

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

May 4, 2018

TO: State Carpentry Apprenticeship Advisory Committee Members & Consultants

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

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

DATE: **Wednesday, May 9, 2018**

TIME: 10:00 AM

Place: NCSRCC Eastern Training Center
N2216 Bodde Rd.
Kaukauna, WI 54130

TENTATIVE AGENDA

1. Call the meeting to order.
2. Introduce attendees.
3. Review the current roster.
4. **Old Business**
 - a. Review follow-up items from previous meeting:
 - i. **For action:** approve the minutes
 - ii. **For action:** discuss proposed revisions to state Exhibit A's
 - iii. Review 2017 WI Act 148 and related changes to state standards.
 - iv. Review applicant assessment data for math
 - b. Update on implementing revisions to CFR 29.30 (AA/EEO requirements)
 - c. Update on federal grants to expand "registered apprenticeship"
 - d. Update on Presidential executive order to expand "apprenticeship"
 - e. Update on Bureau of Apprenticeship Standards Electronic Registration System (BASERS)
 - f. Update on Apprenticeship LEADERS initiative
 - g. Update on Apprenticeship Completion Award Program
 - h. Other
5. **New Business**
 - a. National Association of State & Territorial Apprenticeship Directors (NASTAD) Conference
 - b. Registered apprenticeship on JobCenterOfWisconsin.com
 - c. Registered apprenticeship in correctional facilities

5. **New Business, *continued***

- d. Learning exchanges with Japan and Mississippi
- e. BAS website changes
- f. BAS personnel changes
- g. Other

6. WTCS update

7. Review the program participants.

8. Schedule the next meeting.

9. Adjourn.

Minutes of the State Carpentry Apprenticeship Advisory Committee

November 1, 2017

North Central States Regional Council of Carpenters
Madison, WI

Members Present	Organization/Employer
Balza, Darleen	NCSRCC
Bohne, Hunter	Stevens Construction Corp.
Dischel, Todd	NCSRCC
Macejkovic, Jim	Building Service, Inc.
Schmidt, Mark	C.G. Schmidt
Scholz, Barry	Boldt
Schwengels, Joe	J.P. Cullen & Sons, Inc.
Strub, Matt	Fowler & Hammer
Zacharias, Roger	Carpenter Local 995
Members Absent	Organization/Employer
Bialcik, Corey	NCSRCC
Rodriguez, Pat	Carpenters Local 1143
Coates, Shaun	NCSRCC
Consultants & Guests	Organization/Employer
Bernthal, Jamie	Bureau of Apprenticeship Standards - YA
Emrick, Leigh	Associated Builders & Contractors
Hendricks, Mike	NCRSCC Training Fund
Mayek, Mandy	Mid-State Technical College
Badger, Richard	Bureau of Apprenticeship Standards
Perkofski, Lisa	Bureau of Apprenticeship Standards
Schanke, Debbie	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards

1. The meeting was called to order at 10:00 a.m. by Co-Chair Barry Scholz, in conformance with the Wisconsin open meeting laws.
2. A roll call was conducted. A quorum was present.
3. The committee reviewed the current roster. Darleen Balza announced she will retire next year. Owen reviewed the procedures for replacing Employee and Employer members, respectively.

4. **Old Business**

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

i. For action: approve the minutes

The minutes were approved with revisions: Roger Zacharias and Mike Hendricks are with NCSRCC; and Todd Dischler's name is misspelled.

ii. For action: approve YA-RA crosswalk

Owen Smith reviewed that carpentry is one of five focus areas in the Architecture & Construction youth apprenticeship program. At the previous meeting, the state committee requested that a focus group review the competencies between the youth and registered apprenticeships and, based on the extent to which they align, recommend that local committees credit a percentage of on-the-job learning to youth apprentice graduates entering the registered apprenticeship.

Jamie Bernthal reviewed that youth apprenticeship provides a broad, general introduction to foundational competencies. The focus group compared the Exhibit A with the youth apprenticeship skills checklist. Youth apprentices can choose either a one-year program (450 hours) or a two-year program (900 hours). He reported that the focus groups determined that the youth apprenticeship competencies directly align with the registered apprenticeship, but youth apprentices assist with many tasks rather than directly perform them.

Jamie reported that the focus group recommends that the state committee recommend that local committees credit 100% of the on-the-job learning for graduates of the one-year option and 75% of the on-the-job learning for graduates of the two-year option. He emphasized the recommendation is not binding; credit for on-the-job learning is always at the discretion of the sponsor.

Jamie concluded by noting the section, "Differences at a Glance," which highlights key differences between the youth and registered apprenticeships. It helps registered apprenticeship sponsors understand which tasks youth apprentices are allowed and not allowed to perform.

A committee member asked whether the youth apprenticeship covers safety training. Jamie replied that safety skills are listed in Appendix A, pages 3-4. In addition, youth apprentices must complete OSHA 10 and first aid before they begin on-the-job learning, and completed the employer's mandatory safety training or orientation for new employees.

A committee members suggested that the crosswalk include the term "work hours" to clarify that the hours are not part of related instruction.

A general discussion followed that the committee should recommend the same percentage of credit for all graduates, regardless if they complete the one or two-year program. Jamie agreed with the recommendation.

Action: the state committee approved the crosswalk and a recommendation to local committees to credit at least 75% of the on-the-job learning hours of youth apprenticeship graduates that focused in carpentry, regardless if they took the one or two-year program. The state committee noted that this is a recommendation, not a requirement. On-the-job learning credit is at the discretion of the sponsor.

A related discussion followed on the terminology in the state Exhibit A. The committee suggested a focus group review the document to determine whether some language is outdated or confusing.

Action: the state committee approved a motion to have a focus group review the terminology in the state Exhibit A. Leigh Emrick and Roger Zacharias volunteered. The Bureau will convene the focus group in early 2018.

iii. Review applicant assessment data for math

Owen reviewed that the state committee had expressed concern that the statewide minimum ACT math score it required last year may be too high. Therefore, the committee had asked local committees to bring data on applicant scores to this meeting.

The joint local apprenticeship committees stated that 25 applicants submitted ACT math scores and the average math score was 19.51, which is higher than the minimum requirement.

Associated Builders & Contractors reported that five applicants submitted ACT math scores and the average score was 19.6, which is higher than the minimum requirement.

The state committee decided no action was needed at this time, but it requested to review applicant scores again at the 2018 spring meeting.

b. Revisions to CFR 29.30

Owen reported that the Bureau has yet to receive further guidance on implementing the revisions from the U.S. Department of Labor. "Stay tuned," he advised.

