

Approved Minutes of the  
**Plumbing**  
**State Apprenticeship Advisory Committee**

May 25, 2018  
Madison Area Technical College  
Madison, WI

<b>Members Present</b>	<b>Employer/Organization</b>
Breitlow, Christina	UA Plumbers Local 75
Breitlow, Steve (Co-Chair)	UA Plumbers Local 75
Brenner, Joseph	J.F. Ahern Company
Busch, Michael	UA Plumbers Local 75
Callies, Dan	Oak Creek Plumbing
De Young, Carol	Countryside Plumbing & Heating, Inc.
Gain, Greg	United Mechanical
Huiting, Mark	Bassett Mechanical, Inc.
Ignatowski, Chris	Plumbers & Fitters Local 434
Schedler, Keith	Don's Plumbing Service, Inc.
<b>Members Absent</b>	<b>Employer/Organization</b>
Balke, Brian	EGI Mechanical
Cartagena, Alaina	UA Plumbers Local 75
Clark, Roger	Plumbers Local 118
Flory, Tyler	Plumbers & Fitters Local 434
Jones, David (Co-Chair)	Dave Jones Inc.
Pertzborn, Jesse	H.J. Pertzborn Plumbing & Fire Protection
Rozga, Bill	Rozga Plumbing & Heating Corporation
<b>Consultants &amp; Guests</b>	<b>Employer/Organization</b>
Abbott, Nick	Bureau of Apprenticeship Standards
Emrick, Leigh	Associated Builders and Contractors
Johnson, Al	Local 118
Johnson, Joshua	Bureau of Apprenticeship Standards
Korn, Gary	UA Local 434

<b>Consultants &amp; Guests</b>	<b>Employer/Organization</b>
Mayek, Mandy	Mid-State Technical College
Montgomery, Mark	Waukesha County Technical College
Nielson, Julie	Plumbers Local 118
O'Neill, Patrick	Waukesha County Technical College
Peterson, Dean	Madison Area Technical College
Radcliffe, Kevyn	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards
Wenger, Scott	UA Local 400
White, Lucas	Madison College
White, Matthew	Bureau of Apprenticeship Standards
Zastrow, Wes	Plumbers Local 75

1. The meeting was called to order at 10:00 a.m. by Co-Chair Steve Brietlow, in conformity with the Wisconsin Open Meeting Law.
2. The sign-in sheet was distributed. Mr. Lucas White, Interim Associate Dean, welcomed attendees to Madison Area Technical College Commercial Avenue Campus.
3. The committee reviewed the current roster. Joe Brenner announced his retirement. The labor side of the committee will nominate a replacement. The vacancy on the employer side of the committee will be filled by Associated Builders & Contractors, which is in the process of nominating a member.

#### **4. Old Business**

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

i. The committee approved the minutes as written.

##### **ii. How is accepting ACT scores progressing?**

Mr. Owen Smith reviewed that the state committee had requested to review the number of applicants that submit ACT scores and the past rate to determine whether or not to revise the statewide required minimum scores. A representative of Local 118 reported that accepting ACT scores is going very well. A representative of Associated Builders & Contractors reported that nearly 30% of applicants submitted ACT scores and all met the requirements. Mr. Josh Johnson commented that the percentage of applicants that submit ACT scores will likely increase in the future as more applicants become aware of it.

The state committee informally agreed to continue using the required minimum scores and reporting on their progress at state committee meetings.

**b. Implementing CFR 29.30 (AA/EEO).**

Josh reported that the Bureau has yet to receive guidance from the U.S. Department of Labor. Therefore, the Bureau's message to the state committee and sponsors continues to be, "stay tuned." To prepare for the revisions, the Bureau recently trained all apprenticeship training representatives (ATRs) in affirmative action / equal employment opportunity matters, such as CFR 29.29 and how to conduct compliance reviews. The ATRs had various levels of experience with the subject and registered apprenticeship, so the training provided a strong baseline across the staff. The Bureau expects to receive the guidance before the committee's fall meeting.

The committee did not have comments or questions.

