

Approved Minutes of the
Plumbing
State Apprenticeship Advisory Committee

September 21, 2018
UA Local 434 Training Center
Mosinee, WI 54455

Members Present	Employer/Organization
Breitlow, Christina	UA Plumbers Local 75
Busch, Michael	UA Plumbers Local 75
Cartagena, Alaina	UA Plumbers Local 75
De Young, Carol	Countryside Plumbing & Heating, Inc.
Hersey, Mark	J.F. Ahern Company
Huiting, Mark	Bassett Mechanical, Inc.
Schedler, Keith	Don's Plumbing Service, Inc.
Members Absent	Employer/Organization
Balke, Brian	EGI Mechanical
Breitlow, Steve (Co-Chair)	UA Plumbers Local 75
Callies, Dan	Oak Creek Plumbing
Clark, Roger	Plumbers Local 118
Flory, Tyler	Plumbers & Fitters Local 434
Gain, Greg	United Mechanical
Ignatowski, Chris	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
Consultants & Guests	Employer/Organization
Abbott, Nick	Bureau of Apprenticeship Standards
Cattelino, Mike	Fox Valley Technical College
Chacos, Kim	Madison Area Plumbing JAC
Emrick, Leigh	Associated Builders and Contractors
Johnson, Al	Local 118
Johnson, Joshua	Bureau of Apprenticeship Standards
Korn, Gary	UA Local 434

Consultants & Guests	Employer/Organization
Mayek, Mandy	Mid-State Technical College
Iwanski, Vince	Northcentral Technical College
Smith, Owen	Bureau of Apprenticeship Standards
Wenger, Scott	UA Local 400
Walsh, Julie	MAPC
Zastrow, Wes	Plumbers Local 75

1. The meeting was called to order at 10:00 a.m. by Owen Smith in conformity with the Wisconsin Open Meeting Law.
2. The sign-in sheet was distributed.
3. The committee reviewed the current roster. The committee welcomed Mark Hersey, who replaced Joe Brenner on the Employee side. The vacancy on the Employer side of the committee will be filled by Associated Builders & Contractors.

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?

Owen reviewed that the state committee requested to review how many applicants submit passing ACT scores to determine whether its required minimum scores should be modified.

Representatives of several joint apprenticeship committees reported approximately 30% of applicants submitted ACT scores in lieu of taking the Accuplacer and nearly all applicants passed.

Leigh Emrick reported the same: approximately 30% of applicants to Associated Builders & Contractors' program submitted ACT scores; and nearly all applicants passed.

Al Johnson reported that many applicants ask for how long their scores will be valid. Scores are valid for five years, Owen replied.

A local committee representative asked if applicants that do not pass some subjects can retest only those subjects or if they must retake the entire battery. Josh Johnson replied the decision is at the discretion of the local committee. Representatives of Local 75 and Mechanical Contractors Association shared that their organizations require applicants to retest the entire assessment.

A local committee representative reported that Accuplacer Classic will be replaced by Accuplacer Next Generation in January 2019. Mike Cattelino shared that Fox Valley Technical College has worked with its general education department to develop a crosswalk between Classic and Next Generation for the college's admission process. The crosswalk is based on local data and reviews.

Josh stated that the Bureau will issue guidance on Accuplacer Next Generation in January 2019 and will discuss the assessment with all state construction committees at their 2019 spring meetings.

iii. Twenty-year report on apprentice and employer totals

Owen reviewed that the state committee requested a historical report of year-end totals of apprentices and employers for the past 20 years. He reported he was unable to retrieve the data because the database query is not working. The Department of Workforce Development's programmers are researching the error and the solution.

b. Implementing revisions to CFR 29.30 (AA/EEO requirements)

Josh reported that the Bureau has yet to receive guidance from the U.S. Department of Labor. The Bureau projects it will receive the guidance before the committee's 2019 spring meeting.

Several apprenticeship training representatives (ATRs) either retired or resigned. Therefore, the new ATRs, as well as senior ATRs, received refresher training in AA/EEO policies and procedures, and have been catching up on compliance reviews for sponsors with five or more apprentices.

Last, the Department of Workforce Development and the state legislature have been drafting related revisions to the state administrative rules governing registered apprenticeship.