The committee did not have questions or comments.

c. Federal grants to expand apprenticeship

Owen reported that the Bureau is half-way through the performance period of the WAGE\$ grant and well on the way to achieving the grant target of registering 1,000 new apprentices. In addition, the Bureau has registered 427 new apprentices that qualify under the state expansion, which surpassed the grant target. Last, the Bureau will use its third grant, the state accelerator grant, to increase its capacity to administer apprenticeship programs by training staff in consultative outreach, upgrading the information management system, and hiring two additional apprenticeship training representatives.

Owen reminded the committee that the WAGE\$ grant and state expansion grant will help increase the pool of qualified applicants by supporting youth apprenticeship and pre-apprenticeship programs.

The committee did not have questions or comments.

d. Apprenticeship LEADERS

Owen reported more than 50 stakeholders from all sectors will participate. The application period is still open. The application is available through the BAS website. The Bureau encourages all stakeholders to apply, if they have not done so. Participants can choose their involvement, from allowing the Bureau to use their logo for outreach to co-presenting at industry roundtables.

The committee did not have questions or comments.

e. Apprenticeship Completion Award Program

Owen reminded the committee that the program concluded on June 30. However, the program is included in the Governor's proposed biennial budget, so it may be renewed. The Bureau learned that its database did not stop sending eligibility notices to apprentices. Therefore, the Bureau encourages all apprentices and sponsors who receive notices to keep them; if the program is renewed, apprentices that became eligible in the interim may be grandfathered.

The committee did not have questions or comments.

f. Other

No other items were brought forth.

5. New Business

a. Presidential Executive Order: Expanding Apprenticeships in America

Owen reviewed that the order will create a third lane to apprenticeship: industry-recognized apprenticeships, which will be distinguished by a streamlined application process and less "red tape" for sponsors. The impetus behind the order are complaints across the country that the application process for registered apprenticeship sponsors is too lengthy, complicated, and unnecessary. A federal task force has been assigned to recommend related policies and implementation. The Bureau is awaiting further guidance from the U.S. Department of Labor.

The committee did not have questions or comments.

b. 2017 WI Senate Bill 411

Owen reviewed that the proposed law would make the apprentice-to-journeyworker ratio 1:1 for all registered apprenticeships and eliminate the Bureau's power to modify it. The bill also proposes reducing the minimum length of the Carpentry apprenticeship.

The committee stated that many of its sponsors, employers, and industry organizations are following the bill's progress.

c. National Apprenticeship Week 2017

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

Owen shared that the Bureau encourages all stakeholders to host events for their local audiences. Please share your event with the Bureau so it can be included on the statewide events calendar.

d. WI Apprenticeship Diversity Conference 2018

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

The committee did not have questions or comments.

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

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

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

Electronic registration will be piloted in the early spring of 2018 and electronic signature capture will be piloted in the summer of 2018.

The committee did not have questions or comments.

f. BAS personnel update

Josh informed the committee of the following personnel changes in the Bureau: the new ATR for the Appleton South, a new district created by employer demand, is Tim Budda; the new ATR for Waukesha is Richard Badger; the new ATR for Lakeshore is Lynn O'Shasky; the new ATR for Racine is Dominic Robinson; and the new ATR for Eau Claire is Rachell Faber. The new manager of the WAGE\$ grant is Nancy Kargel, and the new program assistant is Ann Thiel. Last, Bob Scheldroup, long-time ATR in the Milwaukee area, retired two weeks ago.

g. Other

No other items were discussed.

6. Program participants include 1,022 apprentices and 213 employers with a contract in active or unassigned status on October 30, 2017.
7. The committee tentatively scheduled its next meeting for Wednesday, May 9 at 10:00 p.m. at North Central States Regional Council of Carpenters Eastern Training Center in Kaukauna.
8. The meeting adjourned at 11:30 a.m.

Follow-up Items

The Bureau will convene the focus group to review the state Exhibit A's.

Training coordinators will bring a summary of ACT scores to the next meeting.

DRAFT

State Carpentry Advisory Committee • Madison WI
Carpenter (Construction) • 1-860381022-01-T
Exhibit A - Program Provisions

Approved: 10/24/2011

TERM OF APPRENTICESHIP: The term of apprenticeship shall be Time-based, which has been established to be 4 years of not less than 6,240 hours. Hours of labor shall be the same as established for other skilled employees in the trade.

PROBATIONARY PERIOD: The probationary period shall be the first 12 months of the apprenticeship, but in no case shall it exceed twelve calendar months. During the probationary period, this contract may be cancelled by the apprentice or the sponsor upon written notice to the Department, without adverse impact on the sponsor.

SCHOOL ATTENDANCE: The apprentice shall attend the Wisconsin Technical College System or other approved training provider, as assigned, for paid related instruction four hours per week or the equivalent and satisfactorily complete the prescribed course material for a minimum of 400 hours, unless otherwise approved by the Department. The employer must pay the apprentice for attended related instruction hours at the same rate per hour as for services performed.

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

<u>Work Process Description</u>	<u>Approximate Hours</u> (Min - Max)
FORM BUILDING AND ROUGH FRAMING: *Form building (floors, beams, joists, wall columns, stairs, etc.) *Rough framing (floor framing, wall framing, metal studs, drywall application, roof framing, rough framing for stair work, scaffold building, etc. Experience to be furnished in both house and heavy construction work.)	3000
EXTERIOR FINISHING: Application of cornice and outside wall trim, setting door and window frames and trim, roof coverings, etc.	600
INTERIOR FINISHING AND HARDWARE: Installation of jambs, doors, windows, cabinets, countertops, casework, paneling and stairs. Application of all architectural trims, moldings, casings, appliques, etc. Installation of door, window and cabinet hardware.	800
INTERIOR SYSTEMS: Installation of drywall, insulation, acoustical ceilings, moveable partitions, access panel systems, fixture work, owner-supplied equipment, etc..	1000
MISCELLANEOUS: Scaffolding, welding, care and maintenance of tools and equipment, demolition, or any other manipulative process not listed or implied elsewhere.	440
Paid Related Instruction	400
TOTAL	6240

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

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

State Carpentry Advisory Committee • Madison WI
Carpenter (Construction) • 1-860381022-01-T
Exhibit A - Program Provisions

MINIMUM COMPENSATION TO BE PAID:

The apprentice wage scale is deemed adequate when, during the term of training, it averages 60% of the current journeyworker rate. (DWD 295.04)

Base skilled wage rate \$30.81 per hour.