**c. WI 2017 WI Act 148 and revisions to state standards**

Josh reported that the law passed in late March. It struck the required five-years minimum length of the plumbing registered apprenticeship, made the apprenticeship-to-journeyworker ratio 1:1 for all registered apprenticeship, and eliminated the Bureau's ability to modify both.

The questions from members and consultants and the replies from the Bureau are as follows:

- *Does that mean an apprentice can complete in less than five years?*  
Josh replied that the state standards still apply. Striking the provision gives the Department of Workforce Development the flexibility to approve programs that are less or more than five years, if requested by a sponsor and approved by the state committee.
- *Does the state committee need to take any action?*  
BAS Director Karen Morgan replied, no. The state standards still have the power that they did in the past. For example, the state electrical committees had set its require minimum length at five years but some sponsors completed registered apprentices after four years. So, the state committee modified the standards to require at least four years. The idea is the same with striking the provision in the state plumbing law; it provides flexibility, if the state committee chooses. The law does not mandate any length of term for the plumbing registered apprenticeship, and the state standards, as written, would not allow a local committee to set its own term unless the state committee permitted it.
- *Does the law leave a legal loop-hole for someone? For example, do local committees now have to accept out-of-state graduates that served a one-year program?*  
Absolutely not, Karen replied. All the rules still apply to out-of-state standards: the Bureau would have to certify that the out-of-state program was comparable to the Wisconsin registered apprenticeship program; and the individual would have had to serve a registered apprenticeship, by Department of Safety and Professional Services law. Karen reiterated that the law is silent on the required minimum length of the WI registered apprenticeship, which means the Bureau has the right to set the standard. A party could legally challenge the standard, but it would likely be unsuccessful. Again, the intent of the law change is not to strike down the five-year program but to allow more flexibility in determining the proper minimum length without legislation.
- *Does the Bureau determine whether an individual is eligible to take the licensing exam?*  
Yes, Karen replied. If an individual claims to have served a registered apprenticeship, the Bureau reviews the official records to ensure the apprenticeship is comparable to the WI apprenticeship. If the out-of-state program is comparable, the individual can take the WI licensing exam. If the program is not comparable, BAS would deny the individual's request to take the exam.

- *Does being a journey worker from another state automatically qualify an individual to take the WI licensing exam?*  
A consultant interjected to disagree with Karen's interpretation; the statutes do not allow for that; it is a decision of DSPS. Josh explained that the Bureau has worked with DSPS on the interpretation of the statutes and administrative rules; yes, DSPS ultimately determines whether an individual is eligible to sit for the licensing exam, with a lot of assistance from BAS. An individual cannot walk into Wisconsin and claim to be a journey worker plumber.
- *So, if an individual has a license from another state, DSPS can allow them to take the exam? Does DSPS refer all licensing inquiries to BAS?*  
Yes, Josh replied. DSPS, as the licensing agency, is the frontline. However, DSPS will refer the individual to the Bureau and accept the Bureau's answer. There is not a law that says the Bureau denies or allows individuals to take the licensing exam; instead, DSPS agreed to defer to the Bureau to verify whether the out-of-state license is comparable, and then accepts the Bureau's determination.
- *DSPS has made some changes to the license application that we disagree with.*  
Josh replied that DSPS is a good agency and has been great partners with the Bureau for many licensed trades for many years.

The committee concluded by expressing concern that its members do not want to see their hard work "go backwards" and "see unqualified individuals perform plumbing" in the state. Josh thanked the committee and consultants for their input.

#### **d. Federal grants to expand registered apprenticeship**

Josh reported that the Bureau has almost begun the third year of the five-year WAGE\$ grant. Through the grant, the Bureau has been expanding registered apprenticeship into advanced manufacturing, health care, and information technology occupations. Its additional focus is expanding the recruitment and retainment of women and minority apprentices.

That is also a focus of the state expansion grant, for which the Bureau recently received an \$1.8 million extension. The expansion grant will focus on recruitment and retainment on large construction projects in Madison and Milwaukee. In addition, the expansion grant will fund a new outreach campaign with new materials, such as an outreach toolkit for partners. The emphasis, again, will be recruiting and retaining women and minorities in construction registered apprenticeships.