Attendees did not have questions or comments.

c. Federal grants to expand "registered apprenticeship"

Josh reviewed that the Bureau received three federal grants to expand registered apprenticeship in Wisconsin: WAGE\$ grant; state expansion grant; and state accelerator grant.

i. WAGE\$

The \$5 million WAGE\$ grant has met or exceeded all performance metrics except one: enrollments in new registered apprenticeships developed through the grant. WAGE\$ expanded existing apprenticeships in advanced manufacturing to additional technical colleges throughout the state; and increased enrollment of women and minority apprentices. Additionally, the grant has been largely successful in expanding registered apprenticeship into new industries; the Bureau developed new registered apprenticeships in advanced manufacturing, health care, and information technology occupations. For example, the new Data Analyst registered apprenticeship will officially launch during National Apprenticeship Week 2018.

However, enrollments in industries' first registered apprenticeship are commonly slow because employers are unfamiliar with the training method. Contrastingly, enrollments grow quickly in new registered apprenticeships in industries that already use the training method.

Attendees did not have questions or comments.

ii. State expansion grant

The expansion grant is proceeding well, too. The initial award was \$1.8 million; the Bureau recently received an additional \$1.8 million award; and the Bureau may receive a third award next fiscal year. The grants two goals are to expand registered apprenticeship in the biotechnology, construction, and financial services industries, and to recruit and retain women and minority apprentices.

The first goal is proceeding well: development of the Biotechnology Laboratory Support Technician program began; and the Financial Services Professional program launched in summer.

The second goal is proceeding slowly. Bureau management met with several major construction contractors to discuss how to approach increasing recruitment and retainment of women and minorities. The Bureau was informed that major projects are meeting their recruitment and retainment requirements and there is "no problem." The Bureau will re-strategize this winter; it views recruiting and retaining women and minorities not as a failure of local committees but as an opportunity for them. Therefore, the Bureau is very focused on providing local committees with the resources they need to conduct intentional outreach ahead of hiring season.

Last, the expansion grant will fund a new outreach campaign which will be launched during National Apprenticeship Week. The campaign features, in part, a new "A" logo that does not include the wrench and pencil that define the current logo. The new logo was inspired by much input from stakeholders that registered apprenticeship seems to be intended only for construction and manufacturing occupations. The Bureau believes the new logo will convey the breadth of sectors that currently utilize and can utilize registered apprenticeship in the future.

Attendees did not have questions or comments.

iii. State Accelerator Grant

The Bureau continues to use the state accelerator grant to increase its capacity to administer the state's registered apprenticeship system. The accelerator grant has been used to train ATRs in consultative sales and AA/EEO and to upgrade BASERS.

Attendees did not have questions or comments.

d. Presidential executive order to expand "apprenticeship"

Josh updated attendees on the implementation of the presidential executive order to expand "apprenticeship." He reviewed that the order refers to "industry-recognized apprenticeship programs," or IRAPs, not registered apprenticeships. These programs are being developed in response to nationwide industry concern that the process to sponsor a registered apprenticeship program is too lengthy and difficult. Josh acknowledged that the process to become a registered apprenticeship sponsor is lengthy and difficult in many states, because the states lack the staff and support. Wisconsin is among a small percentage of states with robust staffing and resources.

He informed attendees of the following developments: IRAPs will not require minimum hours for on-the-job learning and related instruction; the programs will be piloted in industries that have not used registered apprenticeship; and the programs will not target construction occupations. IRAPs will need to be certified, and the U.S. Department of Labor is currently drafting the related policies.

He concluded by reminding attendees that "much still remains to be seen," and Wisconsin's registered apprenticeship program will continue to operate "business as usual." By state law, the Bureau must approve and register all apprenticeship programs in the state.

Attendees did not have questions or comments.

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

Josh emphasized that BASERS is optional, not mandatory. He acknowledged that the opposite may have been communicated incorrectly. Sponsors are not required to use BASERS. Many sponsors have chosen to use it and have reported it is "easy and intuitive," so the Bureau projects that many more sponsors will choose to use it.

Josh informed attendees that BASERS now includes several new functions: sponsors can now request reassignments, un-assignments, and completions. Soon, sponsors will be able to request cancellations, too. These functions will be immediately beneficial, but quantitative data on their efficiencies will not be available until next year.

