



**Approved Minutes of the  
Wisconsin Apprenticeship Advisory Council**

to Bureau of Apprenticeship Standards & Wisconsin Technical College System Board

**February 16, 2022**

Milwaukee Area Technical College w/ Virtual Option

Members Present	
Anthony, Jr., Ruben	Urban League
Barker, Daniel	Ariens Company
Blumer, Lindsey	WRTP/BIG STEP
Bukiewicz, Dan	Milwaukee Area Labor Council, AFL-CIO
Cook, Jim	NECA-IBEW
Emrick, Leigh	Associated Builders & Contractors of WI
Gall, Corey	Wisconsin Pipe Trades Association
Griffith, Tracey	WI Transportation & Builders Association
Grohmann, Gert	Associated General Contractors, Milwaukee
Hellenbrand, Callie	Alliant Energy
Hurt, Henry (Co-Chair)	Hurt Electric
Jacobson, Gene	PDC Electrical Contractors
Lentz, Seth	Workforce Development Board of South Central WI
McHugh, Shawn	Wisconsin Operating Engineers
Mortenson, Brandon	IAMAW District 10
O'Neill, Hollie	IBEW 2150, WI Electrical Power
Pfannerstill, Kathleen	Toolcraft Co., Inc.

Smith, Karin	Department of Public Instruction
<b>Members Absent</b>	
Daily, Michael	United Steel Workers District 2
Seeley-Schreck, Chrystal	Wisconsin Technical College System
Wieseke, Mark	UAW, Region 4
<b>Consultants &amp; Guests</b>	
Abbott, Nic	Bureau of Apprenticeship Standards
Badger, Richard	Bureau of Apprenticeship Standards
Budda, Tim	Bureau of Apprenticeship Standards
Caldie, Thomas	Bureau of Apprenticeship Standards
Carter, Michelle	Division of Employment and Training
Conklin, Olivia	DWD Youth Apprenticeship
Crary, Cathy	DWD Youth Apprenticeship
Harding, Burt	Bureau of Apprenticeship Standards
Hendrickson, Craig	Youth Apprenticeship
Herber, Ryan	Bureau of Apprenticeship Standards
Kasper, Andrew	Bureau of Apprenticeship Standards
Knight, Joseph	Bureau of Apprenticeship Standards
Laesch, Steve	Division of Employment and Training
Madden, Caitlin	Department of Workforce Development
Myles, Tommie	Youth Apprenticeship
Nowak, Raquel	Bureau of Apprenticeship Standards
Olsen, Chuck	Bureau of Apprenticeship Standards
O'Shasky, Lynn	Bureau of Apprenticeship Standards
Phillips, Amy	DWD Youth Apprenticeship
Polk, David	Milwaukee Area Technical College
Popp, Corey	Bureau of Apprenticeship Standards
Pusch, Liz	Bureau of Apprenticeship Standards
Roddy, Elizabeth	Associated Builders & Contractors

Schofield, Trina	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards
Tyson, Lindsey	Bureau of Apprenticeship Standards
Wagner, Mike	NECA-IBEW
Walsh, Julie	Mechanical and Sheet Metal Contractors Association
Webster, McKenzie	Bureau of Apprenticeship Standards
Williams, Jessica	Bureau of Apprenticeship Standards

1. The meeting was called to order at 10:05 a.m. by Co-Chair Hurt.
2. Mr. Owen Smith recorded attendance. A quorum was present.
3. The Council reviewed the roster. The Council welcomed Mr. Corey Gall, Wisconsin Pipe Trades Association, to the Employee Side of the Council. Mr. Barker announced that he will retire after this meeting, and Mr. Grohmann announced that he will retire later this year. The Council thanked both members for their years of service.

#### **4. Action Items**

##### **a. Elect the Employer Co-Chair**

The Council approved Mr. Mortenson as Employer Co-Chair.

##### **b. Discuss the process of filing vacancies.**

Mr. Smith reviewed that the Council will have three vacancies: the seat left by Mr. Reader, which will be extended to a healthcare representative; and the seats left by Mr. Barker and Mr. Grohmann. Mr. Polk reported that, prior to filling the vacancies, the Bureau and Policy Subcommittee will review the nomination procedures in the bylaws.

##### **c. Approve the minutes.**

The Council approved the minutes as revised.

#### **5. Special Presentation by BAS Director Mr. David Polk**

Mr. Polk recognized Mrs. Pusch for her diligent service during the transition between directors. He presented her with a card and gift on behalf of the Bureau. The Council applauded Mrs. Pusch.

Mr. Polk introduced himself to the Council and expressed his enthusiasm to work with registered apprenticeship. He explained that he completed the Plumbing registered apprenticeship, served as a plumbing inspector, and managed the apprenticeship program at Milwaukee Area Technical College. The Council welcomed Mr. Polk.

#### **6. Registered Apprenticeship Update**

##### **a. BAS Director's Call and Surveys with State Committees**

Mr. Smith reported that the Bureau will conduct two follow-up items this month from the prior meeting: schedule the Director's Call with State Committees; and survey each state committee for its preferred meeting format. Attendees did not have questions or comments.

**b. Review of the *Wisconsin Apprenticeship Manual***

Ms. Pusch and Mr. Kasper reviewed the process timeline and current documents. A general discussion followed on the phases of the project, the appropriate reviewing entity in each phase, and how to include public comment.

**Action: The Council approved the following motions:**

1. Approve the working draft revisions pending a 30-day review.
2. The primary entity for the review will be the Policy & Standards Subcommittee.
3. Prio to the 30-day review, BAS will provide a crosswalk of changes as an addendum.
4. The Subcommittee will then recommend a course of action to the full Council at its next meeting.

The Council asked whether the broader review would be either a "true" public comment period, similar to an administrative rule change, or a broader invitation of the Bureau to more stakeholders. Ms. Pusch replied that the process will honor the historical role of the Council and its subcommittees as the primary review entities; then the Bureau will invite broader comment, which will be reviewed by the Council and subcommittee. The *Manual* is not an administrative rule, so the process will not be similar to a "true" public comment period.

Co-Chair Mortenson recommended that the Bureau review the roster of the Policy and Standards subcommittee because several members have retired. Mr. Smith will review the roster and invite additional participants.

**c. Pending projects of the Council subcommittees, e.g. by-laws, CPA guidelines, etc.**

Co-Chair Hurt commented that the Council and its subcommittees expressed interest in and began several projects in 2021 that have seemingly "dropped off." Mr. Smith acknowledged the concern and stated that the Bureau noted and recorded the projects; the projects were tabled temporarily due to the transition of Bureau leadership and pending review of the *Wisconsin Apprenticeship Manual*.

Mrs. Pusch added that the projects were also tabled because the Bureau needed to ensure it was providing the base level of technical assistance to sponsors, CPA programs, and Youth Apprenticeship. The Bureau is not the same as it was two years ago; the vision and organization expanded, and the Bureau needed to ensure it positioned its staff.

Attendees did not have further comments or questions.

**d. Wisconsin-Germany Vocational Training Social Partnership**

Mrs. Pusch and Mr. Polk reviewed the objectives of the partnership and the status of the projects. The project received final approval and funding from the German Federation of Labor; the project manager will be hired soon; and the team will begin planning a kick-off event.

Co-Chair Mortenson added that he has been involved in the project and is impressed with its progress.

Attendees did not have further comments or questions.

**e. 2021 Annual Registered Apprenticeship Participant Report**

Mr. Kasper presented the annual report and discussed the key data points.

Mr. Lentz requested the Bureau provide similar data for certified pre-apprenticeships and a comparison between registered apprenticeship data and CPA data by sector. Mr. Kasper noted the request.

Attendees did not have further comments or questions.

**7. Youth Apprenticeship Update**

Ms. Conklin reviewed the YA list of industries and occupations and the overall year-end status report. She noted new programs added within the past year and trends in the data.

The Council thanked Ms. Conklin for her report.

**8. Wisconsin Technical College System Update**

**a. 2019-2020 WTCS Apprenticeship Completer Report**

Ms. Nakkoul reviewed the most recent report. She emphasized that the data reflects apprenticeship graduates that completed related instruction through the WTCS only; the data does not include apprentices that completed related instruction through an independent training provider. She noted the skew in the data that was influenced by the pandemic and answered questions about how the wages and salary data was collected and calculated.

A general discussion followed on the structure of the report, data trends by sector and occupation, and a potential means of comparing similar results from two or four-year degree programs.

Co-Chair Hurt thanked Ms. Nakkoul for her report and directed the Council to the next item on the agenda.