The Bureau's used its third grant, the state accelerator grant, to increase its capacity for administering programs, primarily by upgrading its information management system with BASERS.

The committee and consultants did not have questions or comments.

#### **e. Presidential executive order to expand "apprenticeship"**

Josh reported that the federal task force charged with recommending the overall implementation of the order submitted its final report to the executive office. The report is included in the state committee's meeting material. In accordance with its bylaws, the task force will disband within 30 days. It is unknown when the President's office will review the recommendations and make its final decisions.

Josh noted that many stakeholders thought initially that the executive order would strip registered apprenticeship of many key policies and components. That thinking then shifted; the order would keep registered apprenticeship and create parallel industry-recognized apprenticeships. In the end, the final report does both: it supports both programs operating parallel to another; and it includes concerns over some operational inefficiencies within registered apprenticeship.

Last, Josh reported that the industry-recognized apprenticeships will be piloted in industries new to apprenticeship, not in sectors that use registered apprenticeship, and will not meet federal Davis Bacon requirements. The Bureau is awaiting guidance from the Department of Labor, and the topic will likely be discussed further at the upcoming meeting of the National Association of State and Territorial Apprenticeship Directors in late July in Milwaukee.

A committee member expressed concern that industry-recognized apprenticeships may belittle or dilute the integrity of the registered apprenticeship credential.

Another committee members expressed concern that industry-recognized apprenticeships "take what we do, call it something else, and say it's better."

#### **f. Bureau of Apprenticeship Standards Electronic Registration System**

Josh reported that the Bureau has implemented the Bureau of Apprenticeship Standards Electronic Registration System (BASERS), which allows sponsors to conduct application and contract actions entirely online. Many sponsors have already adopted it. It is not mandatory; it is optional. The Bureau believes sponsors will see its value and efficiency.

The committee and consultants did not have questions or comments.

#### **g. Apprenticeship LEADERS**

Josh reviewed that the LEADERS initiative launched during the 2017 National Apprenticeship Week. It recently made its first recommendation to the Bureau: an interactive web-based map of apprenticeship stakeholders. The map would have multiple layers that correspond to categories of stakeholders, e.g. LEADERS members, technical colleges, workforce development boards, etc. The user would select a layer; stakeholders and their locations would appear across the map; and the user would click on a stakeholder's icon for contact information.

Josh noted that the LEADERS program is still accepting participants.

The committee and consultants did not have questions or comments.

#### **h. Apprenticeship Completion Award Program**

Owen reported that the program was renewed last fall for an additional two years, as part of the Governor's biennial budget. Apprentices that became eligible between the conclusion of the first iteration and the renewal will be grandfathered in. The program will conclude on June 30, 2020.

The state committee asked why the total dollars of denied requests far exceeded the total dollars of accepted requests. Owen explained that the many apprentices either fail to submit proper receipts or submit total expenses that exceed the maximum allowable reimbursement.

**i. Other**

The committee and consultants did not have additional items.

**5. New Business**

**a. National Association of State & Territorial Apprenticeship Directors (NASTAD) Conference**

Josh reported that the National Association of State & Territorial Apprenticeship Directors will hold its annual summer conference in Milwaukee from July 29 – August 3. The attendees will be joined by regional directors of the U.S. Department of Labor for a portion of the conference. NASTAD, not BAS, is seeking sponsorship opportunities for the event. On behalf of NASTAD, the Bureau will mail letters to stakeholders that have donated to prior events.

The state committee and consultants did not have questions or comments.

**b. Registered apprenticeship on JobCenterOfWisconsin.com**

Josh reported that registered apprenticeship sponsors can now post apprenticeship opportunities on JobCenterOfWisconsin.com for free, and the posting will be denoted with the Wisconsin Apprenticeship "A" logo. These features are the product of efforts between JCW and Bureau staff to promote registered apprenticeship opportunities to employers and career seekers alike. The two staffs are also improving the search function to yield only official apprenticeship opportunities and exclude informal or unofficial opportunities that use the word "apprenticeship."