Josh emphasized that the contract processes have not changed; they've been moved online. An applicant still applies the same way, but the need for email, faxes, and paper copies have been replaced by BASERS. In addition, the online documentation BASERS provides is extremely helpful for quickly producing the apprentice documentation required for Department of Transportation jobs.

Attendees had these questions and comments:

- *Will technical colleges receive notification when an apprentice is unassigned?*
Yes, Josh replied. The contract process has not changed; it has moved online. The process is not paperless at this time, but the Bureau would like it to be in the future.
- *Does the employer or sponsor request to unassign the apprentice?*
The sponsor requests all contract actions, Josh explained. Each sponsor will designate a BASERS user that will have unique log-in credentials. Any request that does not come from the designee will be ignored.
- *What is driving BASERS? It creates more work for sponsors.*
The primary driver is to streamline the contract process for the Bureau and sponsors. Apprenticeship Training Representatives' primary duties are outreach, technical assistance, and compliance review. They are not data entry specialists. However, the old, non-electronic process of managing contracts was very time consuming and inefficient, for the Bureau and sponsors. As a result, ATRs spent too much time entering data, faxing, emailing, and driving hours to obtain a signature. BASERS was implemented to streamline the entire process. ATRs' jobs are not getting easier; they are shifting to compliance monitoring and outreach.
- *Will BASERS reduce ATRs' facetime with apprentices?*
No. ATRs still provide technical assistance to apprentices in person and over phone. BASERS will not reduce ATRs' customer service responsibilities. In fact, the Bureau is considering posting professional photographs of the ATRs on its website. The ATRs are apprenticeship consultants, similar to the role of their federal counterparts. As a result of BASERS, they will have more time to perform customer service and all other duties.
- *How are local committees supposed to address the extra workload required of BASERS? ATRs and technical colleges used to perform these tasks. Volunteer members may quit.*
The duties have always been the legal responsibility of the local committee, not the Bureau or technical college, Josh stated clearly. He acknowledged that several long-standing ATRs across the state performed record-keeping and related duties for their local committees. The ATRs likely wanted to help but did so for so long that they became bogged down in keeping records and the

committees became dependent on the ATRs. Those ATRs have retired, new ATRs are in the roles, and BASERS has been implemented. So, the Bureau is enforcing consistent procedures.

Josh emphasized the Bureau takes local committees seriously and is open to helping local committees transition. However, the Bureau is firm that the local committees are responsible for the record-keeping and administrative duties, not the Bureau and technical college.

Mandy Mayek commented that Mid-State Technical College researched the policy answer to which party is responsible for records; the legal responsibility is that of the committee. Historically, the college provided various levels of support based on the individual in the college's apprenticeship support position. When the college expanded the scope of the position to outreach, something had to give. The college researched the policies and they show the committee is responsible, not the technical college. Some parties may perceive that as punitive. The college now supports some local committees to gradually transition them to independence.

- *BASERS is a fantastic system. Could it store work-hour records?*

Josh and a consultant replied that the local committees are the official repository of their work records. BASERS is intended to streamline records but implementing a work-hour record system through BASERS would entail standardizing the record-keeping forms for all sponsors.

f. Apprenticeship Completion Award Program

Josh briefly reviewed the purpose of the program and the respective totals for approved reimbursements and denied reimbursements. He noted that the total for denied reimbursements is substantially large because many apprentices request more than the maximum reimbursement. He clarified that the program will conclude on June 30, 2020.

Attendees had no further questions or comments.

g. Other

Attendees had no further questions or comments.

5. New Business

a. 2018 National Apprenticeship Week

Josh reported that National Apprenticeship Week will be November 12-18, 2018. Last year, Wisconsin hosted 46 events, which placed fifth nationally. The first-place state held 55 events. This year, the Bureau wants to take first place.

The potential to do so is high because prior year's events generated much interest and the Bureau began planning this year's events much earlier. For example, the Bureau notified high schools 30 days in advance, so they could schedule buses to transport students. In addition, the Bureau notified workforce development boards, career and technical education staff, guidance counselors, and correctional facilities.

He reviewed that National Apprenticeship Week is open to all stakeholders, so the Bureau encourages all stakeholders to host an event independently or collaboratively. Prior years' events included substantial support from construction training centers and technical colleges. This year's event will highlight the YA-to-RA bridge and registered apprenticeships in several new industries.

