

Approved Minutes of the
**Industrial Mechanical & Fluid Maintenance
State Apprenticeship Advisory Committee**

April 11, 2018
MillerCoors
Milwaukee, WI

Members Present	Employer
Adamus, Larry(Co-Chair)	Domtar-Rothschild
Alvarez, Art	MillerCoors
Green, Carl	Expera Specialty Solutions LLC
Laabs, Art	ATI-Ladish
Lezendorf, Bryan	3M
Lischka, Ken	John Deere Horicon
Mortenson, Brandon (Co-Chair)	Harley-Davidson
Steckl, James	Quad Graphics – West Allis
Members Absent	Employer
Grenfell, Todd	Fourinox
Harry, Bob	GKN Sinter Metals
Machlan, Chris	Caterpillar
Minch, Ron	New Page / Wisconsin Rapids
Redeker, Charles	Joy Global
Consultants and Guests	Employer
Beyersdorf, Loren	North Central Technical College
Budda, Tim	Bureau of Apprenticeship Standards
Cattelino, Mike	Fox Valley Technical College
Johnson, Josh	Bureau of Apprenticeship Standards
Mayek, Mandy	Mid-State Technical College
Nakkoul, Nancy	WI College Technical College System
Perkofski, Lisa	Bureau of Apprenticeship Standards
Polk, David	Milwaukee Area Technical College
Schneider, Steve	Fox Valley Technical College

Smith, Owen	Bureau of Apprenticeship Standards
Stahlecker, Ben	Bureau of Apprenticeship Standards
Vine, Charles	ATI Ladish

1. The meeting was called to order at 10:00 am by Brandon Mortenson Committee Co-Chair, in conformity with the Wisconsin Opening Meeting Law.
2. Roll call was taken, and a sign-up sheet was circulated to record those in attendance.
3. The committee reviewed the roster. No revisions were necessary.

4. Old Business

a. Follow-up Items from previous meeting

The committee approved the minutes with one revision: the location is incorrect.

b. Revisions to CFR 29.30 (AA/EEO regulations)

Mr. Josh Johnson 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 training provided a strong baseline across the ATRs, who had various levels of experience with the subject and registered apprenticeship. The Bureau expects to receive the guidance before the state committee's fall meeting.

The committee did not have comments or questions.

c. Federal grants to expand registered apprenticeship

Ms. Nancy Kargell reported that the Bureau is two-and-half years into the five-year WAGE\$ grant. She referred attendees to the hand-out of performance metrics. To date, the grant has supported the expansion of four existing registered apprenticeships in advanced manufacturing and supported the development of one new registered apprenticeship in that sector, Mechatronics Technician. The Bureau is well on its way towards meeting the performance goal of 1,000 new apprentices across all trades supported by the grant. Participants in Mechatronics are low because the program launched early this year. However, the Bureau is not concerned; low numbers are expected for new programs, and more sponsors continue to register new apprentices. Nancy concluded by giving attendees a standing offer to email her with any questions or comments about the grant activities.

Owen reported that the second grant the Bureau received is the state expansion grant, which has two goals: expand recruitment and retainment of women and minorities apprentices on large construction projects in Madison and Milwaukee; and expand registered apprenticeship into new

sectors, including the biotechnology and financial industries. He announced that the Bureau recently received an \$1.5 million extension for the grant.

Owen concluded by reviewing progress on the Bureau's third grant, the state accelerator grant. The grant's goal is to increase the Bureau's capacity for administering programs by training ATRs in consultative sales and compliance reviews and upgrading the Bureau's information management system with BASERS.

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

d. Presidential executive order to expand "apprenticeship"

Josh reviewed that the last time the state committee met, the federal task force had recently concluded its first meeting. Since then, the task force met three more times and will soon release its recommendations to the President. Once it does, the task force must disband within 30 days, according to its bylaws.

Josh reviewed that the executive order will not dismantle registered apprenticeships but will implement industry-recognized apprenticeships. The two types of programs will operate parallel to each other. He added that the Bureau has yet to receive direction and guidance on how industry-recognized apprenticeships will be implemented and interact with registered apprenticeships. He noted that Wisconsin will continue to implement registered apprenticeship programs.

Owen 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 does include concerns over some operational inefficiencies within registered apprenticeship. Last, the industry-recognized apprenticeships will be piloted in industries new to apprenticeship, not in sectors that use registered apprenticeship.