The state committee asked whether registered apprenticeship sponsors are using the service. Many have begun to use it, especially in the manufacturing sector, Josh answered.

**c. Registered apprenticeship in correctional facilities**

Josh informed attendees that the Bureau is researching strategic partnerships and outreach activities to create greater opportunities in and with correctional facilities. The effort resulted from a recent visit to correctional facilities in Ohio, which have a vast number of registered apprenticeship programs and participants: Ohio has 2,500 registered apprentices within correctional facilities; Wisconsin has 52. The trip influenced the Bureau to view Wisconsin's correctional facilities as an untapped talent pool, especially given that labor trends indicate employers should begin considering unconventional talent pools.

Josh explained that the Bureau will initially research work-release programs at minimum security facilities and then explore blended models that combine training in the facility with training upon release.

The state committee asked who would sponsor and supervise apprentices in a correctional facility. Josh explained that the correctional facility would form a local committee that would vet, approve, and supervise the apprentice. The related instruction could be offered by the facility or through a technical college.

A consultant expressed support for the initiative and shared that some employer, unfortunately, are reluctant to hire offenders. Josh replied that the Bureau would like to create a full-blown registered apprenticeship with the facility, like Ohio does. The participants would graduate with a full credential and enter the labor market as a licensed professional.

A committee member asked whether individuals who completed partial training in a correctional facility would receive credit for their work upon release. Yes, Josh replied. The process would be the same.

**d. Learning exchanges with Japan and Mississippi**

Owen reported that the Bureau hosted separate learning exchanges with delegations from a prefecture (state) government in Japan and the registered apprenticeship program in Mississippi. Both delegations were exploring solutions to the skills gap and were impressed with employer involvement in and the flexibility of Wisconsin's program.

The state committee and consultants did not have additional items.

**e. BAS website revisions**

Josh reported that the Bureau is developing a revised version of its homepage. The revisions were prompted by input from Job Center of Wisconsin staff that the page was difficult for career seekers to navigate. The Bureau agreed because the page was designed to serve the Bureau's primary customers: sponsors. In addition, many users commented that many pages were too wordy and "draconian."

The revised homepage will feature boxes based on user group; two buttons per box that link to the top functions performed by each user group; and a drop-down menu for quickly accessing webpages to specific registered apprenticeships.

The state committee and consultants did not have questions or comments.

**f. BAS personnel changes**

Josh reported the following changes: Hafeezah Ahmad, apprenticeship training representative (ATR) for Milwaukee, retired; Vincent Rice, policy analyst in Madison, accepted an external position; and the Bureau will receive three new ATR positions from the state legislature. The new ATRs for Milwaukee are Nick Abbott and Steve Vander Heyden. The new policy analyst in Madison is Matthew White. The new ATR positions will focus specifically on the manufacturing sector and will be in Appleton, Milwaukee, and Wausau.

The state committee and consultants did not have questions or comments.

**g. Other**

i. WI Biennial Apprenticeship Conference

Josh reviewed that the Bureau had informed the state committee that the Bureau would host a diversity conference in the fall of 2018. The Bureau has shifted that focus to a biennial conference on multiple topics, including recruitment and retainment, in January or February 2019.

The state committee and consultants did not have questions or comments.

ii. Skilled Wage Rate

A committee member stated that his company recently received a notice from the Bureau that the skilled wage rate had been updated, which was confusing because the Bureau stated at the 2017 fall state committee meeting that the skilled wage rates may not be updated in 2018. The member asked the Bureau to explain.

Josh explained that the Department of Workforce Development no longer uses the skilled wage rate survey. The Bureau has struggled with that, and did not have updated maps for several months because the survey was administered. Instead, the Department economists calculated updates using labor market information on wage adjustments. So, the Department did not issue skilled wage rate surveys to employers, but calculated the revised updates using other data. The Bureau needs to release the data annually, so the Department is researching future means of gathering the data.

The member asked whether using other data sources is similar to using an outside source to determine the skilled wage rate rather than asking industry. Josh acknowledged the concern and confusion and assured the committee that the data is accurate. It comes from economic data on wage adjustments that comes directly from industry. The methodology is not as personal and direct as a survey, but the data is nonetheless driven by industry. He reiterated that this methodology was a stop-gap measure; DWD has a statutory requirement to update the skilled wage rates. The department is researching other means of researching skilled wage rates in the future.