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

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

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

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

 Unpaid related instruction:	N/A
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Total credit hours to be applied to the term of the apprenticeship:	N/A
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SPECIAL PROVISIONS:

The apprentice shall at all times work with and under the supervision of a competent journeyworker who shall be responsible for training.

Apprentices shall attend additional school on their own time and take and satisfactorily complete such subjects as the Local Committee requires but shall not exceed a total of 250 hours.

All apprentices must complete an approved course in first aid/CPR training in their first two years of apprenticeship or be subject to cancellation of their apprenticeship.

All apprentices must complete a committee approved safety course.

The apprentice in his/her final year must take the Transition to Trainer Course.

The apprentice shall be taught the use, care and effective handling of all tools and apparatus commonly used in connection with the trade of carpentry. The apprentice shall be given instruction, experience and training in all available branches of carpentry.

Instruction and experience in the work processes shall include the layout thereof. The apprentice shall be given a thorough knowledge of all different kinds of material commonly used in connection with the trade and use of each kind in construction.

State Carpentry Advisory Committee • Madison WI
Carpenter (Construction) • 1-860381022-01-T
Exhibit A - Program Provisions

Approved: 9/19/2012

TERM OF APPRENTICESHIP: The term of apprenticeship shall be Time-based, which has been established to be 4 years of not less than 5,840 hours. Hours of labor shall be the same as established for other skilled employees in the trade.

PROBATIONARY PERIOD: The probationary period shall be the first 12 months of the apprenticeship, but in no case shall it exceed twelve calendar months. During the probationary period, this contract may be cancelled by the apprentice or the sponsor upon written notice to the Department, without adverse impact on the sponsor.

SCHOOL ATTENDANCE: The apprentice shall attend the Wisconsin Technical College System or other approved training provider, as assigned, for paid related instruction four hours per week or the equivalent and satisfactorily complete the prescribed course material for a minimum of 400 hours, unless otherwise approved by the Department. The employer must pay the apprentice for attended related instruction hours at the same rate per hour as for services performed.

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

<u>Work Process Description</u>	<u>Approximate Hours</u> (Min - Max)
FORM BUILDING AND ROUGH FRAMING: *Form Building (floors, beams, joists, wall columns, stairs, etc.) *Rough framing (floor framing, wall framing, metal studs, drywall application, roof framing, rough framing for stair work, scaffold building, etc. Experience to be furnished in both house and heavy construction work.)	3000
EXTERIOR FINISHING: Application of cornice and outside wall trim, setting door and window frames and trim, roof coverings, etc.	600
INTERIOR FINISHING AND HARDWARE: Installation of jambs, doors, windows, cabinets, countertops, casework, paneling and stairs. Application of all architectural trims, moldings, casings, appliques, etc. Installation of door, window and cabinet hardware.	800
INTERIOR SYSTEMS: Installation of drywall, insulation, acoustical ceilings, moveable partitions, access panel systems, fixture work, owner-supplied equipment, etc.	1000
MISCELLANEOUS: Scaffolding, welding, care and maintenance of tools and equipment, demolition, or any other manipulative process not listed or implied elsewhere.	440
Paid Related Instruction	N/A
TOTAL	5840

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

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

State Carpentry Advisory Committee • Madison WI
Carpenter (Construction) • 1-860381022-01-T
Exhibit A - Program Provisions

MINIMUM COMPENSATION TO BE PAID:

The apprentice wage scale is deemed adequate when, during the term of the training, it averages 60% of the current journeyworker rate. (DWD 295.05)

Base skilled wage rate N/A per hour.

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

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

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

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

 Unpaid related instruction:	N/A
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Total credit hours to be applied to the term of the apprenticeship:	N/A
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SPECIAL PROVISIONS:

The apprentice shall at all times work with and under the supervision of a competent journeyworker who shall be responsible for training.

Apprentices shall attend paid related instruction for 400 hours. The apprentice shall be paid for these hours at the same rate per hour as for services or other BAS approved method of payment.

Apprentices shall attend additional school on their own time and take and satisfactorily complete such subjects as the Local Committee requires but shall not exceed a total of 250 hours.

All apprentices must complete a committee approved safety course.

The apprentice in his/her final year must take the Transition to Trainer Course.

The apprentice shall be taught the use, care and effective handling of all tools and apparatus commonly used in connection with the trade of carpentry. The apprentice shall be given instruction, experience and training in all available branches of carpentry.

Instruction and experience in the work processes shall include the layout thereof. The apprentice shall be given a thorough knowledge of all different kinds of material commonly used in connection with the trade and use of each kind in construction.

State Carpentry Advisory Committee • Madison WI
Carpenter (Cabinet Maker) • 1-660280010-01-T
Exhibit A - Program Provisions

Approved: 10/24/2011

TERM OF APPRENTICESHIP: The term of apprenticeship shall be Time-based, which has been established to be 4 years of not less than 6,240 hours. Hours of labor shall be the same as established for other skilled employees in the trade.

PROBATIONARY PERIOD: The probationary period shall be the first 12 months of the apprenticeship, but in no case shall it exceed twelve calendar months. During the probationary period, this contract may be cancelled by the apprentice or the sponsor upon written notice to the Department, without adverse impact on the sponsor.

SCHOOL ATTENDANCE: The apprentice shall attend the Wisconsin Technical College System or other approved training provider, as assigned, for paid related instruction four hours per week or the equivalent and satisfactorily complete the prescribed course material for a minimum of 400 hours, unless otherwise approved by the Department. The employer must pay the apprentice for attended related instruction hours at the same rate per hour as for services performed.

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

<u>Work Process Description</u>	<u>Approximate Hours</u> (Min - Max)
MATERIAL SELECTION, LAYOUT AND FABRICATION OF CABINETRY: Includes print reading both face frame and 32 mm production casework, etc.	2000
TRAINING ON PRODUCTION TOOLS: Includes all production tools within the cabinet shop, to include maintenance and safety procedures.	1100
FABRICATION AND INSTALLATION OF PLASTIC LAMINATES AND SOLID SURFACE MATERIALS: Counters, facings and shelvings.	800
FABRICATION OF DOORS, WINDOWS, MOLDINGS & JAMBS: Includes these items and all other architectural millwork items.	1000
STAIR LAYOUT AND CONSTRUCTION	300
FINISHED PRODUCT INSTALLATION	300
MISCELLANEOUS	340
Paid Related Instruction	400
TOTAL	6240

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

MINIMUM COMPENSATION TO BE PAID:

State Carpentry Advisory Committee • Madison WI
Carpenter (Cabinet Maker) • 1-660280010-01-T
Exhibit A - Program Provisions

The apprentice wage scale is deemed adequate when, during the term of the training, it averages 60% of the current journeyworker rate. (DWD 295.04)

Base skilled wage rate N/A per hour.