The state committee asked whether the U.S. Department of Labor will issue highlights or reference materials for registered apprenticeship sponsors. Josh replied that the U.S. DOL will provide guidance to the Bureau and the Bureau will interpret it for sponsors. He added that industry-recognized and registered apprenticeship will likely not intersect; rather, industry-recognized apprenticeships will open opportunities to different types of sponsors, such as staffing agencies and intermediaries, which Wisconsin has not done with registered apprenticeships.

The state committee commented that "this seems like a slippery slope."

e. Bureau of Apprenticeship Standards Electronic Registration System

Josh reported that the Bureau has "come into the 21st century" by implemented the Bureau of Apprenticeship Standards Electronic Registration System (BASERS), which allows sponsors to conduct application and contract actions entirely online. All sponsors actions will trigger alerts to the ATRs, which will review and approve them. In addition, BASERS includes electronic signature capture, which allows apprentices to sign their contract via phone, tablet, or desktop. These upgrades will dramatically reduce travel and administrative time for the Bureau and sponsors alike, especially in remote areas of the state.

Josh noted that several small issues were discovered during implementation, which is to be expected. The Bureau is currently developing the capacity for sponsors to upload bulk files from their internal systems into BASERS, which will eliminate the duplicate entry.

Josh concluded by informing attendees that BASERS is optional for sponsors, not mandatory. The Bureau believes sponsors will see its value and efficiency.

The state committee expressed concern that apprentices have to create a username and password to access BASERS. Josh explained that doing so is a necessary security measure to access any state database. The committee then expressed concern that the apprentice may not remember his or her username and password in the future. Josh explained that the apprentice will likely not need to access the database after receiving their contract via email; sponsors will continually access the database to administer the contract. However, overall, needing to remember a username and password is a small concern compared to the inefficiency of the old process.

f. Apprenticeship LEADERS Initiative

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 be able to select a layer, sort by various criteria, and select a stakeholder's icon for contact information. Josh added that the Bureau recently awarded the development contract. He will have more information and maybe a draft at the fall meeting.

Josh reported several success stories of LEADERS in different sectors. Some LEADERS participants assisted with a Foxconn recruitment event for construction workers. Signicast, a manufacturing sponsor, rebranded their billboards and advertisements across the state with a new logo and the apprenticeship "A logo." Josh concluded by reminding the attendees that stakeholders can still apply to participate in the LEADERS campaign.

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

g. 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 and consultants did not have questions or comments.

h. WI 2018 Act 148

Josh informed attendees this law established the apprentice-to-journey worker ratio at 1:1 for all registered apprenticeship programs, except in instances of a collective bargaining agreement. He reminded attendees that the ratios for industrial registered apprentices have always been 1:1, so the law has a greater effect on construction registered apprenticeships. He added that the law also affected the minimum lengths of the plumbing and carpentry registered apprenticeships.

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

i. Other

The state committee and consultants did not have additional items.

5. New Business

a. For action: whether to combine Lubrication Technician and other trades statewide

Steve Schneider, an instructor at Fox Valley Technical College, informed the state committee that the Lubrication Technician registered apprenticeship works well for the college and the college would like to combine it with several existing registered apprenticeships, as well, such as Millwright and Millwright Pipefitter, to meet employer demands. from fox valley technical college – what college ...really like the lube tech apprenticeship as it is. The proposed hybrid programs would not lessen the hours of the Lubrication Technician registered apprenticeship; rather, they hybrid programs would include all on-the-job learning from both programs and add an extra semester of related instruction to address lubrication fundamentals. Otherwise, the trades share the related instruction in mechanical foundations.

The committee's questions and Steve's answers are as follows:

- *How many hours of on-the-job learning would be added from Lubrication Technician to the other registered apprenticeship?*

Given the overlap in on-the-job learning between Lubrication Technician and other mechanical programs, such as Millwright, 1,000 hours of on-the-job learning would be added to the Millwright program.

- *Why does the college want to combine the registered apprenticeships for Lubrication Technician and Millwright? The occupations do not share on-the-job learning.*
Millwright and other manufacturing registered apprenticeships do include lubrication but not to the depth and extent of the Lubrication Technicians. For example, other manufacturing apprenticeships do not include oil sampling; the Lubrication Technician program does. The related instruction between the programs overlaps at many technical colleges.