Josh encouraged attendees to notify the Bureau of their events so they can be included on either the public or private calendar. If the U.S. Department of Labor would discontinue coordinating the event nationally, the Bureau would likely continue to host a Wisconsin version.

Attendees did not have questions or comments.

b. 2019 27th Biennial Wisconsin Apprenticeship Conference

Josh reported the 27th Biennial Wisconsin Apprenticeship Conference will be held March 12-13, 2019, at the Madison Marriott West in Middleton, WI. The conference theme will be, "Workforce Next," i.e. recruiting and retaining unconventional and underutilized talent pools. The conference will include nearly 30 workshops, five general session speakers, and a technical assistance guide session, but not the Apprenticeship Expo. BAS will mail "Save the Date" notices soon.

The committee asked how to help planning efforts. Josh said to contact BAS Director Karen Morgan.

c. BAS website changes

Josh shared that the Bureau revised its homepage to be more user-friendly for applicants. The include the following: a quick-search menu for registered apprenticeships, by occupation or industry; clearly identifiable navigation boxes for each user group, e.g. career seeker, employer, and current apprentices and sponsors; and less text, more graphics. He added that the Bureau may add sponsor logos to the website, as suggested by a state manufacturing committee.

A consultant asked whether the Bureau has a social media presence. Josh replied the Bureau does not have social media accounts; the Department of Workforce Development maintains the accounts.

d. BAS personnel changes

Josh reported the following changes. Kathy O'Sullivan, apprenticeship training representative (ATR) for LaCrosse, retired; Milton Rogers was hired in her place. Rachell Faber, ATR for Eau Claire, and Matt White, policy analyst in Madison, accepted external positions; their replacements are projected to be hired in early 2019. The Bureau received funding from the state legislature for three additional ATR positions, which will focus predominantly on the manufacturing sector. The first of the positions, in Wausau, was filled by Stephanie Haka. The remaining two positions, in Appleton and Milwaukee, will be hired in early 2019.

Attendees did not have questions or comments.

e. Other

i. Wisconsin Apprenticeship Day in Spring 2019

A state committee reported that several industry members and DWD Secretary Ray Allen discussed having an Apprenticeship Day with the state legislature in the spring. The member asked whether the Bureau would participate. Josh replied that the Bureau would be interested in discussing the event further. National Apprenticeship Week will continue next year, but may be discontinued in future years, so it would be helpful to have a Wisconsin apprenticeship event in the spring. In addition, a spring event would align with high school graduation and youth apprenticeship recruitment.

ii. Harley-Davidson Youth Apprenticeship to Registered Apprenticeship Celebration

A state committee member shared that Harley-Davidson will host an event on September 28 that celebrates youth apprenticeship graduates' transition to registered apprenticeship. The event will feature five youth apprenticeship graduates from Milwaukee Public Schools that now work full-time for the school. The five graduates will sign registered apprenticeship contracts during the event. All registered apprenticeship sponsors in the southeastern area of the state are invited.

6. WTCS Update

Nancy Nakkoul reviewed items on the written update included in the meeting material. Attendees did not have questions or comments.

7. Program participants included 1,167 apprentices and 500 employers with contracts in active or unassigned status on September 4, 2019.
8. The committee tentatively scheduled its next meeting for Thursday, May 9, at 10:00 a.m. at the Mid-State Technical College in Stevens Point.
9. The meeting adjourned at 11:50 a.m.

*Submitted by Owen Smith,
Bureau of Apprenticeship Standards*

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

September 6, 2018

TO: State Plumbing Apprenticeship Advisory Committee Members & Consultants

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

SUBJECT: State Plumbing Apprenticeship Advisory Committee Meeting

DATE: Friday, September 21, 2018

TIME: 10:00 AM

Place: UA Local 434 Training Center
12 N View Dr
Mosinee, WI 54455

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?
 - iii. Twenty-year report on apprentice and employer annual totals
- b. Implementing revisions to CFR 29.30 (AA/EEO requirements)
- c. Federal grants to expand "registered apprenticeship"
- d. Presidential executive order to expand "apprenticeship"
- e. Bureau of Apprenticeship Standards Electronic Registration System (BASERS)
- f. Apprenticeship Completion Award Program
- g. Other