### iii. PHCC National Convention

A member reported that the Plumbing, Heating and Cooling Contractors Association will host its national convention in Albuquerque, New Mexico, October 10-12. The event will include a national apprenticeship competition, which Wisconsin has won in the past. The member asked employers in attendance to consider nominating an apprentice to participate.

## **6. WTCS Update**

Nancy Nakkoul reviewed items on the written update included in the meeting material. She emphasized that more than 1,000 plumbing apprentices are registered for related instruction across the state. Several technical colleges are hiring additional instructors.

7. Program participants included 1000 apprentices and 447 employers with an active or unassigned contract on May 17, 2018. Owen noted that that the 2018 annual totals of apprentices and employers may be the highest in the past 10 years.

*Action: the state committee requested the Bureau provide a historical report of annual apprentice and employer totals for the past 20 years at the fall meeting.*

8. The committee tentatively scheduled its next meeting for Friday, September 21, at 10:00 a.m. at the UA Local 434 Training Center in Mosinee.
9. The meeting adjourned at 11:45 a.m.

## **10. Follow-Up Items**

*The Bureau will provide a 20-year report of apprentice and employer annual totals at the fall meeting.*

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*Submitted by Owen Smith,  
Bureau of Apprenticeship Standards*





May 17, 2018

TO: State Plumbing Apprenticeship Advisory Committee Members & Consultants

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

**SUBJECT: State Plumbing Apprenticeship Advisory Committee Meeting**

**DATE: Friday, May 25, 2018**

TIME: 10:00 AM

Place: Madison Area Technical College  
2125 Commercial Avenue, RM 240  
Madison, WI

#### **TENTATIVE AGENDA**

1. Call the meeting to order.
2. Introduce the attendees.
3. Review the roster.

#### **4. Old Business**

- a. Review follow-up items from the previous meeting:
  - i. **For action:** approve the minutes.
  - ii. How is accepting ACT scores proceeding?
- b. Update on implementing revisions to CFR 29.30 (AA/EEO requirements)
- c. Update on WI 2017 WI Act 148 and necessary revisions to state standards
- 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. Update on Apprenticeship Completion Award Program
- i. 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
- d. Other

6. WTCS Update

7. Review the program participants.

8. Schedule the next meeting.

9. Adjourn.

# 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.

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**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
<b>Year One Totals</b>		<b>329</b>	<b>\$64,842.15</b>	<b>\$352,010.20</b>
Completion	18		\$94,041.26	\$487,402.45
<b>Completion Totals</b>		<b>159</b>	<b>\$94,041.26</b>	<b>\$487,402.45</b>
<b>Report Totals</b>		<b>488</b>	<b>\$158,883.41</b>	<b>\$839,412.65</b>





## WTCS System-Wide Activity Update for Spring 2018

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- **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.