**b. Preparing to Teach Transition to Trainer**

Ms. Nakkoul reviewed the WTCS website that contains the administrative guidance for instructors, the curriculum, and the master calendar of upcoming courses required for recertification. She noted that nearly all instructors that were certified to teach the course prior to 2021 are now certified to teach the revised curriculum. The WTCS and BAS have shifted their focus to providing the courses necessary to certify new instructors.

Attendees did not have comments or questions.

9. The Council adjourned at 1:35 p.m. It will meet next on May 3. In the interim, the Bureau will schedule and communicate meetings of the Policy and Standards subcommittee.

*Submitted by Mr. Owen Smith, Senior Analyst*



February 10, 2022

## Wisconsin Apprenticeship Advisory Council

Wednesday, February 16, 2022

10:00 AM – 3:00 PM

### Council members and DWD leadership are invited to attend in-person.

Milwaukee Area Technical College, ECAM Center, Room E114  
6665 South Howell Ave  
Oak Creek, WI 53154

*Non-fabric masks and social distancing are required.*

**All other participants must [attend the meeting virtually](#).**

Or call in: +1 608-571-2209; 915 872 338#

### **Tentative Agenda**

1. Call the meeting to order.
2. Record attendance.
3. Review the roster.

### **4. Action Items**

- a. Elect the Employee Co-Chair.
- b. Discuss the process for filling vacancies.
- c. Approve the minutes of the prior meeting.

### **5. Special Presentation**

A presentation by, and Q&A session with, Mr. David Polk, Director, Bureau of Apprenticeship Standards

### **6. Registered Apprenticeship Update**

- a. BAS Director's Spring Call and surveys of State Committees
- b. Revisions to *Wisconsin Apprenticeship Manual*
- c. Pending projects of Council subcommittees, e.g. by-laws, CPA guidelines,
- d. Wisconsin-Germany Vocational Training Social Partnership
- e. 2021 Annual Registered Apprenticeship Participant Report

### **7. Youth Apprenticeship Update**

### **8. Wisconsin Technical System Update**

- a. [2019-2020 WTCS Apprenticeship Completer Report](#)
- b. [Preparing to Teach Transition to Trainer](#)

**9. Adjourn**



# Wisconsin Registered Apprenticeship Report

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*Jan. 1 – Dec. 31, 2021*

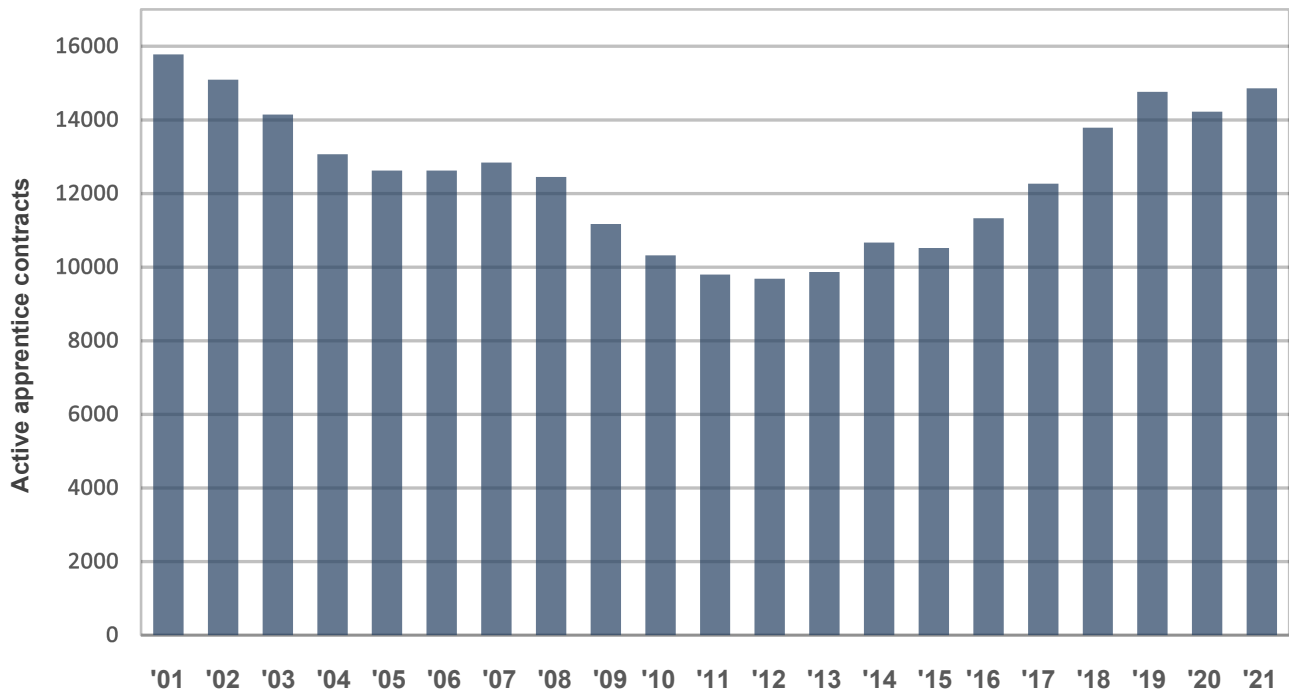
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## State Apprenticeship Participation

In 2021, statewide registered apprenticeship participation rose, after declining slightly in 2020 for the first time since 2015. Because of the uptick, 2021 fell only 150 contracts shy of 15,000 active apprentices, and marked the third consecutive year the state had more than 14,000 active apprentices, which hasn't occurred since 2001 through 2003.



### Active Contracts

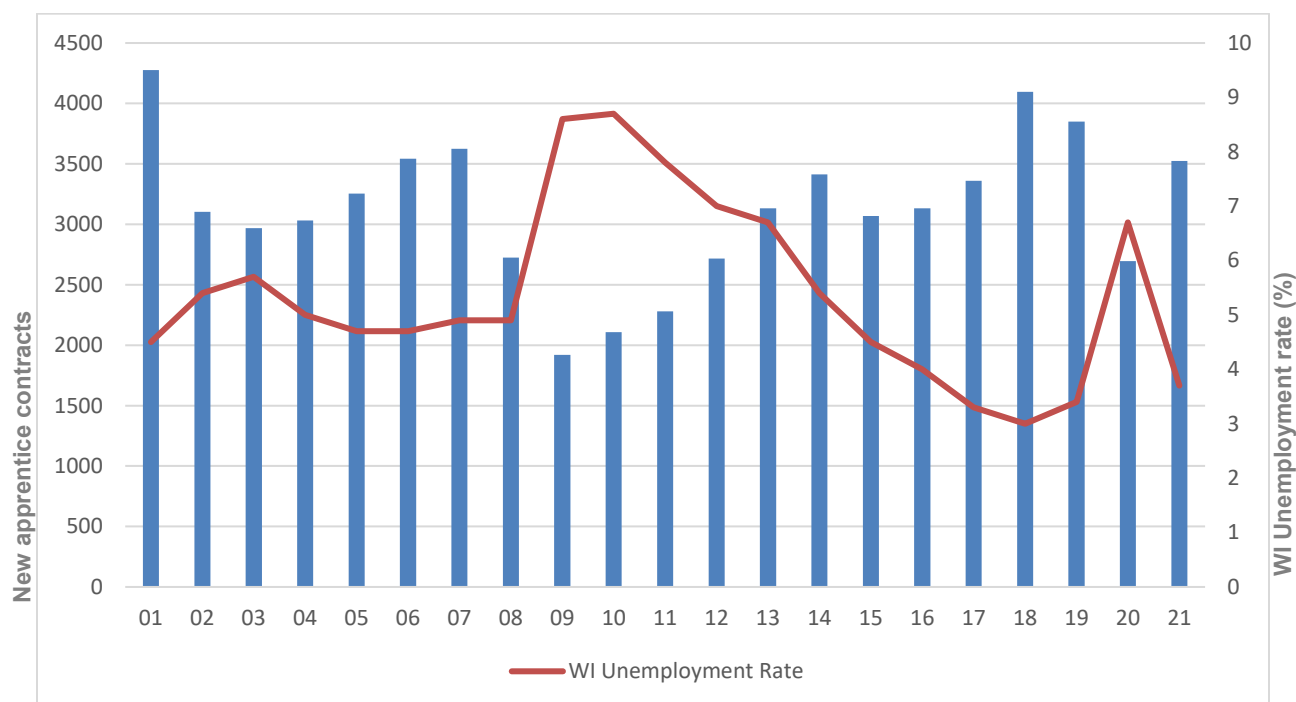
2021 .....	14,856
2020.....	14,224
2019.....	14,722
20-year low (2012) .....	9,681
20-year high (2001) .....	15,767