5. New Business

- a. 2018 National Apprenticeship Week
- b. 2019 27th Biennial Wisconsin Apprenticeship Conference
- c. BAS website changes
- d. BAS personnel changes
- e. Other

6. WTCS Update
7. Review the program participants.
8. Schedule the next meeting.
9. Adjourn.



WAGE\$ Grant Metric Update

Fall Committee Updates

9-4-18

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 (as of August 2018)

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) – all newly created under WAGE\$
 - Software Developer (completed, NCWWDB/Midstate begins fall 2018)
 - IT Service Desk Technician (launched August 2018; Waukesha Technical College is lead college. Program will become available statewide through interested technical colleges)
 - Data Analyst (anticipated launch Fall 2018; Chippewa Valley Technical College is lead college. Program will become available statewide through interested technical colleges)
 - 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 apprentices from the three large healthcare providers in the Madison area; the program will become available statewide through interested technical colleges following resolution of a certification issue.

Status of Main Grant Deliverables

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 August 24, 2018, except as otherwise noted. It is expected that the rate of increase in programs and sponsors will increase as more programs are developed and offered.

As of August 24, 2018:

*Proposed through 9/30/18 and Actual
as of 8/24/18 unless otherwise noted*

Capacity Building & Employer Metrics	To Date		Total proposed to end of grant
	Proposed to end of Year 3 ¹	Actual to 8/24/18	
Total # of Employers to Benefit from the Grant Program	130	129	383
Total # of Promotional/ Outreach Activities to Employers (through June 30, 2018)	1,975	1,997	3,000
Total # of Newly Registered American Apprenticeship Programs (new trades developed with grant funds)	49	24 ²	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	112 ³	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) – through 6/30/18	4800	46,454	10,000
Total # of New Apprentices Registered ⁴	330	358	1,000

¹ Year 3 ends 9/30/18

² As of 8/24/18, there were 24 sponsors for Mechatronics Technician and 57 Mechatronics Technician apprentices with signed contracts. Although Software Developer was completed, no apprentices had signed contracts. The number of new sponsors and programs does not reflect a new IT Service Desk Technician sponsor and apprentice signed after the report was generated.

³ Count is the best available considering manual process of removing duplicate sponsor/programs.

⁴ Count is for apprentices, not contracts, as of 8/24/18. This number was calculated by # of contracts less the # of transferred contracts from a WAGE\$ occupation to another WAGE\$ occupation or a new/different sponsor.

WAGE\$ Trades and Contracts by Technical College		
Report Total: 365 contracts		
Technical College	# contracts	Trade
Blackhawk Technical College - Milton Campus - 22 Contracts		
	13	Mechatronics Technician
	8	Maintenance Technician
Chippewa Valley Tech. College - Chippewa Falls - 5 Contracts		
	5	Welder - Fabricator
Fox Valley Technical College - 59 Contracts		
	59	Maintenance Technician
Fox Valley Technical College Local 400 - 2 Contracts		
	2	Maintenance Technician
Gateway Technical College-Sturtevant - 8 Contracts		
	8	Maintenance Technician
Lakeshore Technical College - 100 Contracts		
	45	Industrial Manufacturing Technician
	44	Maintenance Technician
	11	Mechatronics Technician
Madison College - 12 Contracts		
	12	Maintenance Technician
Madison College-Truax Campus - 1 Contract		
	1	Maintenance Technician
Mid-State Technical College - 7 Contracts		
	7	Maintenance Technician
Milwaukee Area Technical College - 2 Contracts		
	2	Maintenance Technician
Nicolet Area Technical College - 2 Contracts		
	2	Welder - Fabricator
Northcentral Technical College - 24 Contracts		
	24	Maintenance Technician
Northeast Wisconsin Technical College - 19 Contracts		
	10	Maintenance Technician
	3	Welder / Automated Welding
	6	Welder - Fabricator
Southwest Wisconsin Technical College - 9 Contracts		
	9	Mechatronics Technician
Waukesha County Technical College - 78 Contracts		
	26	Maintenance Technician
	6	Welder - Fabricator
	24	Industrial Manufacturing Technician
	22	Mechatronics Technician
Western Technical College - 15 Contracts		
	15	Maintenance Technician