<b>NEW</b>	Organic Vegetable Farm Manager	Auto Body Collision and Repair	IT-Data Analyst	IT-Service Desk	Pharmacy Technician	Financial Services Rep.
<b>Revisions &amp; Crosswalks</b>	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 Plumbing Appren Advisory Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 5/17/2018 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
<b>All Sponsors Total</b>	<b>1000</b>	<b>62</b>	<b>6.2</b>	<b>7</b>	<b>0.7</b>	<b>360</b>	<b>36.0</b>	<b>640</b>	<b>64.0</b>	<b>444</b>	<b>94</b>	<b>21.2</b>	<b>366</b>	<b>82.4</b>
<b>ABC of Wisconsin (All)</b>	<b>297</b>	<b>14</b>	<b>4.7</b>	<b>1</b>	<b>0.3</b>			<b>297</b>	<b>100.0</b>	<b>130</b>			<b>130</b>	<b>100.0</b>
Plumber (186238103001)	297	14	4.7	1	0.3			297	100.0	130			130	100.0
<b>Appleton Area Plumbing JAC</b>	<b>63</b>	<b>0</b>		<b>0</b>	<b>0.0</b>	<b>15</b>	<b>23.8</b>	<b>48</b>	<b>76.2</b>	<b>34</b>	<b>6</b>	<b>17.6</b>	<b>28</b>	<b>82.4</b>
Plumber (186238103001)	63	0		0	0.0	15	23.8	48	76.2	34	6	17.6	28	82.4
<b>Central WI Area Plumbing JAC</b>	<b>25</b>	<b>1</b>	<b>4.0</b>	<b>0</b>	<b>0.0</b>	<b>6</b>	<b>24.0</b>	<b>19</b>	<b>76.0</b>	<b>17</b>	<b>5</b>	<b>29.4</b>	<b>14</b>	<b>82.4</b>
Plumber (186238103001)	25	1	4.0	0	0.0	6	24.0	19	76.0	17	5	29.4	14	82.4
<b>Eau Claire Area Plumbing JAC</b>	<b>56</b>	<b>0</b>		<b>0</b>	<b>0.0</b>	<b>18</b>	<b>32.1</b>	<b>38</b>	<b>67.9</b>	<b>32</b>	<b>10</b>	<b>31.3</b>	<b>25</b>	<b>78.1</b>
Plumber (186238103001)	56	0		0	0.0	18	32.1	38	67.9	32	10	31.3	25	78.1
<b>Fond du Lac Area Plumbing JAC</b>	<b>16</b>	<b>0</b>		<b>0</b>	<b>0.0</b>	<b>11</b>	<b>68.8</b>	<b>5</b>	<b>31.3</b>	<b>8</b>	<b>3</b>	<b>37.5</b>	<b>5</b>	<b>62.5</b>
Plumber (186238103001)	16	0		0	0.0	11	68.8	5	31.3	8	3	37.5	5	62.5
<b>Kenosha-Racine-Walworth Plumbing JAC</b>	<b>39</b>	<b>2</b>	<b>5.1</b>	<b>0</b>	<b>0.0</b>	<b>34</b>	<b>87.2</b>	<b>5</b>	<b>12.8</b>	<b>19</b>	<b>17</b>	<b>89.5</b>	<b>5</b>	<b>26.3</b>
Plumber (186238103001)	39	2	5.1	0	0.0	34	87.2	5	12.8	19	17	89.5	5	26.3
<b>La Crosse Area Plumbing JAC</b>	<b>66</b>	<b>1</b>	<b>1.5</b>	<b>0</b>	<b>0.0</b>	<b>21</b>	<b>31.8</b>	<b>45</b>	<b>68.2</b>	<b>34</b>	<b>10</b>	<b>29.4</b>	<b>26</b>	<b>76.5</b>
Plumber (186238103001)	66	1	1.5	0	0.0	21	31.8	45	68.2	34	10	29.4	26	76.5
<b>Lake To Lake Area Plumbing JAC</b>	<b>20</b>	<b>0</b>		<b>0</b>	<b>0.0</b>	<b>5</b>	<b>25.0</b>	<b>15</b>	<b>75.0</b>	<b>15</b>	<b>3</b>	<b>20.0</b>	<b>13</b>	<b>86.7</b>
Plumber (186238103001)	20	0		0	0.0	5	25.0	15	75.0	15	3	20.0	13	86.7
<b>Madison Area Plumbing JAC</b>	<b>106</b>	<b>6</b>	<b>5.7</b>	<b>4</b>	<b>3.8</b>	<b>70</b>	<b>66.0</b>	<b>36</b>	<b>34.0</b>	<b>33</b>	<b>9</b>	<b>27.3</b>	<b>26</b>	<b>78.8</b>
Plumber (186238103001)	106	6	5.7	4	3.8	70	66.0	36	34.0	33	9	27.3	26	78.8
<b>Marshfield Area Plumbing JAC</b>	<b>11</b>	<b>0</b>		<b>0</b>	<b>0.0</b>			<b>11</b>	<b>100.0</b>	<b>8</b>			<b>8</b>	<b>100.0</b>
Plumber (186238103001)	11	0		0	0.0			11	100.0	8			8	100.0
<b>Milwaukee Area Plumbing JAC</b>	<b>146</b>	<b>33</b>	<b>22.6</b>	<b>2</b>	<b>1.4</b>	<b>146</b>	<b>100.0</b>			<b>38</b>	<b>38</b>	<b>100.0</b>		
Plumber (186238103001)	146	33	22.6	2	1.4	146	100.0			38	38	100.0		
<b>Northeast WI Area Plumbing JAC</b>	<b>60</b>	<b>2</b>	<b>3.3</b>	<b>0</b>	<b>0.0</b>	<b>23</b>	<b>38.3</b>	<b>37</b>	<b>61.7</b>	<b>28</b>	<b>6</b>	<b>21.4</b>	<b>22</b>	<b>78.6</b>
Plumber (186238103001)	60	2	3.3	0	0.0	23	38.3	37	61.7	28	6	21.4	22	78.6
<b>Northern WI Plumbing Advisory Committee</b>	<b>9</b>	<b>2</b>	<b>22.2</b>	<b>0</b>	<b>0.0</b>			<b>9</b>	<b>100.0</b>	<b>8</b>			<b>8</b>	<b>100.0</b>
Plumber (186238103001)	9	2	22.2	0	0.0			9	100.0	8			8	100.0
<b>Rhineland Area Plumbing JAC</b>	<b>16</b>	<b>0</b>		<b>0</b>	<b>0.0</b>	<b>1</b>	<b>6.3</b>	<b>15</b>	<b>93.8</b>	<b>14</b>	<b>1</b>	<b>7.1</b>	<b>13</b>	<b>92.9</b>
Plumber (186238103001)	16	0		0	0.0	1	6.3	15	93.8	14	1	7.1	13	92.9
<b>Southwest WI Area Plumbing Advisory Comm</b>	<b>21</b>	<b>0</b>		<b>0</b>	<b>0.0</b>			<b>21</b>	<b>100.0</b>	<b>18</b>			<b>18</b>	<b>100.0</b>
Plumber (186238103001)	21	0		0	0.0			21	100.0	18			18	100.0
<b>Wausau Area Plumbing JAC</b>	<b>26</b>	<b>1</b>	<b>3.8</b>	<b>0</b>	<b>0.0</b>	<b>6</b>	<b>23.1</b>	<b>20</b>	<b>76.9</b>	<b>16</b>	<b>3</b>	<b>18.8</b>	<b>13</b>	<b>81.3</b>