### 2021 Benchmarks

Change from 2020 .....	4.4%
Change from 2019 .....	.9%
Change from 2012 .....	53%
Change from 2001 .....	-5.8%

## New Apprentice Contracts vs. Unemployment

After Wisconsin unemployment peaked at nearly 14 percent in April 2020 at the height of the coronavirus pandemic, it dropped in 2021, ending the year with an annual average of 3.7 percent unemployment. As evidenced by the graph below, there is an inverse relationship between the state unemployment rate and new apprentice contracts. Accordingly, the state registered 800 or so more apprentice contracts in 2021 than in 2020. (*Note: the Wisconsin 2021 unemployment rate is a preliminary estimate.*)



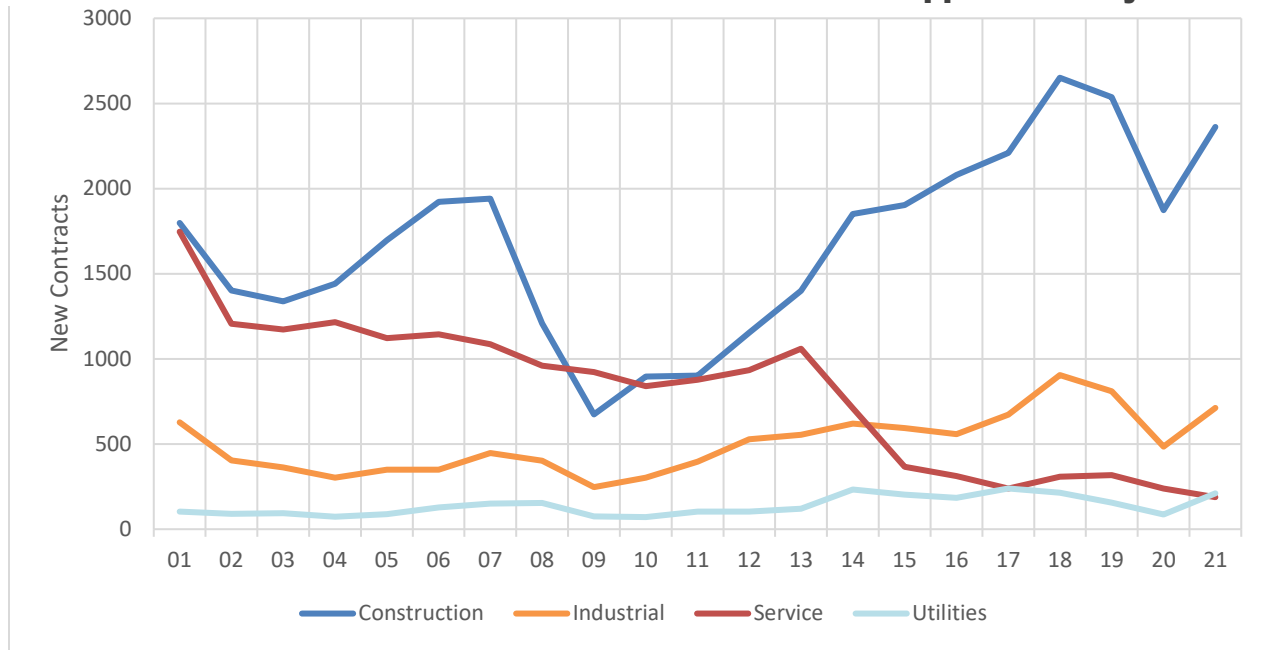
**This table** provides a snapshot of state unemployment rates in recent years and the corresponding number of new apprentices. The Wisconsin annual unemployment rate averaged nearly 7 percent in 2020 and then dropped to less than 4 percent in 2021, corresponding with an uptick in new apprentice registration.

	2001	...	2010	...	2020	...	2021
<b>New Apprentice Contracts</b>	4,276	-	2,109	-	2,696	-	3,523
<b>Wisconsin Unemployment</b>	4.5	-	8.7	-	6.7	-	3.7

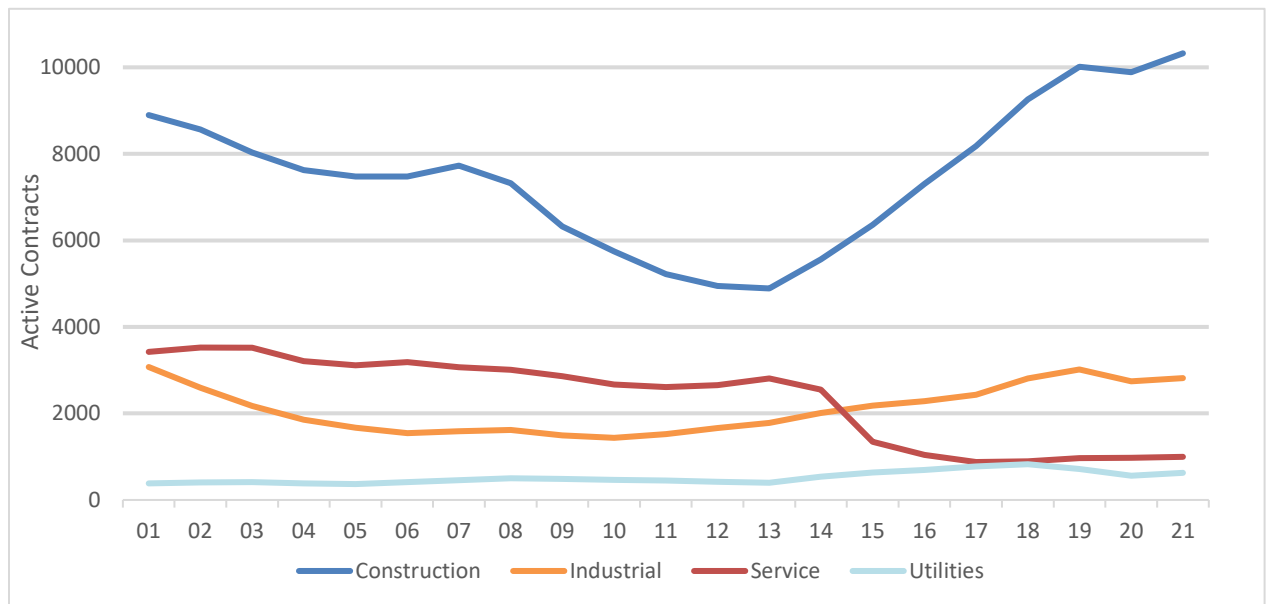
## Sector Changes

Growth in state apprentice participation in 2021 was largely driven by gains in the construction, industrial and utility sectors. The service sector was the only major sector to add fewer apprentices in 2021 than in 2020, marking its third consecutive year of declining new contracts. Meanwhile, the utility sector grew for the first time in three years, in both total contracts and new contracts.

**New Apprentices by Sector**



**Active Apprentices by Sector**



## 2021 Activity by Sector

	Contracts at Start of Year		New Contracts	Completed Contracts	Cancelled Contracts		Contracts at End of Year		Change in 2021	
All Sectors	11,333		3,523	1,836	1,299		11,720		387	3%
Construction	7,961		2,362	1,262	917		8,143		182	2%
Healthcare	32		32	14	13		35		3	9%
Industrial	2,105		713	414	223		2,181		76	4%
Service	805		184	33	103		853		48	6%
Utilities	419		210	110	39		480		61	15%
IT	5		19	2	3		19		14	280%
Finance	15		3	7	4		4		-11	-73%
Agriculture	3		4	1	1		5		2	67%

## 2021 Sponsor Activity

	Start of Year	End of Year	Change in 2021	
			#	%
All Sectors	1,021	1,034	13	1.3%
Construction	89	90	1	1.1%
Healthcare	3	5	2	66.7%
Industrial	548	548	0	0.0%
Service	297	303	6	2.0%
Utilities	91	94	3	3.3%
IT	3	4	1	33.3%
Finance	1	1	0	0.0%
Agriculture	1	1	0	0.0%

## Top Apprenticeship Occupations (3-Year Comparison)

Industrial electrician edged its way into the top seven occupations and saw steady growth for the third straight year, along with plumber and construction electrician. Top industrial and service sector occupations also grew in participation. The number of IT apprentices grew by 280%, when compared to one year ago.

