

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

April 13, 2018

TO: State Iron Worker Apprenticeship Advisory Committee Members & Consultants

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

SUBJECT: State Iron Worker Apprenticeship Advisory Committee Meeting

DATE: Friday, April 27, 2018

TIME: 10:00 AM

PLACE: Local 383 Training Center
5501 Manufacturers Dr.
Madison, WI 53704

TENTATIVE AGENDA

1. Call the meeting to order.
2. Introduce attendees.
3. Review the roster.
4. **Old Business**
 - a. Review the follow-up items from the previous meeting:
 - i. **Action:** approve the minutes.
 - ii. How is accepting ACT scores proceeding?
 - iii. How is the new training center proceeding?
 - iv. Can local committee members attend closed sessions remotely?
 - v. Is grant funding available to assist with outreach activities?
 - 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)
 - g. Update on Apprenticeship LEADERS initiative
 - h. Other

5. New Business

- a. BAS visited by representatives of Japan and Mississippi
 - b. BAS personnel changes
 - c. BAS website changes
 - d. Other
6. WTCS Update
 7. Review the program participants.
 8. Schedule the next meeting.
 9. Adjourn.



**Minutes of the
State Ironworking Apprenticeship Advisory Committee**

October 20, 2017
Madison Labor Temple
Madison, Wisconsin 53715

Members Present	Organization / Employer
Cyganek, Brad (Co-Chair)	Ironworkers Local 8
Davies, Barry	Local 512 (MN)
DeMinter, Tim	Ironworkers Local 383
Hager, Ben (Co-Chair)	J.H. Findorff
Hanson, Rich	Ironworkers Local 8
Hooyman, Chad	SPE Little Chute
Mayrhofer, Tony	Ironworkers Local 8
Shultis, Andrew	Ironworkers Local 383
Members Absent	Organization / Employer
Riley, John	K.F. Sullivan Co.
Consultants and Guests	Organization / Employer
Johnson, Josh	Bureau of Apprenticeship Standards
Nakoul, Nancy	WTC
Smith, Owen	Bureau of Apprenticeship Standards
Stern, Pete	Ironworkers Local 383
Mayek, Mandy	Mid-State Technical College
Schanke, Debbie	Bureau of Apprenticeship Standards
Badger, Richard	Bureau of Apprenticeship Standards

1. The meeting was called to order at 10:05 a.m. by Co-Chair Ben Hager in accordance with the Wisconsin Open Meeting Law.
2. Attendees signed the attendance record and introduced themselves.
3. The committee reviewed its roster.

4. **Old Business**

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

i. For action: approve the minutes

The minutes were approved with revisions: the date is incorrect; and Barry Davies was present.

ii. Accepting ACT scores

Owen reviewed that the state committee had mandated that local committees accept ACT scores from applicants in lieu of taking the Accuplacer and had aligned the required minimum ACT scores with the minimum Accuplacer scores. He asked the state committee for feedback on how the new procedures have been working.

The training directors replied that three applicants had submitted ACT scores. One applicant submitted ACT scores below the required minimums, so the applicant took the Accuplacer and passed. The training director added that it is too soon to see any significant impact.

iii. How is the new training center proceeding?

Owen asked the committee how the final construction and BAS approval of the Local 383 training center was proceeding. The training director replied that the finishing interior touches are being completed. The Bureau inspection went well, but Local 383 has not received an official approval letter.

iv. Related instruction at Western Technical College

Owen reviewed that the state committee had expressed interest in providing related instruction through Western Technical College. He asked how the matter was progressing and how it may be affected by the new training center.

Pete Stern reported that Local 383 stopped pursuing related instruction through Western Technical College because all apprentices in the La Crosse and Madison areas will attend related instruction at the new Local 383 training center. Some apprentices will take night school at Mid-State Technical College.