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

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

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

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

 Unpaid related instruction:	N/A
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Total credit hours to be applied to the term of the apprenticeship:	N/A
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SPECIAL PROVISIONS:

The apprentice shall at all times work with and under the supervision of a competent journeyworker who shall be responsible for training.

Apprentices shall attend additional school on their own time and take and satisfactorily complete such subjects as the Local Committee requires but shall not exceed a total of 250 hours.

All apprentices must complete an approved course in first aid/CPR training in their first two years of apprenticeship or be subject to cancellation of their apprenticeship.

All apprentices must complete a committee approved safety course.

The apprentice shall be taught the use, care and effective handling of all tools and apparatus commonly used in connection with the trade of carpentry. The apprentice shall be instruction, experience and training in all available branches of carpentry.

Instruction and experience in the work processes shall include the layout thereof.

The apprentice shall be given a thorough knowledge of all different kinds of materials commonly used in connection with the trade and use each kind in construction.

The apprentice in his/her final year must take the Transition to Trainer Course.

State Carpentry Advisory Committee • Madison WI
Carpenter (Floor Coverer) • 1-864481010-01-T
Exhibit A - Program Provisions

Approved: 10/24/2011

TERM OF APPRENTICESHIP: The term of apprenticeship shall be Time-based, which has been established to be 4 years of not less than 6,240 hours. Hours of labor shall be the same as established for other skilled employees in the trade.

PROBATIONARY PERIOD: The probationary period shall be the first 12 months of the apprenticeship, but in no case shall it exceed twelve calendar months. During the probationary period, this contract may be cancelled by the apprentice or the sponsor upon written notice to the Department, without adverse impact on the sponsor.

SCHOOL ATTENDANCE: The apprentice shall attend the Wisconsin Technical College System or other approved training provider, as assigned, for paid related instruction four hours per week or the equivalent and satisfactorily complete the prescribed course material for a minimum of 400 hours, unless otherwise approved by the Department. The employer must pay the apprentice for attended related instruction hours at the same rate per hour as for services performed.

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

<u>Work Process Description</u>	<u>Approximate Hours</u> (Min - Max)
SHEET GOODS: Preparation and installation of floors, flash coving, seam seal/welding, treads and wall covering, including PVC materials.	1500
WOOD/COMPOSITE FLOOR SYSTEMS: Preparation and installation.	500
CARPET: Preparation, padding and installation or carpeting including the cutting, matching, sewing, stair work, etc. of both stretch and glue down.	2000
TILE: Preparation and installation of asphalt, vinyl composition, carpet and wood parquet.	800
RUBBER: Preparation and installation of floors, treads, transition and base, including cutting.	540
MISCELLANEOUS: Tool and equipment maintenance, leveling equipment, pedestal floors, etc. or any other manipulative process not listed or implied elsewhere.	500
Paid Related Instruction	400
TOTAL	6240

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

MINIMUM COMPENSATION TO BE PAID:

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

State Carpentry Advisory Committee • Madison WI
Carpenter (Floor Coverer) • 1-864481010-01-T
Exhibit A - Program Provisions

The apprentice wage scale is deemed adequate when, during the term of training, it averages 60% of the current journeyworker rate. (DWD 295.04)

Base skilled wage rate N/A per hour.

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

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

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

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

 Unpaid related instruction:	N/A
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Total credit hours to be applied to the term of the apprenticeship:	N/A
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SPECIAL PROVISIONS:

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All apprentices must complete a committee approved safety course.

The apprentice shall be taught the use, care and effective handling of all tools and apparatus commonly used in connection with the trade of carpentry. The apprentice shall be instruction, experience and training in all available branches of carpentry.

Instruction and experience in the work processes shall include the layout thereof.

The apprentice shall be given a thorough knowledge of all different kinds of materials commonly used in connection with the trade and use each kind in construction.

The apprentice in his/her final year must take the Transition to Trainer Course.

State Carpentry Advisory Committee • Madison WI
Carpenter (Interior Systems) • 1-860381583-01-T
Exhibit A - Program Provisions

Approved: 10/24/2011

TERM OF APPRENTICESHIP: The term of apprenticeship shall be Time-based, which has been established to be 4 years of not less than 6,240 hours. Hours of labor shall be the same as established for other skilled employees in the trade.

PROBATIONARY PERIOD: The probationary period shall be the first 12 months of the apprenticeship, but in no case shall it exceed twelve calendar months. During the probationary period, this contract may be cancelled by the apprentice or the sponsor upon written notice to the Department, without adverse impact on the sponsor.

SCHOOL ATTENDANCE: The apprentice shall attend the Wisconsin Technical College System or other approved training provider, as assigned, for paid related instruction four hours per week or the equivalent and satisfactorily complete the prescribed course material for a minimum of 400 hours, unless otherwise approved by the Department. The employer must pay the apprentice for attended related instruction hours at the same rate per hour as for services performed.

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

<u>Work Process Description</u>	<u>Approximate Hours</u>		
	(Min	-	Max)
INSTALLATION OF METAL LATH AND ACCESSORIES: Application of metal lath on floor and ceiling. Application of metal lath on columns, pilasters, walls and partitions. Metal corner beads and guards, casing beads and pilaster stops, picture molds, chair rail, base screed, metal base, ceiling runners or tracks and similar metal lathing and plastering accessories attached before plastering.	600		
INSTALLATION OF MATERIALS: Gypsum lath and exterior lathing material. Metal lath or any material used as a base for plaster acoustical material. Cornerites, beads, stops and all other accessories. Installation of backing board and finish drywall materials.	1800		
INTERIOR SYSTEMS WORK: Movable partitions, metal stud work, acoustical ceilings, wood and metal furring, fixture work, interior trim work. Glue on tile and panel installation.	1000		
LAYOUT AND BLUEPRINT READING: Grades and elevations, center lines, laser and transit.	300		
GENERAL CARPENTRY/MISCELLANEOUS: Rough framing, form construction, pedestal floors, cabinets, fixtures, casework, hardware, insulation and sound control, plastic laminates, solid surface, carpet, resilient floors or any other craft processes related to the carpentry craft not listed elsewhere.	2000		
SCAFFOLD BUILDING, WELDING:	140		
Paid Related Instruction	400		
TOTAL	6240		

State Carpentry Advisory Committee • Madison WI
Carpenter (Interior Systems) • 1-860381583-01-T
Exhibit A - Program Provisions

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

MINIMUM COMPENSATION TO BE PAID:

The apprentice wage scale is deemed adequate when, during the term of training it averages 60% of the current journeyworker rate. (DWD 295.04)

Base skilled wage rate N/A per hour.