Jan. 1, 2020		Jan. 1, 2021		Jan. 1, 2022	
Construction Electrician	1,861	Construction Electrician	2,009	Construction Electrician	2,111
Plumber	1,329	Plumber	1,457	Plumber	1,558
Carpenter (Construction)	1,044	Carpenter (Construction)	973	Carpenter (Construction)	889
Operating Engineer	701	Operating Engineer	637	Operating Engineer	663
Sheet Metal Worker	512	Sheet Metal Worker	516	Sheet Metal Worker	522
Steamfitter (Construction)	426	Steamfitter (Construction)	451	Steamfitter (Construction)	422
Construction Craft Laborer	362	Construction Craft Laborer	331	Industrial Electrician	346
Industrial Electrician	287	Industrial Electrician	305	Construction Craft Laborer	311
Iron Worker	284	Maintenance Mechanic	265	Tool and Die Maker	268
Tool and Die Maker	283	Maintenance Technician	256	Maintenance Technician	265
Maintenance Technician	276	Steamfitter (Service/Refrigeration)	249	Maintenance Mechanic	262
Maintenance Mechanic	275	Tool and Die Maker	246	Electric Line Worker	260
Electric Line Worker	260	Electric Line Worker	244	Steamfitter (Service/Refrigeration)	258
Steamfitter (Service/Refrigeration)	233	Iron Worker	243	Iron Worker	229
Machinist	212	Firefighter	210	Firefighter	215

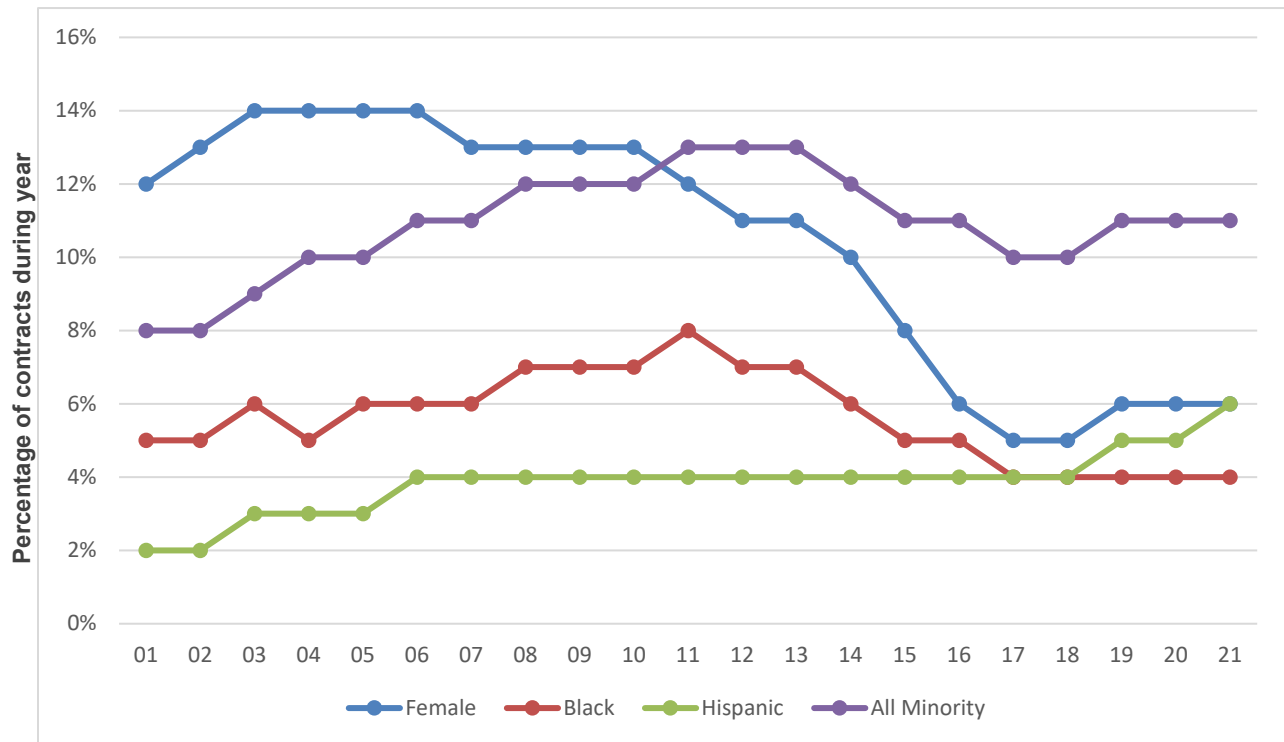
## Top Occupations by Sector (3-Year Comparison)

Jan. 1, 2020		Jan. 1, 2021		Jan. 1, 2022	
Service					
Cosmetologist	179	Firefighter	210	Firefighter	215
Funeral Director	162	Funeral Director	190	Funeral Director	194
Firefighter	160	Cosmetologist	166	Cosmetologist	169
Firemedic	75	Firemedic	77	Firemedic	85
Arborist	52	Arborist	56	Arborist	84
Utilities					
Electric Line Worker	260	Electric Line Worker	244	Electric Line Worker	260
Line Technician	33	Electric Cable Splicer	21	Gas Distribution	33
Designer Technician (Gas & Electric)	30	Line Technician	20	Line Erector (Service)	21
Gas Distribution	18	Gas Distribution	18	Metering Technician	17
Engineering Technician	16	Metering Technician	15	Electric Cable Splicer	16
Healthcare					
Medical Assistant	37	Medical Assistant	23	Medical Assistant	25
		Pharmacy Technician	7	Pharmacy Technician	7
				Direct Support Pro.	3
Finance					
Financial Services Professional	14	Financial Services Professional	14	Financial Services Professional	4
Agriculture					
Organic Vegetable Farm Manager	3	Organic Vegetable Farm Manager	3	Organic Vegetable Farm Manager	5
Information Technology					
IT Service Desk Technician	4	Data Analyst	3	Software Analyst	15
Software Developer	2	Broadband Service Technician	1	Broadband Service Technician	3
Broadband Service Technician	1	Direct Support Professional	1	Data Analyst	1

## Minority and Female Participation in Apprenticeship

Hispanic participation in Wisconsin registered apprenticeship continued its upward trend in 2021, marking nearly 20 years absent a decline. Meanwhile, female and black apprentice participation remained relatively constant since 2019. Statewide, female and minority demographics lag in registered apprenticeship participation when compared to their representation in the state population as a whole.

### WI Apprentice Demographics



#### 2021 Apprentice Data

2021 Apprentice Data			WI Census Data
Female	5.9%		50%
Black	3.7%		6.7%
Hispanic	5.5%		7.1%
Native Hawaiian/ Pacific Islander	.2%		.1%
Asian	1.0%		3.0%
American Indian/ Alaska Native	.9%		1.2%