Pete explained that Western Technical College had been very cooperative and a strong advocate for the ironworker trade. He noted that the college was always able to schedule classes and rooms. However, the college had difficulty providing welding instruction due to the high cost of materials. Therefore, it will be more cost-effective for apprentices to take welding at the new training center. Nancy Nakkoul confirmed that the cost of welding instruction is high.

Pete concluded by saying the issue is no longer needed on the agenda.

v. Related instruction at Madison Area Technical College

Owen reviewed that the state committee had expressed concern with the availability of classes and the associated costs at Madison College. He asked the state committee for an update.

Pete Stern replied that the trade is no longer providing related instruction through Madison College; the business relationship is effectively over. Instead, Madison-area apprentices will receive related instruction at the new training center, and the instructors are journeyworkers funded through the

training center, not MATC staff funded via pass-through. Pete noted that the only downside is that apprentices won't receive academic credit from MATC, but the new arrangement is still more helpful overall. Pete added that this topic is no longer needed on the agenda.

vi. Transition-to-Trainer

Owen reviewed that the state committee had expressed concern that the course, "Transition to Trainer," was outdated and needed to be updated. Owen reported that he shared the feedback with Director Karen Morgan. Karen and a focus group of her selection will revise the course in 2018.

The committee asked whether the course could be optional or omitted. Owen replied that the course will remain mandatory because of its importance in creating a job-site culture informed in adult education and constructive criticism. The course was created in response to feedback in apprentice exit interviews that they did not feel as if they were trained fairly and constructively. Joshua Johnson confirmed that it omitting the course is very unlikely, but he agreed the course should be revised because it is more than 10 years old.

vii. Remotely attending local committee closed sessions.

Owen reviewed that the state committee had asked whether members of local committees could attend closed sessions remotely via Skype. Joshua reported that he had forwarded the concern to the Bureau's chief legal counsel. The matter is under review at this time. Joshua added that the question is very valid; Skype is a very common business tool. The answer ultimately depends on the interpretation of the Wisconsin Open Meetings Law.

Action: BAS will request an update from its legal counsel.

b. Revisions to CFR 29.30

Joshua reviewed that the revisions had been released, but following the Presidential election and the new administration, it was unclear whether the new administration would keep or omit the revisions. The administration has decided to keep the revisions, but the U.S. Department of Labor has yet to release further implementation guidance to states. Therefore, the Bureau advises sponsors and stakeholders to "stay tuned" for further information. The committee did not have questions or comments.

c. Federal grants to expand registered apprenticeship

The committee asked whether federal grants are available to assist organizations that perform outreach, such as attending career fairs, presenting to high school students, etc. The committee commented that it has been performing these outreach activities regularly and the local committees' apprentices are the most diverse in trade's history.

Action: BAS will research whether the federal grants it received could assist with outreach efforts, or whether the local committees could provided for other grants.

d. Apprenticeship LEADERS Campaign

Joshua Johnson reported that 64 stakeholders will participate in the LEADERS campaign. They represent all sectors and categories of stakeholders, e.g. construction sponsors, manufacturing sponsors, service sponsors, and technical colleges. 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.

The committee asked how LEADERS would be involved with new industries. Joshua explained that sectors of the economy that are considering developing their first registered apprenticeship program have no frame of reference for the administrative processes or the benefits. So, it helps to have representatives from other industries attest to how well apprenticeship works for them and how they specifically administer it.

The committee asked how participating would benefit their industry. Josh acknowledged that the industry is already a "leader" in apprenticeship on its own merits. Participating in the program isn't a means for the Bureau to evaluate a stakeholder's commitment; apprenticeship stakeholders are already leading by virtue of their daily duties. Rather, participating in the program offers the opportunity help share your story and practices with other industries and groups of employees. Also, Wisconsin apprenticeship frequently receives recognition from the U.S. Department of Labor, so participants in the LEADERS campaign may well be included in national articles or press releases.