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

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

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

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

 Unpaid related instruction:	N/A
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Total credit hours to be applied to the term of the apprenticeship:	N/A
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SPECIAL PROVISIONS:

The apprentice shall be taught the use, care and effective handling of all tools and apparatus commonly used in connection with the trade of carpentry. The apprentice shall be given instruction, experience and training in all available branches of carpentry.

Instruction and experience in the work processes shall include the layout thereof.

The apprentice shall at all times work with and under the supervision of a competent journeyworker who shall be responsible for training.

The apprentice shall be given a thorough knowledge of all different kinds of material commonly used in connection with the trade and use of each kind in construction.

Apprentices shall attend additional school on their own time and take and satisfactorily complete such subjects as the Local Committee requires but shall not exceed a total of 250 hours.

All apprentices must complete an approved course in first aid/CPR training in their first two years of apprenticeship or be subject to cancellation of their apprenticeship.

All apprentices must complete a committee approved safety course.

The apprentice in his/her final year must take the Transition to Trainer Course.

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

State Carpentry Advisory Committee • Madison WI
Carpenter (Interior Systems) • 1-860381583-01-T
Exhibit A - Program Provisions

State Carpentry Advisory Committee • Madison WI
Carpenter (Lather) • 1-842361010-01-T
Exhibit A - Program Provisions

DRAFT

TERM OF APPRENTICESHIP: The term of apprenticeship shall be Time-based, which has been established to be 4 years of not less than 6,240 hours. Hours of labor shall be the same as established for other skilled employees in the trade.

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

SCHOOL ATTENDANCE: The apprentice shall attend the Wisconsin Technical College System or other approved training provider, as assigned, for paid related instruction four hours per week or the equivalent and satisfactorily complete the prescribed course material for a minimum of 400 hours, unless otherwise approved by the Department. The employer must pay the apprentice for attended related instruction hours at the same rate per hour as for services performed.

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

<u>Work Process Description</u>	<u>Approximate Hours</u>	
	(Min	- Max)
Installation of metal lath and accessories	1200	
Application of metal lath on floor and ceiling. Application of metal lath on columns, pilasters, walls and partitions. Metal corner beads and guards, casing beads and pilaster stops, picture molds, chair rail, base screed, metal base, ceiling runners or tracks and similar metal lathing and plastering accessories attached before plastering		
Installation of materials	1200	
Gypsum lath and exterior lathing material. Metal lath or any material used as a base for plaster acoustical material. Cornerites, beads, stops and all other accessories. Installation of backing board and finish drywall materials.		
Interior systems work	1000	
Movable partitions, metal stud work, acoustical ceilings, wood and metal furring, fixture work, interior trim work. Glue on tile and panel installation.		
Layout and blueprint reading	300	
Grades and elevations, center lines, laser and transit.		
General Carpentry	1700	
Rough framing, form construction, all other craft processes related to the carpentry craft not listed elsewhere.		
Miscellaneous	400	

State Carpentry Advisory Committee • Madison WI
Carpenter (Lather) • 1-842361010-01-T
Exhibit A - Program Provisions

Scaffold, building, welding

Paid Related Instruction	400
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TOTAL	6200
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The above schedule is to include all operations and such other work as is customary in the trade.

MINIMUM COMPENSATION TO BE PAID:

N/A

Base skilled wage rate N/A per hour.

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

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

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

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

Unpaid related instruction:	N/A
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Total credit hours to be applied to the term of the apprenticeship:	N/A
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SPECIAL PROVISIONS:

Apprentices shall attend additional school on their own time and take and satisfactorily complete such subjects as the Local Committee requires but shall not exceed a total of 120 hours.

All apprentices must complete an approved course in first aid/CPR training in their first two years of apprenticeship or be subject to cancellation of their apprenticeship.

All apprentices must complete a committee approved safety course.

State Carpentry Advisory Committee • Madison WI
Carpenter (Millwright) • 1-638281018-01-T
Exhibit A - Program Provisions

Approved: 10/24/2011

TERM OF APPRENTICESHIP: The term of apprenticeship shall be Time-based, which has been established to be 4 years of not less than 6,240 hours. Hours of labor shall be the same as established for other skilled employees in the trade.

PROBATIONARY PERIOD: The probationary period shall be the first 12 months of the apprenticeship, but in no case shall it exceed twelve calendar months. During the probationary period, this contract may be cancelled by the apprentice or the sponsor upon written notice to the Department, without adverse impact on the sponsor.

SCHOOL ATTENDANCE: The apprentice shall attend the Wisconsin Technical College System or other approved training provider, as assigned, for paid related instruction four hours per week or the equivalent and satisfactorily complete the prescribed course material for a minimum of 400 hours, unless otherwise approved by the Department. The employer must pay the apprentice for attended related instruction hours at the same rate per hour as for services performed.

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

<u>Work Process Description</u>	<u>Approximate Hours</u>		
	(Min	-	Max)
GENERAL ERECTION: Conveyor systems; monorail systems; scaffolding; print reading and schematics; and layout; guarding and shield.	1800		
MACHINERY INSTALLATION AND ALIGNMENT: Setting machines; coupling and shaft alignment; gear, chain and belt alignment; install bearings; fabrication of parts; hydraulics and pneumatics, pumps, valves, actuators and gear boxes; and robotics.	1900		
OTHER RELATED MILLWRIGHT & MAINTENANCE WORK: Precision tool optic and laser work; rigging, repairing various types of belts and chains; belt and rope splicing.	1040		
WELDING AND CUTTING	800		
MISCELLANEOUS	300		
Paid Related Instruction	400		
TOTAL	6240		

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

MINIMUM COMPENSATION TO BE PAID:

The apprentice wage scale is deemed adequate when, during the term of training, it averages 60% of the current journeyworker rate. (DWD 295.04)

Base skilled wage rate N/A per hour.

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

State Carpentry Advisory Committee • Madison WI
Carpenter (Millwright) • 1-638281018-01-T
Exhibit A - Program Provisions

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

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

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

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

Unpaid related instruction:	N/A
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Total credit hours to be applied to the term of the apprenticeship:	N/A
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SPECIAL PROVISIONS:

The apprentice shall at all times work with and under the supervision of a competent journeyworker who shall be responsible for training.