- *Couldn't the programs be left separate from one another and simply cross-walked for credit?*

Mr. Mike Cattelino replied that the foundation of the Lubrication Technician related instruction is identical to that of Maintenance Technician and Millwright related instruction, except the special course in lubrication fundamentals. Therefore, to sustain the program long-term with eight to 10 students, combining the lubrication course into an existing registered apprenticeship is more effective than cross-walking programs.

A committee member replied that some sponsors train lubrication technicians in-house because the related instruction is not offered at their local technical colleges and combining the programs would likely cause a union argument over classification and pay.

- *Rather than combine the programs, couldn't the sponsor simply add extra hours of on-the-job learning and related instruction? Creating hybrids of existing registered apprenticeships could dilute the integrity of each credential.*

Yes, the sponsor could customize its own program, Josh Johnson answered.

Representatives of Fox Valley Technical College agreed, but added that its only feasible to augment other manufacturing programs with lubrication technician training; augmenting lubrication training with other manufacturing programs becomes messy quickly because it offers very little credit towards other occupations.

Josh summarized that industry is requesting combining programs; sponsors can do so now by customizing their in-house programs, but that lacks the recognition of an official credential. However, combining programs for statewide availability risks diluting the integrity of each separate credential and begs the question whether the foundation training in each registered apprenticeship is insufficient. Without comparing the competencies in each registered apprenticeship first via a crosswalk, determining the feasibility of combining them is difficult, especially in the case of transitioning lubrication technician registered apprentices into a more advanced registered apprenticeship, such as Millwright.

Action: the state committee approved a motion for the Bureau to form a focus group to develop a crosswalk and examine the feasibility of combining statewide programs. The focus group will include Art Alvarez, representatives of Fox Valley Technical College, and Larry Adamus.

b. BAS visited by representatives of 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.

Representatives of Fox Valley Technical College shared that they hosted delegations from Australia and the United Kingdom. The conversations were very interesting because they highlighted similar workforce development challenges across countries.

c. BAS personnel changes

Josh reported the following changes: Kathy O'Sullivan, apprenticeship training representative (ATR) for LaCrosse, retired last month; Hafeezah Ahmad, 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 Bureau has not yet hired a new ATR for La Crosse. 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 from the state legislature 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.

d. BAS website changes

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. 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 apprenticeable occupations.

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

e. Other

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. Future collaborations will include improving the search function to yield only official apprenticeship opportunities and exclude informal or unofficial opportunities that use the word "apprenticeship"; developing similar search functions for youth apprenticeship opportunities; and training job center staff on the fundamentals of registered apprenticeship.

Josh continued 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. 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. For example, the Bureau may discuss partnering with Badger State Industries to developing registered apprenticeships for machining.

Last, Josh announced 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.

A consultant asked whether the state committee supported students in associate degree programs transferring into registered apprenticeship programs and the development or use of a standardized test across all technical colleges. The committee expressed support for students transferring into registered apprenticeships as long as the students prove their associate degree program is related to the registered apprenticeship. Josh replied that the Bureau leaves all such decisions to the respective technical colleges, who collaborate with their ATRs.

The consultant shared that BAS Director Karen Morgan has been adamant about the type of assessment used by technical colleges and in-house training providers and asked which assessments are allowed. Josh replied that all valid assessments are permitted as long as they have not been legally proven to be discriminatory, such as some mechanical-spatial assessments.

Action: the state committee recommended that the WTCS recommend a standardized assessment for credit for prior learning to the state committee.

6. WTCS Update

Ms. Nancy Nakkoul discussed items on the written report, which is included in the meeting packet.

She distributed copies of the latest "WTCS Apprenticeship Completer Report," which includes data on employment, wages, and satisfaction levels of apprenticeship graduates.

7. Program participants included 182 sponsors and 569 apprentices with contracts active or unassigned as of April 2, 2018. Year to date, the apprentice and sponsor totals are the highest they have been in the past 10 years.
8. The next meeting is tentatively scheduled for held on Wednesday, September 19, 2018, at 09:30 a.m. at Mid-State Technical College in Wisconsin Rapids.
9. The meeting adjourned at 11:55 a.m.

10. Follow-up Items

BAS will convene a focus group to crosswalk the Lubrication Technician registered apprenticeship with other manufacturing registered apprenticeships.

BAS will ask WTCS to recommend a standardized assessment and process for credit for prior learning for associate degree students transferring into registered apprenticeships.