Josh concluded encouraging attendees to apply, if they have not done so. Stakeholders that excel at speaking are encouraged to help co-present with the Bureau; stakeholders that excel at hosting events are encouraged to help host. There is a role for everyone, and you choose your level of participation.

e. Apprenticeship Completion Award Program

Owen reviewed that ACAP had concluded on June 30, 2017, and was recently renewed for two years as part of the Governor's budget for the next biennium.

The training directors commented that not many ironworker apprentices pursue reimbursement. The local committees make the apprentices aware of the program, but leave the rest to them. Rich Hanson commented that the Milwaukee local committee doesn't pursue ACAP reimbursements because their related instruction is performed in-house and the costs are aggregated as part of the union dues.

f. Other

Josh reviewed that the local committees expressed concern that the delay in receiving the signed apprentice contract had caused pay issues for contractors on Department of Transportation projects. Several apprentices had began working on the project and then quit before they or the employer had received the official copies of the apprentice contract. Without having the official apprentice contract, the employers had to classify the apprentices and journeyworkers and pay them accordingly.

Josh noted that it is common for construction trades to put apprentices to work after they sign the apprentice contract but before the official version is processed and received by all parties. The reason is that the employers often want the apprentice to start working the next day but the local committee may not meet to sign the contract for several weeks. The Bureau recognizes this, but the Department of Transportation recognizes only the signed contract.

Josh reported that the Bureau implemented an interim procedure that will prevent the problem in the future.

5. New Business

a. 2017 WI Senate Bill 411

Josh reported the proposed law would make the apprentice-to-journeyworker ratio 1:1 for all trades, remove the Bureau's ability to modify the ratio, and remove the minimum lengths of the carpentry and plumbing apprenticeships.

The committee asked who sponsored the bill. Josh answered that the sponsoring elected officials are listed on the bill text. The Bureau was not involved in its creation.

b. Presidential Executive Order: Expanding Apprenticeships in America

Josh explained that there are two means of creating an apprenticeship program: registering the program through a state approval agency, such as Wisconsin or Minnesota, or registering the program through a "federal" state, e.g. a state that administers apprenticeships directly through the U.S. Department of Labor. In both cases, the apprenticeships are registered. The executive order creates a third option: industry-recognized apprenticeships, which would be distinguished by less regulations, less requirements, and less "red-tape" for sponsors.

A federal task force was created recently to develop the implementation plan. Most of the members are chief executive officers. No one nominated from Wisconsin was selected, nor anyone from the National Association of State and Territorial Directors. The timeline of the task force is not known, but once it recommends its plan to the President, it will disband within 30 days.

The committee asked what the task force's implementation plan is predicted to include. Josh replied that the contents and timeframe are unknown. He added that registered apprenticeship has survived many economic ups and downs over its 100-year history. If employers participated in industry-recognized apprenticeships because they were supported by temporary funding, it is unlikely they could continue to use the programs once the funding ended.

c. National Apprenticeship Week 2017

Josh informed the committee that the third annual National Apprenticeship Week will be November 13-19. The Bureau encourages all stakeholders to consider hosting an open house or similar event for their local partners and audiences. Monday will feature the kick-off of the LEADERS campaign, with an official luncheon at the Governor's Mansion. Tuesday will feature a meeting of the WI Apprenticeship Advisory Council at the cement mason's training center; a career fair will be held concurrently upstairs. Wednesday, November 15, will emphasize construction training centers across the state. Thursday will feature a luncheon at the Bradley Center for apprentices working on the construction of the new Bucks arena. Friday will feature an event at Milwaukee Job Corp. Many, many more local events will be held.

The committee stated that its training centers will hold open-houses.

d. WI Apprenticeship Diversity Conference 2018

Owen shared that the Bureau plans to in the fall of 2018 and dedicate the event to discussing recruitment and retention requirements, strategies, and questions.