Apprentices shall attend additional school on their own time and take and satisfactorily complete such subjects as the Local Committee requires but shall not exceed a total of 250 hours.

All apprentices must complete an approved course in first aid/CPR training in their first two years of apprenticeship or be subject to cancellation of their apprenticeship.

All apprentices must complete a committee approved safety course.

The apprentice shall be taught the use, care and effective handling of all tools and apparatus commonly used in connection with the trade of carpentry. The apprentice shall be instruction, experience and training in all available branches of carpentry.

Instruction and experience in the work processes shall include the layout thereof.

The apprentice shall be given a thorough knowledge of all different kinds of materials commonly used in connection with the trade and use each kind in construction.

The apprentice in his/her final year must take the Transition to Trainer Course.

State Carpentry Advisory Committee • Madison WI
Carpenter (Pile Driver) • 1-860381581-01-T
Exhibit A - Program Provisions

Approved: 10/24/2011

TERM OF APPRENTICESHIP: The term of apprenticeship shall be Time-based, which has been established to be 4 years of not less than 6,240 hours. Hours of labor shall be the same as established for other skilled employees in the trade.

PROBATIONARY PERIOD: The probationary period shall be the first 12 months of the apprenticeship, but in no case shall it exceed twelve calendar months. During the probationary period, this contract may be cancelled by the apprentice or the sponsor upon written notice to the Department, without adverse impact on the sponsor.

SCHOOL ATTENDANCE: The apprentice shall attend the Wisconsin Technical College System or other approved training provider, as assigned, for paid related instruction four hours per week or the equivalent and satisfactorily complete the prescribed course material for a minimum of 400 hours, unless otherwise approved by the Department. The employer must pay the apprentice for attended related instruction hours at the same rate per hour as for services performed.

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

<u>Work Process Description</u>	<u>Approximate Hours</u> (Min - Max)
DRIVING & EXTRACTION OF PILING AND PILE DRIVING EQUIPMENT: *Includes sheeting and sheet piling, cofferdam and caisson work, cribbing, as well as all types of piling. *Care, maintenance and setup of hammers, leads, rigs, motors, pumps and other equipment necessary to do the work of a piledrive.	3000
CONCRETE FORM CONSTRUCTION: Pile caps, piers, footings, break walls, bridge construction, etc.	1100
ARC WELDING AND OXY-ACETYLENE TORCHWORK	800
HEAVY TIMBER CONSTRUCTION: Docks and wharfs, piers, bumpers.	500
MISCELLANEOUS: Demolition, safety, diving, signaling, scaffolding, or any other manipulative process not listed or implied elsewhere.	440
Paid Related Instruction	400
TOTAL	6240

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

MINIMUM COMPENSATION TO BE PAID:

The apprentice wage scale is deemed adequate when, during the term of training, it averages 60% of the current journeyworker rate. (DWD 295.04)

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

State Carpentry Advisory Committee • Madison WI
Carpenter (Pile Driver) • 1-860381581-01-T
Exhibit A - Program Provisions

Base skilled wage rate N/A per hour.

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

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

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

Work credit hours approved: N/A

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

Unpaid related instruction: N/A

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

SPECIAL PROVISIONS:

The apprentice shall at all times work with and under the supervision of a competent journeyworker who shall be responsible for training.

Apprentices shall attend additional school on their own time and take and satisfactorily complete such subjects as the Local Committee requires but shall not exceed a total of 250 hours.

All apprentices must complete an approved course in first aid/CPR training in their first two years of apprenticeship or be subject to cancellation of their apprenticeship.

The apprentice shall be taught the use, care and effective handling of all tools and apparatus commonly used in connection with the trade of carpentry. The apprentice shall be given instruction, experience and training in all available branches of carpentry.

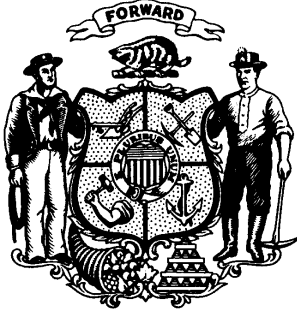
Instruction and experience in the work processes shall include the layout thereof.

The apprentice shall be given a thorough knowledge of all different kinds of materials commonly used in connection with the trade and use each kind in construction.

The apprentice in his/her final year must take the Transition to Trainer Course.

All apprentices must complete a committee approved safety course.

State of Wisconsin



2017 Assembly Bill 508

Date of enactment: **March 28, 2018**

Date of publication*: **March 29, 2018**

2017 WISCONSIN ACT 148

AN ACT *to repeal* 106.02 and 106.025 (4); *to amend* 106.01 (1), 106.01 (9), 106.01 (11) (intro.), 106.025 (1) and 106.025 (2); and *to create* 106.015 of the statutes; **relating to:** apprentice-to-journeyworker ratios in apprenticeships and the minimum duration of carpentry and plumbing apprenticeships.

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

SECTION 1. 106.01 (1) of the statutes is amended to read:

106.01 (1) FORMATION OF APPRENTICE CONTRACT. Any person 16 years of age or over may enter into an apprentice contract binding himself or herself to serve as an apprentice as provided in this section. ~~Except as provided in ss. 106.02 and 106.025, the~~ The term of service of an apprenticeship shall be for not less than one year. Every apprentice contract shall be in writing and shall be signed by the apprentice, the department, and the sponsor or an apprenticeship committee acting as the agent of the sponsor. If the apprentice has not reached 18 years of age, the apprentice contract shall also be signed by one of the apprentice's parents or, if both parents are deceased or legally incapable of giving consent, by the guardian of the apprentice or, if there is no guardian, by a deputy of the department. The department shall specify the provisions that are required to be included in an apprentice contract by rule promulgated under sub. (11).

SECTION 2. 106.01 (9) of the statutes is amended to read:

106.01 (9) AUTHORITY OF DEPARTMENT. The department, subject to s. 106.015, may investigate, fix reasonable classifications, issue rules and general or special

orders, and hold hearings, make findings, and render orders upon its findings as necessary to carry out the intent and purposes of this section. The investigations, classifications, hearings, findings, and orders shall be made as provided in s. 103.005. Except as provided in sub. (8), the penalties specified in s. 103.005 (12) apply to violations of this section. Orders issued under this subsection are subject to review under ch. 227.

