			12	12	100.0		
Environmental Systems Technician (163726101401)	9	1	11.1	0	0.0	9	100.0			3	3	100.0		
Sheet Metal Worker (180428101001)	87	6	6.9	1	1.1	87	100.0			12	12	100.0		
Milwaukee Area Sheet Metal JAC	193	26	13.5	2	1.0	193	100.0			48	48	100.0		
Environmental Systems Technician (163726101401)	35	5	14.3	1	2.9	35	100.0			18	18	100.0		
Environmental Systems Technician (Residential) (163726101404)	3	0		0	0.0	3	100.0			1	1	100.0		
Sheet Metal Worker (180428101001)	146	21	14.4	1	0.7	146	100.0			39	39	100.0		
Sheet Metal Worker (Residential) (180428101005)	9	0		0	0.0	9	100.0			3	3	100.0		
Southeastern WI Area Sheet Metal JAC	36	4	11.1	2	5.6	36	100.0			11	11	100.0		
Environmental Systems Technician (163726101401)	8	0		0	0.0	8	100.0			3	3	100.0		
Sheet Metal Worker (180428101001)	28	4	14.3	2	7.1	28	100.0			9	9	100.0		