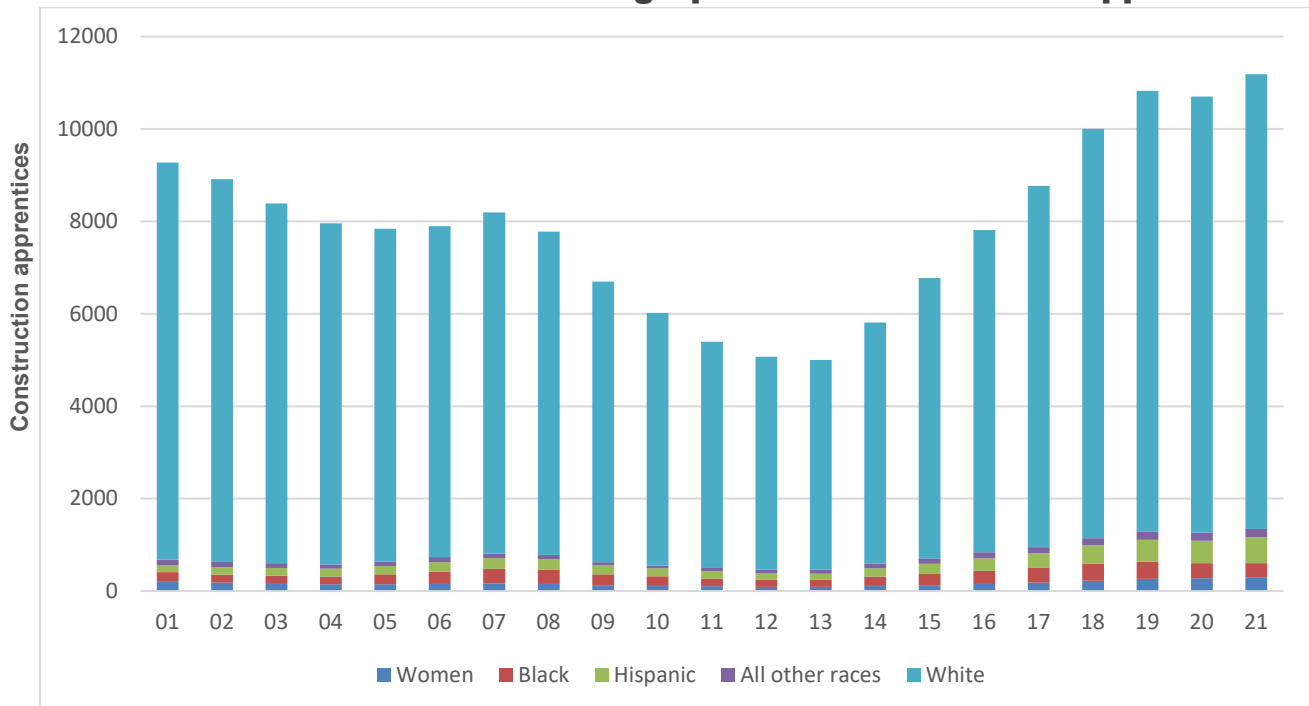




## Minorities and Women in Construction

As a percentage of new construction contracts, female and minority participation rose in 2021 across the state. Similarly, after the proportion of new black apprentices in the Milwaukee construction committee's fell in 2020 to about 4 percent, their numbers rebounded in 2021 to approximately 6 percent. In 2021, female apprentices in the construction sector achieved 20-year, high water marks in percentage of new contracts and overall participation. Hispanic participation in construction continued to rise in the Milwaukee area, a trend that has continued uninterrupted since 2016.

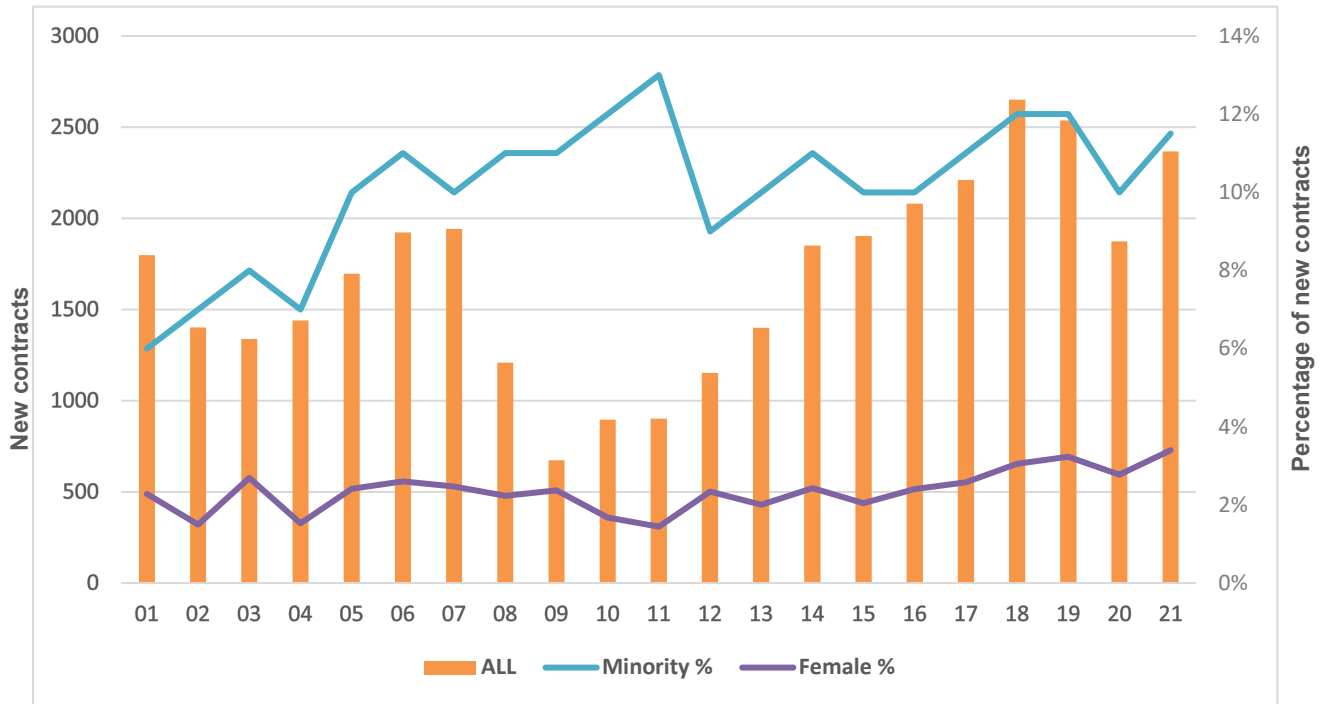
**Demographics of Construction Apprentices**



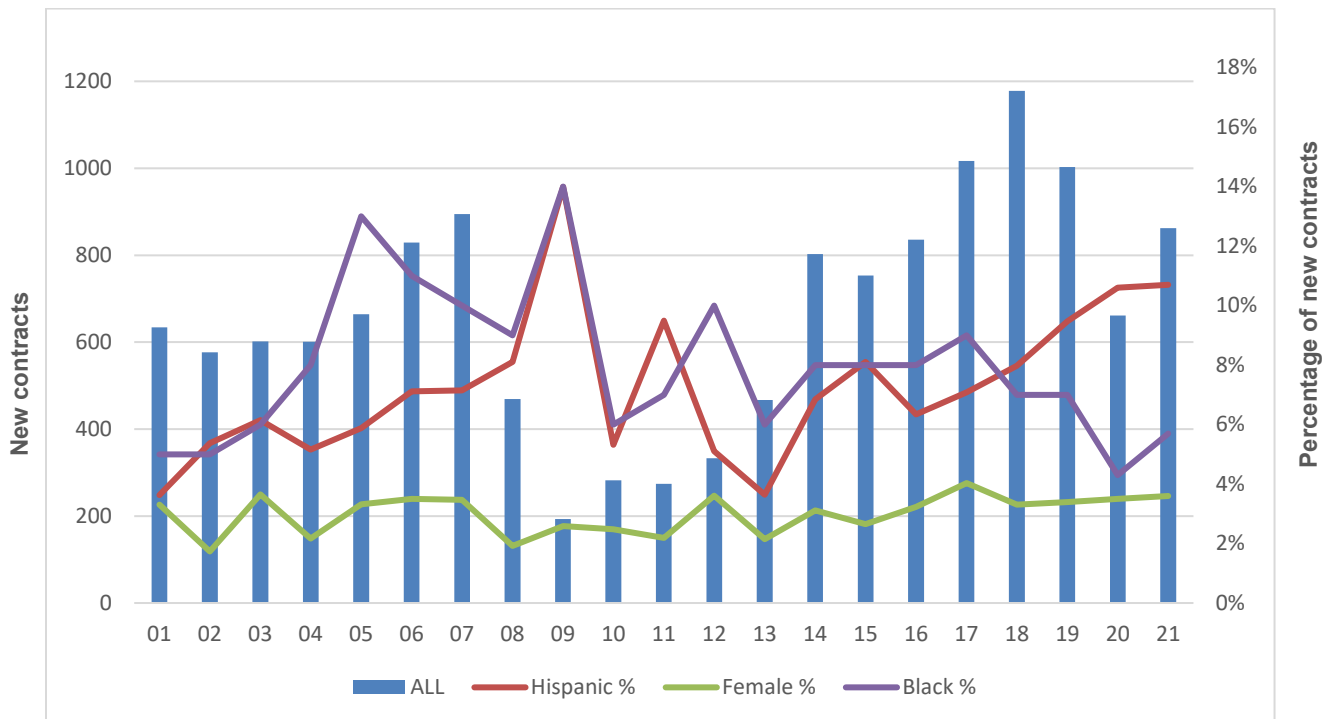
### 2021 Apprentice Data

2021 Apprentice Data			WI Census Data
Female	2.9%		50%
Black	3.0%		6.7%
Hispanic	5.4%		7.1%
Native Hawaiian/ Pacific Islander	.2%		.1%
Asian	.6%		3.0%
American Indian/ Alaska Native	1.0%		1.2%