SECTION 3. 106.01 (11) (intro.) of the statutes is amended to read:

106.01 (11) RULES. (intro.) The department, subject to s. 106.015, shall promulgate rules to implement this section, including rules providing for all of the following:

SECTION 4. 106.015 of the statutes is created to read:

106.015 Apprentice-to-journeyworker ratios.

(1) Except as provided in sub. (2), the department may not prescribe, enforce, or authorize, whether through the promulgation of a rule, the issuance of a general or special order, the approval of an apprenticeship program or apprentice contract, or otherwise, a ratio of apprentices to journeyworkers for apprenticeship programs or apprentice contracts that requires more than one journeyworker for each apprentice.

(2) The prohibition under sub. (1) does not apply with respect to apprentices whose employment is governed by a collective bargaining agreement.

* Section 991.11, WISCONSIN STATUTES: Effective date of acts. "Every act and every portion of an act enacted by the legislature over the governor's partial veto which does not expressly prescribe the time when it takes effect shall take effect on the day after its date of publication."

2017 Wisconsin Act 148

– 2 –

2017 Assembly Bill 508

SECTION 5. 106.02 of the statutes is repealed.

SECTION 6. 106.025 (1) of the statutes is amended to read:

106.025 (1) The department may prescribe the conditions under which a person may serve a plumbing apprenticeship, as to preliminary and technical college attendance requirements, level of supervision of an apprentice, the character of plumbing work in accordance with ch. 145, and the credit for school attendance in serving the apprenticeship.

SECTION 7. 106.025 (2) of the statutes is amended to read:

106.025 (2) Every person commencing a plumbing apprenticeship shall enter into an apprentice contract under s. 106.01. ~~The term of a plumbing apprentice is 5 years, but the department may upon application of the apprentice, the apprentice's employer, or both, extend the term for up to one additional year.~~

SECTION 8. 106.025 (4) of the statutes is repealed.



WAGE\$ Grant Metrics Update

(as of Dec. 31, 2017)

Presented to various state committees
Spring 2018 meetings

Background

Wisconsin Apprenticeship Growth and Expansion Strategies (WAGE\$) is part of the American Apprenticeship Initiative - a competitively awarded federally funded 5-year grant being implemented between October 1, 2015 through September 30, 2020. WAGE\$ will accelerate the introduction of Registered Apprenticeship into Advanced Manufacturing, IT, and Healthcare statewide. The overarching goal is to sign on at least 1,000 apprentices into the WAGE\$ occupations by the end of the grant. Grant partners include the Wisconsin Technical College System and the eleven workforce development boards (WDBs.) Each WDB supervises at least one apprenticeship liaison who coordinates local activities and works with ATRs to conduct business outreach.

WAGE\$ trades/occupations

1. **Advanced Manufacturing** (all Adv Mfg trades are completed = no additional occupations being developed for WAGE\$)
 - Industrial Manufacturing Technician (existing before WAGE\$)
 - Maintenance Technician (existing before WAGE\$)
 - Welder – Fabricator (existing before WAGE\$)
 - Welder – Automated Welding (existing before WAGE\$)
 - Mechatronics Technician (newly created under WAGE\$)
2. **Information Technology (IT)**
 - Software Developer (newly created under WAGE\$, completed, NCWWDB/Midstate begins fall 2018)
 - IT Service Desk Technician (launch planned August 2018 contingent upon approval by WTCS Board; Waukesha Technical College is lead college. Program will become available statewide through interested technical colleges)
 - Data Analyst (launch planned August 2018 contingent upon approval by WTCS Board; Waukesha Technical College is lead college. Program will become available statewide through interested technical colleges)
 - Data Analyst (development in progress; expected completion late 2018; lead undetermined)
 - IT #4 = TBD
 - IT #5 = TBD
3. **Health Care**
 - Community Health Worker (was developed by Dept of Health Services; considered newly created; no participation to date)
 - Pharmacy Technician (development in progress; expected completion late 2018; lead undetermined)
 - Medical Assistant (development in progress; expected completion fall 2018; UW-Health is leading development and will conduct the training which will be open to SSM and Unity apprentices; the program will become available statewide through interested technical colleges)



The following table shows the status of the main grant deliverables. Statistics are usually calculated quarterly and after allowing time for parties to input their information. The statistics below were reported for the period ending December 2017. It is expected that rate of increase in programs and sponsors will increase as more programs are developed and offered. As of December 31, 2017, only the five Advanced Manufacturing programs were active with Mechatronics having just started getting apprentices signed.

As of Dec. 31, 2017:

**Proposed through 9/30/18 and
Actual as of 12/31/17**

Capacity Building & Employer Metrics	To Date (end of reporting Q)		Total proposed to end of grant
	Proposed to end of Year 3*	Actual to 12/31/17**	
Total # of Employers to Benefit from the Grant Program	130	71	383
Total # of Promotional/ Outreach Activities to Employers	1,975	1,681	3,000
Total # of Newly Registered American Apprenticeship Programs (new trades developed with grant funds)	49	3**	100
Total # of Existing Registered Apprenticeship Programs to be Expanded (existing trades when the grant began but the trade having new apprentices in the grant performance period)	59	83	90
Employment & Training Metrics			
Total # of Participants to Receive Services Under this Grant (e.g includes participants served in pre-apprenticeship, apprenticeship, and by other grant activities)	2500	33,834	10,000
Total # of New Apprentices Registered	145	184***	1,000

* Year 3 ends 9/30/18

** As of 4/5/18, there are 13 sponsors for Mechatronics Technician and 33 Mechatronics Technician apprentices with signed contracts. Although Software Developer was completed, no apprentices had signed contracts yet due to the program not being fully implemented yet.

*** As of 4/5/18, there have been 259 contracts signed under the WAGE\$ grant. This number is not corrected for transferred contracts (WAGE\$ trade to WAGE\$ trade or sponsor) of which there are approximately 5.