Submitted by Owen Smith, Program and Policy Analyst

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Scott Walker, Governor
Ray Allen, Secretary
Chythania Brown, Division Administrator

April 4, 2018

TO: State Industrial Mechanical & Fluid Maintenance Apprenticeship Advisory Committee
Members & Consultants

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

SUBJECT: **State Industrial Mechanical & Fluid Maintenance Apprenticeship Advisory Committee Meeting**

DATE: Wednesday, April 11, 2018

TIME: 09:30 a.m.

PLACE: MillerCoors
4000 W State St
Milwaukee, WI 53201
Please see the enclosed directions.

TENTATIVE AGENDA

1. Call the meeting to order.
2. Distribute sign-in sheet and introduce attendees.
3. Review the roster.
4. **Old Business**
 - a. Approve minutes of the previous meeting.
 - 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. Update on WI 2017 WI Act 148 (apprentice-to-journeyworker ratio)
 - i. Other
5. **New Business**
 - a. **For action:** whether to combine Lubrication Technician w/ other trades for statewide availability
 - b. BAS visited by representatives of Japan, Mississippi
 - c. BAS personnel changes
 - d. BAS website changes
 - e. Other

6. WTCS update
7. Review program participants.
8. Confirm the date and location of the next meeting.
9. Adjourn.

Proposal

Fox Valley Technical College has several employers interested in combining the Lubrication Technician into their new as well as current contracts.

This was brought up at our local advisory meeting with a great deal of interest from these employers.

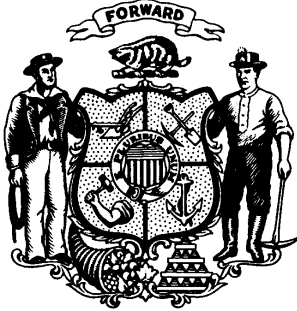
Combining them would help them complete the related course work simultaneously. This would be with the understanding that on-the-job work hours would need to be completed. The Lubrication Technician apprenticeship is closely related to the other trades. Combining them would require only 1 semester more to complete.

Combining this would mirror other programs such as the Millwright/Pipefitter Apprenticeship.

Course combination proposed:

- Millwright/Lubrication Technician
- Maintenance Mechanic/Lubrication Technician
- Maintenance Technician/Lubrication Technician
- Millwright/Pipefitter/Lubrication Technician
- Pipefitter/Millwright/Lubrication Technician

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.



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

State Ind Mech & Flu Maint Committee

This summary counts employers and apprentices with a contract active or unassigned on 4/2/2018 in trade(s) associated with this committee.

Report is based on apprentice contracts where:

- Status is 'Active' or 'Unassigned'.
- Contract sector is 'Industrial' or 'Service'.
- Contract trade code matches a trade code assigned to committee.
- Contract sponsor is the employer.

Note: Employers with contracts in more than one trade or committee can cause Column #3 totals at the Committee or State level to deviate from the summed total of the individual trade or committee rows.

Trade	Total # of Sponsors	Total # of Apprentices	Of Total Apprentices in Column 3, # who are...			
			Minority		Females	
			#	%	#	%
1	2	3	4	5	6	7
Report Total	182	569	28	4.9	13	2.3
Industrial Manufacturing Technician (261636002202)	7	59	5	8.5	5	8.5
Industrial Pipefitter (286228102202)	13	23	3	13.0	1	4.3
Lubrication Technician (269968701804)	4	9			2	22.2
Machine Repair (263826103001)	12	21	4	19.0	0	
Maintenance Mechanic (263828101401)	101	240	7	2.9	3	1.3
Maintenance Mechanic/Pipefitter (263828101409)	4	42	2	4.8	1	2.4
Mechatronics Technician (282826102202)	13	29	2	6.9	1	3.4
Millwright (263828101801)	47	120	6	5.0	1	.8
Millwright/Pipefitter (263828101803)	1	9			0	
Welder - Fabricator (281936101003)	12	17	1	5.9	0	

Wisconsin Bureau Of Apprenticeship Standards
State Ind Mech & Flu Maint Committee
Historical Report by Year
Report Period: 2018* and Previous 10 Years



*Current year is YTD data as of Run Date: 04/02/2018		
Run Date: 04/02/2018		
State Ind Mech & Flu Maint Committee		
Sponsored Trade Group(s): Industrial		
Year	Active Apprentices	Active Sponsors
2008	394	161
2009	346	148
2010	346	144
2011	374	145
2012	401	150
2013	475	165
2014	528	168
2015	596	178
2016	564	179
2017	583	182
2018	591	183