## New *Wisconsin* Construction Contracts



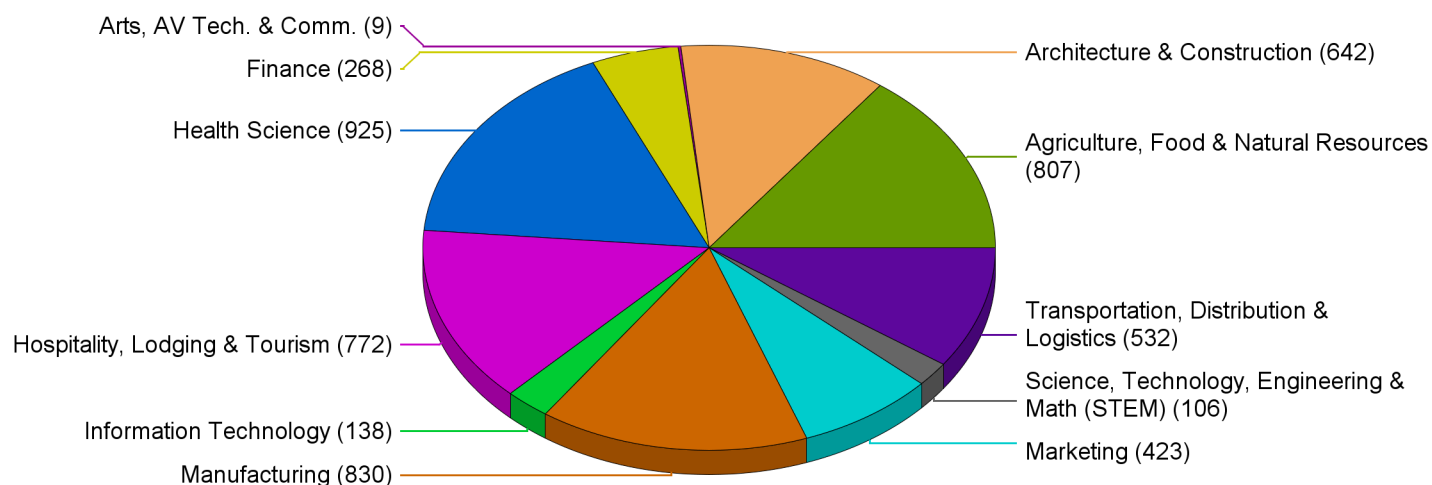
## New *Milwaukee* Construction Contracts



**Youth Apprenticeship Status Report**

Filters - Fiscal Year: 2020-21  
Partnership/Project Name: All

Youth Apprenticeship Enrollees:	5,771	Active Employers:	3,981
Active Local Consortia:	37	Number of Schools for Enrollees:	402
Gender profile of Enrollees:	41% Female	Number of Districts for Enrollees:	323
Racial profile of Enrollees:	9% Minority	Estimated Wages Earned:	\$28,906,731.00
Average GPA:	2.57	Average Wage:	\$11.13
At-Risk GPA:	2.02		
Student Count:	5,419	Expected Completers:	4,394
Total Completers:	3,778	Completion Rate:	86%
Employment Offered to Completers:	2,563	Employment Offer Rate:	67.8%

**Enrolled Youth Apprentices by Career Cluster**

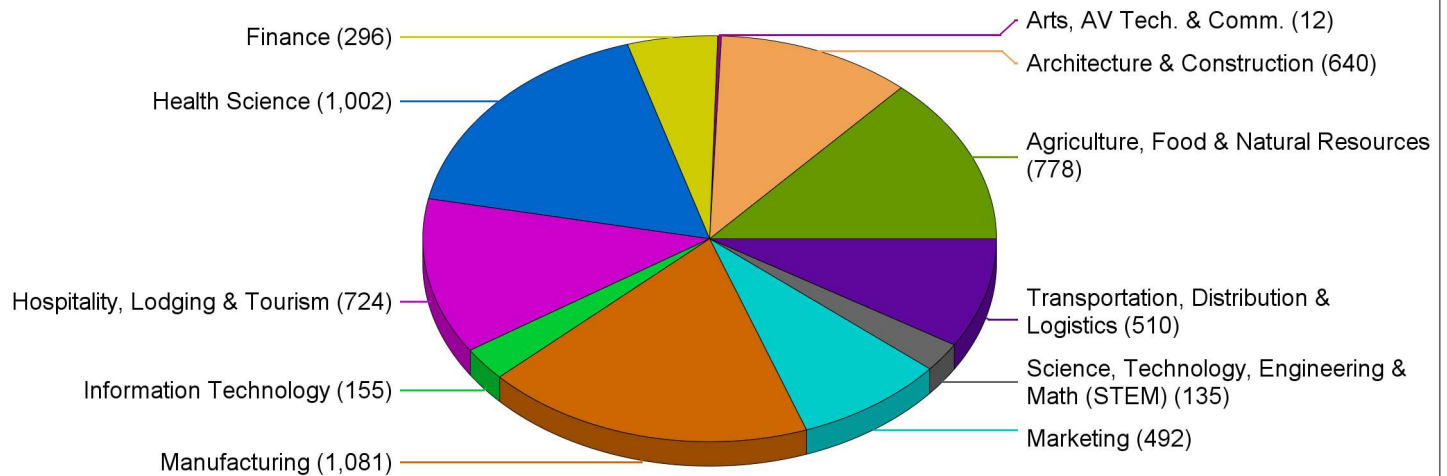
## Youth Apprenticeship Status Report



Filters - Fiscal Year: 2021-22  
Partnership/Project Name: All

Youth Apprenticeship Enrollees:	6,057	Active Employers:	4,007
Active Local Consortia:	35	Number of Schools for Enrollees:	390
Gender profile of Enrollees:	42% Female	Number of Districts for Enrollees:	309
Racial profile of Enrollees:	10% Minority	Estimated Wages Earned:	\$32,641,501.50
Average GPA:	2.64	Average Wage:	\$11.98
At-Risk GPA:	2.09		
Student Count:	5,742	Expected Completers:	5,020
Total Completers:	73	Completion Rate:	1.5%
Employment Offered to Completers:	12	Employment Offer Rate:	16.4%

**Enrolled Youth Apprentices by Career Cluster**



**Post Program Completion**

Filters - Fiscal Year: 2020-21;2019-20;2018-19;2017-18;2016-17  
Partnership/Project Name: All

\* Enrollees who will graduate at end of year; other enrollees are in a two-year program.

\*\* Students may complete as late as August 31 of the program year.

\*\*\* Employment Offer Rate is defined as the percentage of total completers that are offered further employment in their career cluster area after completing their youth apprenticeship.

**Completion Rate by Fiscal Year**

Fiscal Year	Expected Completers*	Total Completers**	Completion Rate	Completers offered Employment	Employment Offer Rate***
2016-17	2,785	2,402	86.2%	1,818	75.7%
2017-18	3,481	3,018	86.7%	2,245	74.4%
2018-19	3,959	3,434	86.7%	2,576	75%
2019-20	4,870	4,116	84.5%	2,760	67.1%
2020-21	4,394	3,778	86%	2,563	67.8%

**Fiscal Year: 2016-17**

	Expected Completers*	Total Completers**	Completion Rate	Completers offered Employment	Employment Offer Rate***
Two-Year	587	528	89.9%	435	82.4%*
One-Year	2,198	1,874	85.3%	1,383	73.8%*
2016-17	2,785	2,402	86.2%	1,818	75.7%

**Fiscal Year: 2017-18**

	Expected Completers*	Total Completers**	Completion Rate	Completers offered Employment	Employment Offer Rate***
Two-Year	713	623	87.4%	497	79.8%*
One-Year	2,768	2,395	86.5%	1,748	73%*
2017-18	3,481	3,018	86.7%	2,245	74.4%

**Fiscal Year: 2018-19**

	Expected Completers*	Total Completers**	Completion Rate	Completers offered Employment	Employment Offer Rate***
Two-Year	756	683	90.3%	550	80.5%*
One-Year	3,203	2,751	85.9%	2,026	73.6%*
2018-19	3,959	3,434	86.7%	2,576	75%

**Fiscal Year: 2019-20**

	Expected Completers*	Total Completers**	Completion Rate	Completers offered Employment	Employment Offer Rate***
Two-Year	1,022	868	84.9%	655	75.5%*
One-Year	3,848	3,248	84.4%	2,105	64.8%*
2019-20	4,870	4,116	84.5%	2,760	67.1%

## Post Program Completion



Filters - Fiscal Year: 2020-21;2019-20;2018-19;2017-18;2016-17  
Partnership/Project Name: All