All ACAP Reimbursement Requests Processed (Time Period) - Summary

Apprenticeship Completion Award Program (ACAP)

Bureau of Apprenticeship Standards

Division of Employment and Training

4/6/18 08:07 AM

Filters Applied: Determination Date between 9/4/17 and 4/6/18, Fiscal Year(s)= FY18

Type	Fiscal Year	# of RRs	\$Approved	\$Denied
Year One	18		\$64,842.15	\$352,010.20
Year One Totals		329	\$64,842.15	\$352,010.20
Completion	18		\$94,041.26	\$487,402.45
Completion Totals		159	\$94,041.26	\$487,402.45
Report Totals		488	\$158,883.41	\$839,412.65



WTCS System-Wide Activity Update for Spring 2018

- WTCS Apprenticeship Completion Report:** The WTCS published the new Apprenticeship Completion Report in February 2018 with data from completers from 2015-16.
<http://www.wtcsystem.edu/wtcsexternal/cmspages/getdocumentfile.aspx?nodeguid=b3153b83-19ff-41d4-8527-39fe0e9c845c>
 - Of 908 apprentice completers surveyed, 331 responded for a 36% response rate.
 - 98% indicated they were employed in the trade for which they received training, up 3% from the prior report.
 - Annual median earnings of \$71,624 was reported across all sectors, a 6% increase from the prior year's report.
 - 97% indicated that they were very satisfied or satisfied with their paid-related instruction. For On-The-Job Training, 95% reported they were very satisfied or satisfied.
 - 43% are considering continuing their formal education, up significantly from 34% from the prior year's survey (i.e., Technical Studies Journey Worker AAS, associate degree, bachelor's degree)
- WTCS Apprenticeship Enrollment Trend:** WTCS enrollments across all apprenticeship programs increased from 6128 to 6527 unduplicated, and 6633 to 7123 duplicated, students by the end of June 2017. That is a 6.5% and 7.4% increase, respectively, in one year. A current mid-year snapshot for 2017-18 is showing 6199 and 6634 enrollees. Confirmed actual enrollment for the 2017-18 academic year will not be available until August 2018.
- Great Lakes Tools of the Trade/WTCS Apprenticeship Scholarships:** In a surprise announcement in December 2017, the Great Lakes Higher Education Foundation Board decided to increase the apprenticeship scholarship amount to \$1500 per individual, and they are once again awarded 200 scholarships for industrial and construction sector apprentices in February 2018.
- System-Wide Curriculum:** Collaborative work between all stakeholders continues for the following new or substantively revised system-wide apprenticeship curriculum during the 2017-18 Academic year.

NEW	Organic Vegetable Farm Manager	Auto Body Collision and Repair	IT-Data Analyst	IT-Service Desk	Pharmacy Technician	Financial Services Rep.
Revisions & Crosswalks	Electrical & Instrumentation	Plumbing Below the Line Courses	Crosswalk of Mechatronics to Electromechanical and Automated Systems	Crosswalk between Machinist Technical Diploma and Apprenticeship	ABC Electrical	

State Committee Report - Construction

State Carpentry Advisory Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 5/4/2018 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	1098	122	11.1	24	2.2	1016	92.5	82	7.5	216	178	82.4	41	19.0
ABC of Wisconsin (All)	59	3	5.1	1	1.7			59	100.0	28			28	100.0
Carpenter (Construction) (186038102201)	59	3	5.1	1	1.7			59	100.0	28			28	100.0
Central Wisconsin Area Carpentry JAC	11	0		0	0.0			11	100.0	3			3	100.0
Carpenter (Construction) (186038102201)	11	0		0	0.0			11	100.0	3			3	100.0
Eau Claire Area Carpentry JAC	58	2	3.4	0	0.0	58	100.0			21	21	100.0		
Carpenter (Construction) (186038102201)	58	2	3.4	0	0.0	58	100.0			21	21	100.0		
Greater Wisconsin Millwright JAC	10	0		0	0.0	10	100.0			3	3	100.0		
Carpenter (Millwright) (163828101801)	10	0		0	0.0	10	100.0			3	3	100.0		
La Crosse Area Carpentry JAC	47	4	8.5	2	4.3	47	100.0			22	22	100.0		
Carpenter (Construction) (186038102201)	43	3	7.0	1	2.3	43	100.0			22	22	100.0		
Carpenter (Pile Driver) (186038158101)	4	1	25.0	1	25.0	4	100.0			1	1	100.0		
Lakeshore Area Carpentry Advisory Comm	9	0		0	0.0			9	100.0	7			7	100.0
Carpenter (Construction) (186038102201)	7	0		0	0.0			7	100.0	6			6	100.0
Carpenter (Millwright) (163828101801)	2	0		0	0.0			2	100.0	1			1	100.0
Madison Area Carpentry JAC	183	23	12.6	1	0.5	183	100.0			46	46	100.0		
Carpenter (Construction) (186038102201)	171	21	12.3	1	0.6	171	100.0			43	43	100.0		
Carpenter (Floor Coverer) (186448101001)	12	2	16.7	0	0.0	12	100.0			4	4	100.0		
Northeast Wisconsin Carpentry JAC	367	11	3.0	4	1.1	367	100.0			66	66	100.0		
Carpenter (Construction) (186038102201)	221	8	3.6	2	0.9	221	100.0			44	44	100.0		
Carpenter (Floor Coverer) (186448101001)	26	2	7.7	0	0.0	26	100.0			8	8	100.0		
Carpenter (Millwright) (163828101801)	120	1	0.8	2	1.7	120	100.0			24	24	100.0		
SE WI Area Carpentry JAC	302	78	25.8	16	5.3	299	99.0	3	1.0	79	79	100.0	3	3.8
Carpenter (Cabinet Maker) (166028001001)	3	0		0	0.0	3	100.0			1	1	100.0		
Carpenter (Construction) (186038102201)	239	64	26.8	14	5.9	236	98.7	3	1.3	61	59	96.7	3	4.9
Carpenter (Floor Coverer) (186448101001)	19	8	42.1	0	0.0	19	100.0			6	6	100.0		
Carpenter (Interior Systems) (186038158301)	5	1	20.0	0	0.0	5	100.0			5	5	100.0		
Carpenter (Millwright) (163828101801)	35	5	14.3	2	5.7	35	100.0			13	13	100.0		
Carpenter (Pile Driver) (186038158101)	1	0		0	0.0	1	100.0			1	1	100.0		
Wausau Area Carpenters JAC	52	1	1.9	0	0.0	52	100.0			24	24	100.0		
Carpenter (Construction) (186038102201)	34	0		0	0.0	34	100.0			17	17	100.0		
Carpenter (Floor Coverer) (186448101001)	2	0		0	0.0	2	100.0			2	2	100.0		

State Committee Report - Construction

State Carpentry Advisory Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 5/4/2018 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	1098	122	11.1	24	2.2	1016	92.5	82	7.5	216	178	82.4	41	19.0
Carpenter (Millwright) (163828101801)	16	1	6.3	0	0.0	16	100.0			7	7	100.0		

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



*Current year is YTD data as of Run Date: 05/04/2018		
Run Date: 05/04/2018		
State Carpentry Advisory Committee		
Sponsored Trade Group(s): Construction		
Year	Active Apprentices	Active Employers
2008	933	288
2009	751	242
2010	587	216
2011	497	192
2012	555	165
2013	478	155
2014	648	182
2015	832	213
2016	994	219
2017	1,185	228
2018	1,129	220