## State Committee Report - Construction

### State Plumbing Appren Advisory Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 5/17/2018 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
<b>All Sponsors Total</b>	<b>1000</b>	<b>62</b>	<b>6.2</b>	<b>7</b>	<b>0.7</b>	<b>360</b>	<b>36.0</b>	<b>640</b>	<b>64.0</b>	<b>444</b>	<b>94</b>	<b>21.2</b>	<b>366</b>	<b>82.4</b>
Plumber (186238103001)	26	1	3.8	0	0.0	6	23.1	20	76.9	16	3	18.8	13	81.3
<b>Western WI Area Plumbing JAC</b>	<b>23</b>	<b>0</b>		<b>0</b>	<b>0.0</b>	<b>4</b>	<b>17.4</b>	<b>19</b>	<b>82.6</b>	<b>15</b>	<b>2</b>	<b>13.3</b>	<b>15</b>	<b>100.0</b>
Plumber (186238103001)	23	0		0	0.0	4	17.4	19	82.6	15	2	13.3	15	100.0

Wisconsin Bureau Of Apprenticeship Standards  
**State Plumbing Appren Advisory Committee**  
**Historical Report by Year**



Report Period: 2018\* and Previous 10 Years

*Current year is YTD data as of Run Date: 05/17/2018		
Run Date: 05/17/2018		
State Plumbing Appren Advisory Committee		
Sponsored Trade Group(s): Construction		
Year	Active Apprentices	Active Employers
2008	1,068	520
2009	861	459
2010	682	389
2011	583	336
2012	479	285
2013	481	279
2014	615	333
2015	760	384
2016	915	437
2017	1,047	467
2018	1,026	457