WAGE\$ Contracts by Trade through August 24, 2018

Trade Name	Count	Female	Minority & Race/Ethnicity*		
			Minority**	Black	Hispanic
Report Total:	365	10 (3%)	44 (12%)	13 (4%)	17 (5%)
Industrial Manufacturing Technician	68	6 (9%)	18 (26%)	9 (13%)	6 (9%)
Maintenance Technician	218	3 (1%)	21 (10%)	4 (2%)	7 (3%)
Mechatronics Technician	57	1 (2%)	4 (7%)	()	3 (5%)
Welder / Automated Welding	3	()	()	()	()
Welder - Fabricator	19	()	1 (5%)	()	1 (5%)

WAGE\$ Contracts by Trade through May 15, 2018

Trade Name	Count	Female	Minority & Race/Ethnicity*		
			Minority**	Black	Hispanic
Report Total:	289	10 (3%)	36 (12%)	13 (4%)	13 (4%)
Industrial Manufacturing Technician	68	6 (9%)	18 (26%)	9 (13%)	6 (9%)
Maintenance Technician	165	3 (2%)	14 (8%)	4 (2%)	4 (2%)
Mechatronics Technician	40	1 (3%)	3 (8%)	()	2 (5%)
Welder / Automated Welding	3	()	()	()	()
Welder - Fabricator	13	()	1 (8%)	()	1 (8%)

WAGE\$ Contracts by Trade through August 24, 2017

Trade Name	Count	Female	Minority & Race/Ethnicity*		
			Minority**	Black	Hispanic
Report Total:	169	4 (2%)	24 (14%)	11 (7%)	7 (4%)
Industrial Manufacturing Technician	37	2 (5%)	12 (32%)	9 (24%)	2 (5%)
Maintenance Technician	115	2 (2%)	10 (9%)	2 (2%)	3 (3%)
Mechatronics Technician	3	()	1 (33%)	()	1 (33%)
Welder / Automated	3	()	()	()	()
Welder - Fabricator	11	()	1 (9%)	()	1 (9%)

All ACAP Reimbursement Requests Processed (Time Period) - Summary

Apprenticeship Completion Award Program (ACAP)

Bureau of Apprenticeship Standards

Division of Employment and Training

9/5/18 08:12 AM

Filters Applied: Determination Date between 6/11/18 and 9/5/18, Fiscal Year(s)= FY19

Type	Fiscal Year	# of RRs	\$Approved	\$Denied
Year One	19		\$45,520.37	\$236,907.58
Year One Totals		208	\$45,520.37	\$236,907.58
Completion	19		\$67,315.84	\$421,393.17
Completion Totals		124	\$67,315.84	\$421,393.17
Report Totals		332	\$112,836.21	\$658,300.75



WTCS System-Wide Activity Update for August 2018

- **WTCS Apprenticeship Enrollment Trend:** For the 2017-18 academic year, WTCS enrollments for all apprenticeship programs increased from 6528 to 6783 unduplicated, and 7124 to 7279 duplicated, students. That is a 3.9% and 2.2% increase, respectively, for the 2017-18 year, as compared to 6.5% and 7.4% for the prior year.
- **WTCS Program Expansion under the WAGE\$ grant:** From March 2016 through July 2018, nineteen apprenticeship program approvals were obtained by various WTCS District for WAGE\$ targeted programs. Currently, 12 out of 16 Districts offer instruction for one or more of these programs.
- **Great Lakes Tools of the Trade/WTCS Apprenticeship Scholarships:** The Great Lakes Higher Education Foundation Board has once again committed to awarding 200 scholarships at \$1500 each for industrial and construction sector apprentices for the 2018-19 academic year.
- **Active WTCS-BAS Apprenticeship Programs, By Sector, Occupation, and College:** The master chart of all apprenticeship programs with related instruction offered through the WTCS can be found here via the following link. "Active" is defined as approved programs with enrollments in the past two years.
<https://mywtcs.wtcsystem.edu/wtcsinternal/cmsspages/getdocumentfile.aspx?nodeguid=2b3fe9c1-681d-4ceb-a612-f474b04aaa8b>