### Fiscal Year: 2020-21

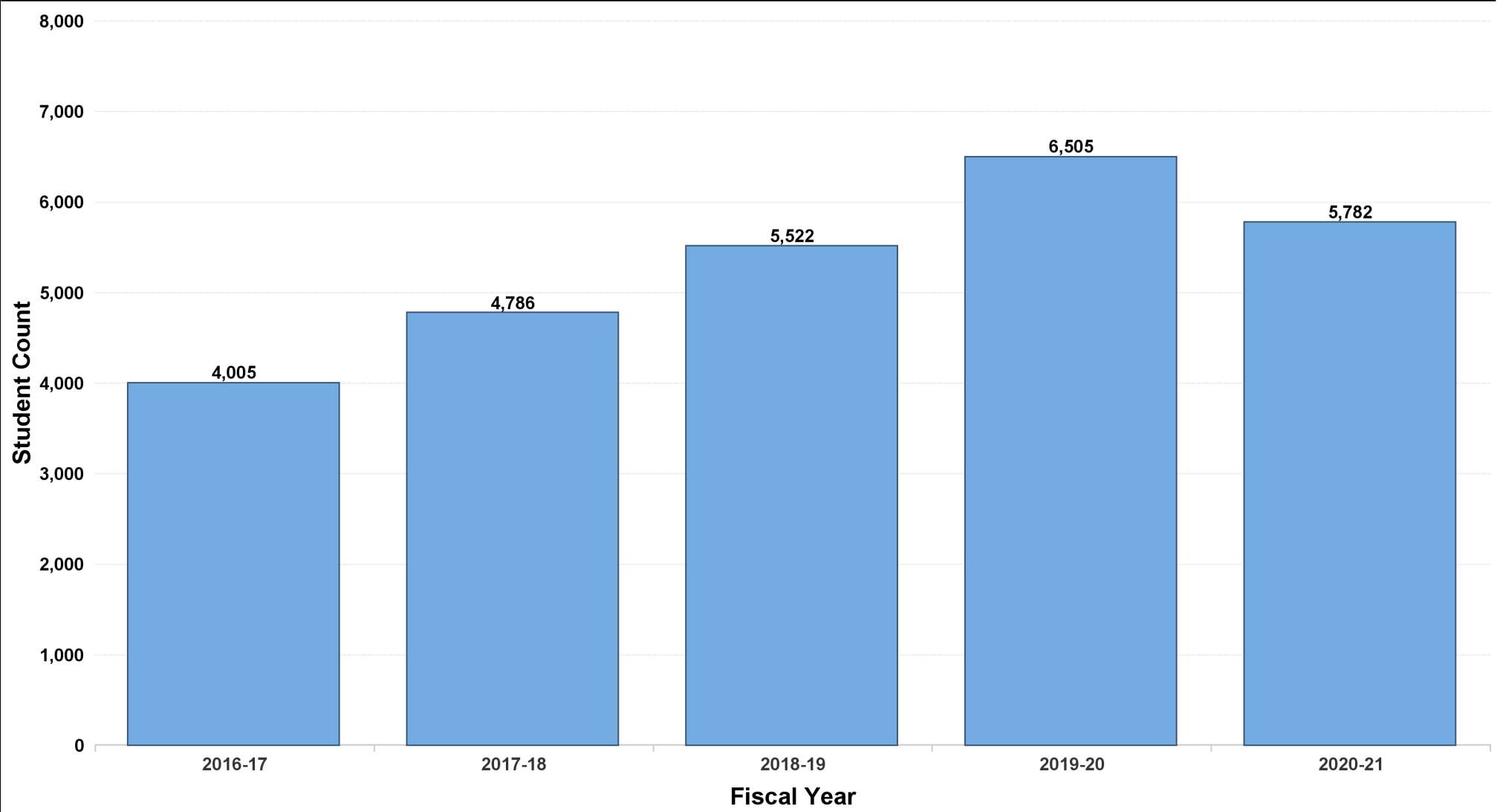
	Expected Completers*	Total Completers**	Completion Rate	Completers offered Employment	Employment Offer Rate***
Two-Year	1,124	939	83.5%	749	79.8%*
One-Year	3,278	2,840	86.6%	1,815	63.9%*
2020-21	4,394	3,778	86%	2,563	67.8%

## Students by Fiscal Year

Filters - Fiscal Year: 2020-21;2019-20;2018-19;2017-18;2016-17  
Partnership/Project Name: All



### Student Count by Fiscal Year





## Architecture and Construction

- Architecture Drafting & Planning
- Carpentry Fundamentals\*
- Electrical Fundamentals\*
- Heavy Equipment Operator & Operating Engineers\*
- Masonry/Concrete Fundamentals\*
- Mechanical/HVAC Fundamentals\*
- Plumber/Sprinkler Fitter Fundamentals\*
- Utilities Field Technician
- Gas Distribution

## Agriculture, Food, and Natural Resources

- Agriculture Mechanic Technician
- Animal Fundamentals
- Animal/Herd
- Crops\*
- Arborist\*
- Dairy Grazier\*
- Environmental Systems/Water Resources\*
- Floral/Greenhouse\*
- Landscaping
- Plant Fundamentals\*
- Small Animal/Vet Technician

## Arts, AV Tech and Communications

- Graphic Design
- Pre-Press Operator
- Post -Press Operator
- Broadcast Engineer

## Health

- Medical Office
- Medical Assistant\*
- Pharmacy Technician\*
- Phlebotomy Technician
- Dental Assistant
- Nursing Assistant\*
- Resident Aide
- Dietary Aide
- Imaging Tech
- Medical Laboratory Assistant
- Optical Assistant
- Physical Therapy Aide

## Transportation, Distribution and Logistics

### Logistics/Supply Chain Management

- Planning & Purchasing
- Supply Chain Assistant
- Inventory Mgmt.
- Storage and Warehousing
- Distrib. and Trans Operations

### Auto Collision

- Collision Repair Basics
- Non-Structural Analysis & Repair
- Painting & Refinishing
- Auto/Light Truck
- General Auto Service
- Diesel Technician\*

## Aviation

- Aviation Fundamentals
- A&P Technician
- Avionics Technician

## Finance

- Accounting
- Banking

- Insurance

## Information and Technology (IT)

- IT Broadband Technician\*
- IT Network and Security
- IT Essentials
- IT Software Technician

## Manufacturing

- Assembly and Packaging
- Industrial Equipment\*
- Electromechanical/Mechatronics\*
- Machining\*
- Manufacturing Processes
- Production Operations
- Welding\*

## Hospitality

- Food and Beverage Services
- Meetings and Events
- Lodging

## Marketing

- Professional Sales
- Merchandising
- Marketing Communication
- Marketing Mgmt/Leadership
- Marketing Research/Competitive Intel

## STEM

### Engineering

- Engineering Drafting
- Mechanical/Electrical Engineering
- Civil Engineering

### Bioscience

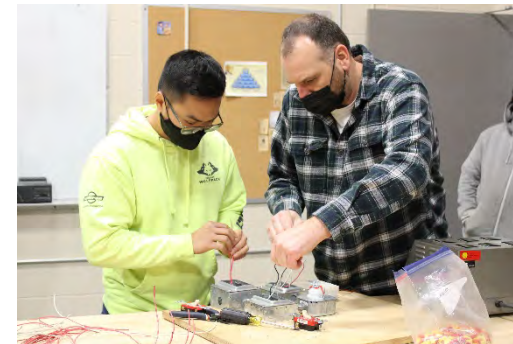
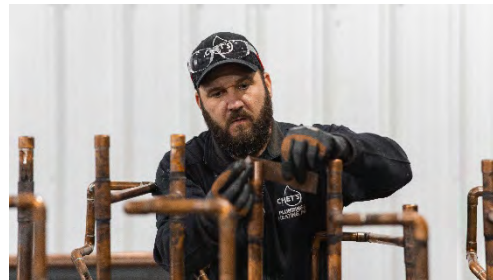
- Bioscience Lab Foundations
- Bioscience Applications