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

Josh explained that, through the accelerator grant, the Bureau is upgrading its information management system to provide electronic registration and electronic signature capture. The new system, BASERS, will allow the sponsor to directly enter apprentice applications online and will later allow sponsors and apprentices to sign the contract online. BASERS will be pilot tested through the summer of 2018.

When the sponsor submit the application online, the application will trigger an alert to the apprenticeship training representative, who will review and approve the application.

These upgrades will greatly reduce the amount of paperwork and travel times for ATRs, particularly those in remote areas who often travel hours to obtain one signature, and will gradually allow the ATRs to shift to performing more outreach and compliance tasks.

The state committee expressed concern that its local committees often create multiple contracts at once. The local committees shouldn't have to perform more work. Josh replied that BASERS will create a very efficient process for sponsors. The Bureau has heard similar concerns over duplicate entry from other sponsors. As part of the pilot testing, the Bureau 's programmers will research methods for sponsors to upload large quantities of application in bulk. For example, BASERS may receive cvs of Excel files.

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, who was hired after Josh accepted the position of Chief of Field Operations. The new ATR for Lakeshore area is Lynn O'Shasky, who was hired after Sandy Destree accepted the position of Field Supervisor. The new ATR for Racine is Dominic Robinson, who was hired after Tim Ziffer retired. The new ATR for Eau Claire is Rachell Faber, who was hired after Rob Ecker accepted a new position with Chippewa Valley Technical College.

The new program assistant is Ann Thiel, who was hired after Tatyana Brown accepted a new position in California. The new manager of the WAGE\$ grant is Nancy Kargel, who was hired after Meredith Alt accepted a new position within state government.

Last, Bob Sceldroup, the ATR for Milwaukee, has retired, but the Bureau does not have a timeframe for filling the vacancy at this time.

The committee did not have comments or questions.

g. Other

The committee did not have additional topics.

6. WTCS Update

Nancy Nakkoul reported that Great Lakes Higher Education committed to providing 200 additional \$1,000 scholarships to apprentices. The scholarships are awarded based on economic need. Ironworking apprentices do not commonly qualify because their first year wage is higher than other trades'.

7. Review the program participants.

Participants included 317 apprentices and 55 employers with a contract in active or unassigned status on October 6, 2017. Nearly 14% of apprentices are minorities; nearly six percent are female.

8. The committee tentatively scheduled its next meeting for Friday, April 27, at 10:00 a.m., at the Madison training center.
9. The committee adjourned at 11:50 a.m.

10. Follow-up Items

- i. The Bureau will request an update from its legal counsel on attending closed sessions virtually.*
- ii. The Bureau will research whether grant support is available for outreach activities.*

*Submitted by Owen Smith,
Bureau of Apprenticeship Standards*

DRAFT

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

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 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 - Construction State Ironworking Advisory Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 4/2/2018 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	280	41	14.6	14	5.0	280	100.0			62	62	100.0		
Madison Area Ironworking JAC	106	8	7.5	5	4.7	106	100.0			24	24	100.0		
Iron Worker (180138101401)	106	8	7.5	5	4.7	106	100.0			24	24	100.0		
Milwaukee Area Ironworking JAC	174	33	19.0	9	5.2	174	100.0			47	47	100.0		
Iron Worker (180138101401)	174	33	19.0	9	5.2	174	100.0			47	47	100.0		

Wisconsin Bureau Of Apprenticeship Standards
State Ironworking Advisory Committee
Historical Report by Year
 Report Period: 2018* and Previous 10 Years



*Current year is YTD data as of Run Date: 04/02/2018		
Run Date: 04/02/2018		
State Ironworking Advisory Committee		
Sponsored Trade Group(s): Construction		
Year	Active Apprentices	Active Employers
2008	297	72
2009	194	58
2010	143	48
2011	129	44
2012	140	44
2013	140	40
2014	222	54
2015	297	55
2016	357	63
2017	342	65
2018	296	62