State Committee Report - Construction

State Plumbing Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 9/4/2018 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	1167	68	5.8	8	0.7	395	33.8	772	66.2	500	102	20.4	414	82.8
ABC of Wisconsin (All)	371	17	4.6	1	0.3			371	100.0	145			145	100.0
Plumber (186238103001)	371	17	4.6	1	0.3			371	100.0	145			145	100.0
Appleton Area Plumbing JAC	69	1	1.4	0	0.0	14	20.3	55	79.7	38	6	15.8	32	84.2
Plumber (186238103001)	69	1	1.4	0	0.0	14	20.3	55	79.7	38	6	15.8	32	84.2
Central WI Area Plumbing JAC	24	1	4.2	0	0.0	7	29.2	17	70.8	16	5	31.3	13	81.3
Plumber (186238103001)	24	1	4.2	0	0.0	7	29.2	17	70.8	16	5	31.3	13	81.3
Eau Claire Area Plumbing JAC	67	0		0	0.0	20	29.9	47	70.1	37	11	29.7	29	78.4
Plumber (186238103001)	67	0		0	0.0	20	29.9	47	70.1	37	11	29.7	29	78.4
Fond du Lac Area Plumbing JAC	20	0		0	0.0	15	75.0	5	25.0	8	3	37.5	5	62.5
Plumber (186238103001)	20	0		0	0.0	15	75.0	5	25.0	8	3	37.5	5	62.5
Kenosha-Racine-Walworth Plumbing JAC	45	3	6.7	0	0.0	40	88.9	5	11.1	23	20	87.0	5	21.7
Plumber (186238103001)	45	3	6.7	0	0.0	40	88.9	5	11.1	23	20	87.0	5	21.7
La Crosse Area Plumbing JAC	71	1	1.4	0	0.0	22	31.0	49	69.0	36	11	30.6	28	77.8
Plumber (186238103001)	71	1	1.4	0	0.0	22	31.0	49	69.0	36	11	30.6	28	77.8
Lake To Lake Area Plumbing JAC	25	0		0	0.0	6	24.0	19	76.0	17	3	17.6	15	88.2
Plumber (186238103001)	25	0		0	0.0	6	24.0	19	76.0	17	3	17.6	15	88.2
Madison Area Plumbing JAC	120	7	5.8	4	3.3	74	61.7	46	38.3	42	11	26.2	33	78.6
Plumber (186238103001)	120	7	5.8	4	3.3	74	61.7	46	38.3	42	11	26.2	33	78.6
Marshfield Area Plumbing JAC	12	0		0	0.0			12	100.0	9			9	100.0
Plumber (186238103001)	12	0		0	0.0			12	100.0	9			9	100.0
Milwaukee Area Plumbing JAC	160	33	20.6	3	1.9	160	100.0			39	39	100.0		
Plumber (186238103001)	160	33	20.6	3	1.9	160	100.0			39	39	100.0		
Northeast WI Area Plumbing JAC	67	2	3.0	0	0.0	25	37.3	42	62.7	29	7	24.1	22	75.9
Plumber (186238103001)	67	2	3.0	0	0.0	25	37.3	42	62.7	29	7	24.1	22	75.9
Northern WI Plumbing Advisory Committee	9	2	22.2	0	0.0			9	100.0	8			8	100.0
Plumber (186238103001)	9	2	22.2	0	0.0			9	100.0	8			8	100.0
Rhineland Area Plumbing JAC	19	0		0	0.0			19	100.0	16			16	100.0
Plumber (186238103001)	19	0		0	0.0			19	100.0	16			16	100.0
Southwest WI Area Plumbing Advisory Comm	25	0		0	0.0			25	100.0	21			21	100.0
Plumber (186238103001)	25	0		0	0.0			25	100.0	21			21	100.0
Wausau Area Plumbing JAC	34	1	2.9	0	0.0	8	23.5	26	76.5	21	3	14.3	18	85.7

State Committee Report - Construction

State Plumbing Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 9/4/2018 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	1167	68	5.8	8	0.7	395	33.8	772	66.2	500	102	20.4	414	82.8
Plumber (186238103001)	34	1	2.9	0	0.0	8	23.5	26	76.5	21	3	14.3	18	85.7
Western WI Area Plumbing JAC	29	0		0	0.0	4	13.8	25	86.2	21	2	9.5	21	100.0
Plumber (186238103001)	29	0		0	0.0	4	13.8	25	86.2	21	2	9.5	21	100.0