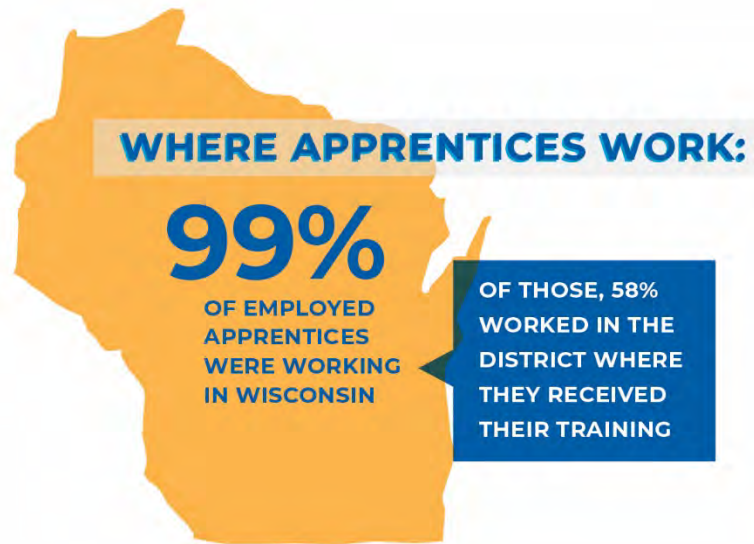
# Employment and Salary Data

## 2019-20 Apprenticeship Completion

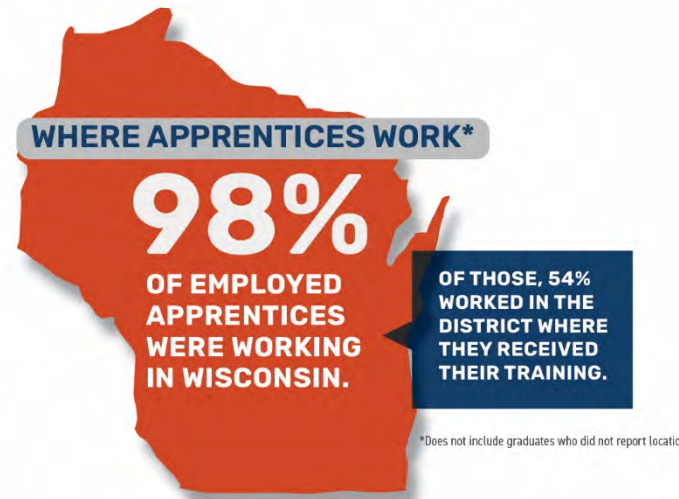


# Employment Location

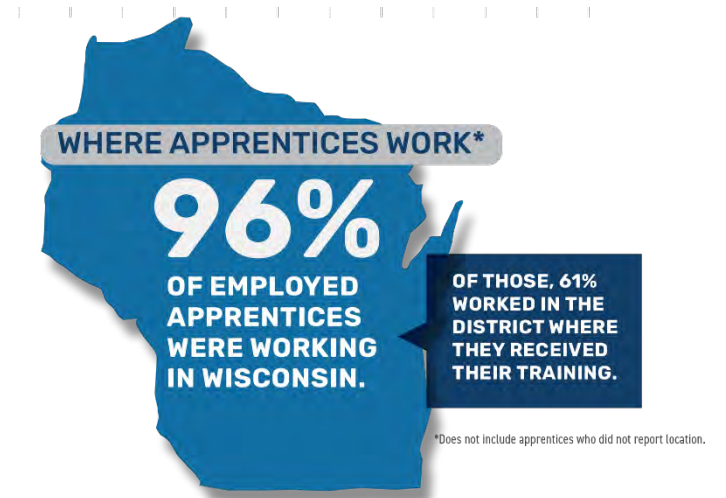
## Employment Location 2017-18



## Employment Location 2018-19



## Employment Location 2019-20



# Earnings Data Comparison 2017-18, 2018-19, 2019-20

2017-18



**\$83,818**  
MEDIAN SALARY FOR  
CONSTRUCTION SECTOR

**\$85,169**  
MEDIAN SALARY FOR  
SERVICE SECTOR

**\$67,595**  
MEDIAN SALARY FOR  
INDUSTRIAL SECTOR

2018-19



**\$87,145**  
MEDIAN SALARY FOR  
CONSTRUCTION SECTOR

**\$85,273**  
MEDIAN SALARY FOR  
SERVICE SECTOR

**\$69,259**  
MEDIAN SALARY FOR  
INDUSTRIAL SECTOR

2019-20



**\$81,114**  
MEDIAN ANNUAL  
EARNINGS FOR  
CONSTRUCTION SECTOR

**\$89,100**  
MEDIAN ANNUAL  
EARNINGS FOR  
ALL OTHER SECTORS

**\$74,633**  
MEDIAN ANNUAL  
EARNINGS FOR  
INDUSTRIAL SECTOR



# Training & Instruction Satisfaction

2017-18 Apprenticeship Completers



2018-19 Apprenticeship Completers



2019-20 Apprenticeship Completers



# Continuing Education

2017-18 Apprenticeship Completers



2018-19 Apprenticeship Completers



2019-20 Apprenticeship Completers



# Looking ahead...

## Emerging new apprentice occupations, not yet reflected in the WTCS Apprenticeship Completion Report:

Biotechnology Lab Support Assistant  
Broadband Service Technician  
Cook-Chef  
Culinary  
Cybersecurity Analyst  
Dairy Grazier  
Data Analyst  
Early Childhood Educator

Facility Maintenance Technician  
Financial Services Professional  
Industrial Metrology Technician  
IT - Software Developer  
Medical Assistant  
Organic Vegetable Farm Manager  
Pharmacy Technician  
Roadway Maintenance Technician

Visit [dwd.wisconsin.gov/apprenticeship](http://dwd.wisconsin.gov/apprenticeship) for more info on their new and emerging programs

- WTCS is planning to print a physical report this year, which will be distributed to:
  - DWD - Bureau of Apprenticeship Standards
  - Wisconsin Apprenticeship Advisory Council
  - State Trade Committees (Apprenticeship Advisory)
  - WTCS Board Members
  - WTCS Apprenticeship Coordinators
  - College Marketing Teams
  - WI High Schools - Counselors
- The report will also be online, please bookmark and share the link widely, which again demonstrates strong outcomes and the value of Wisconsin's earn-while-you-learn apprenticeship model to individuals and employers.

**Online at:** [www.wtcsystem.edu/impact/publications/apprenticeship-completion-report/](http://www.wtcsystem.edu/impact/publications/apprenticeship-completion-report/)

**Direct Link:** [2019-20 WTCS Apprenticeship Completer Report](#)

**Contact:** [nancy.nakkoul@wtcsystem.edu](mailto:nancy.nakkoul@wtcsystem.edu) or [dan.arneson@wtcsystem.edu](mailto:dan.arneson@wtcsystem.edu)





## WTCS Systemwide Activity Update February 2022

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### 2022 WTCS-BAS Apprenticeship Completion Report

The 2022 WTCS-BAS Apprenticeship Completer Report is now available online. The report contains employment, wage and training satisfaction outcomes for apprentices completing their programs in 2019-20. It can be found here: [2022 Apprenticeship Completion Publication](#)

- Of the 1220 completers surveyed, 343 (28%) responded. In the prior year report, there were 1195 completers and the response rate was 31%.
- There has been a 29% increase over the past 5 years in the number of apprenticeship completers receiving related instruction through a WTCS college, from 847 in 2016-17 to 1,220 in 2019-20.
- Respondents reported a 93% satisfaction rate for on-the-job training and 97% for classroom instruction.
- Median salary across all trades decreased from \$81,072 last year to \$80,000 in the current year's report.
- In the 2019-20 report, for the first time, apprentices were asked to self-report both their annual earnings and hourly wage data to assure comparison of like data. For some sectors, this resulted in notable changes in median annual earnings. These data improvements may complicate efforts to make direct comparisons to previous years' data.
- Respondents indicating an interest in continuing education beyond apprenticeship increased from 35% last year to 40% this year.

### Preparing to Teach Transition to Trainer: 2021 Annual Summary

In 2020, the apprenticeship Transition to Trainer (T2T) course was revised by a team of private and public apprenticeship stakeholders to include new instructional content and delivery modalities. The goal was to enhance the engagement and experience of new audiences as apprenticeship training expands to new industries and a more diverse workforce. The WTCS and Bureau of Apprenticeship Standards likewise developed [new administrative criteria and processes](#) that define eligibility and training requirements for teachers of the Transition to Trainer (T2T) course in 2021. Starting in 2021, all instructors of Transition to Trainer are required to complete the *Preparing to Teach Transition to Trainer* course in either an abridged 3-hour format for current instructors or a 6-hour unabridged format for new instructors of T2T. As a pre-requisite, new instructors must also complete the 30-hour *Teaching Methods* course, or equivalent as approved by BAS.

The annual 2021 summary of participant data includes the following:

- One hundred twenty-four (124) individuals participated in all courses in 2021.
- Six sessions of the *Preparing to Teach Transition to Trainer* course were offered in four abridged and two unabridged formats.
- One *Teaching Methods* course was offered.
- For the subset of new instructors, twenty-one (21) participated in the *Teaching Methods* course and thirty-six (36) attended the 6-hour *Preparing to Teach Transition to Trainer* courses.

For 2022, additional [T2T instructor training courses are open for registration](#) during the first quarter with more to be scheduled based on demand. Please contact Owen Smith, BAS, with inquiries.