

Tony Evers, Governor Vacant, Secretary Michele Carter, Division Administrator

October 7, 2020

- TO: State Wastewater Treatment Plant Operator Apprenticeship Advisory Committee Members & Consultants
- FROM: Owen Smith, Bureau of Apprenticeship Standards 608-266-2491; <u>owen.smith@dwd.wisconsin.gov</u>
- SUBJECT: State Wastewater Treatment Plant Operator Apprenticeship Advisory Committee Meeting
- DATE: Thursday, October 8, 2020
- TIME: 10:00 AM

 PLACE:
 https://dwdwi.webex.com/dwdwi/j.php?MTID=meed9309fde5567d62ac80ce2b053b0ad

 Number:
 145 156 2547

 Password:
 DJqWHJhJ373

 Join by phone:
 1-855-282-6330 US TOLL FREE

 Access code:
 145 156 2547

## **TENTATIVE AGENDA**

- 1. Call the meeting to order.
- 2. Distribute the sign-in sheet.
- 3. Review the current roster.

## 4. Special Topics

- a. Registered apprenticeship during COVID-19
- b. Revising youth apprenticeship curriculum
- c. DNR update

## 5. Old Business

- a. Review the follow-up items from previous meeting
  - i. Action: approve the draft minutes
  - ii. Action: outreach efforts for 2020
  - iii. Action: revising statewide Exhibit A
- b. Implementing revisions to CFR 29.30
- c. Federal grants to expand registered apprenticeship
- d. Industry-Recognized Apprenticeship Programs
- e. Applicant outreach campaign and revisions to www.WisconsinApprenticeship.org
- f. Apprenticeship Completion Award Program
- g. Other

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#### 6. New Business

- a. Mandatory registration in BASERS
- b. For action: revising state standards
- c. 2020 Meeting of National Association of State and Territorial Apprenticeship Directors (NASTAD)
- d. 2020 National Apprenticeship Week
- e. 2021 Biennial Apprenticeship Conference
- f. Revising Transition to Trainer and Teaching Transition to Trainer
- g. BAS leadership and personnel changes
- h. Other
- 6. WTCS Update
- 7. Review the program participants.
- 8. Schedule the next meeting.
- 9. Adjourn.





# Draft Minutes of the Wastewater Treatment Plant Operator State Apprenticeship Advisory Committee

April 21, 2020 Webinar

Members Present	Employer / Organization
Bartel, Bruce	New Water
Dierker, Marty	M&M Environmental Services
Wilson, Paul	Walworth County
Zimmer, Kelly	MSA Professional Services
Members Absent	Employer / Organization
Consultants & Guests	Employer / Organization
Hawley, Joan	
Horvath, Steve	Moraine Park Technical College
Johnson, Josh	Bureau of Apprenticeship Standards
Leonard, Betsy	Wisconsin Technical College System
Nakkoul, Nancy	Wisconsin Technical College System
Popp, Corey	Bureau of Apprenticeship Standards
Schmidt, Mark	Moraine Park Technical College
Smith, Owen	Bureau of Apprenticeship Standards
Wahl, Brian	Department of Natural Resources

- 1. The meeting was called to order at 1:05 p.m. by Mary Dierker, Committee Co-Chair, in conformance with the Wisconsin Open Meeting Law.
- 2. Mr. Owen Smith, webinar host, recorded attendance. A quorum was present.
- 3. The committee reviewed the current roster. No revisions were needed.

## 4. DNR Update

Ms. Amy Garbe introduced herself. She explained she works with certifying wastewater treatment plant operators and the option of registered apprenticeship.

### 4. Old Business

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

**i. Fr action:** approve the minutes from the previous meeting The committee approved the minutes as written.

### ii. Outreach efforts for 2020

Mr. Owen Smith reviewed that the program continues to have very low participation. He and Director Johnson reiterated that the Bureau continues to support outreach efforts for the program. They asked the state committee how the Bureau can best help.

The state committee and consultants shared and recommended the following:

- Most new operators earn a two-year or four-year degree, so the Bureau should direct program students and graduates to registered apprenticeship. Ms. Nancy Nakkoul encouraged embedding the registered apprenticeship into the technical diploma and associate's degree.
- Most municipalities hire workers with a high school diploma or equivalency, so its important to keep other options open, too. Many communities do not pay decent wages to begin with, so it may be hard for them to attract college graduates.
- The apprenticeship training representatives should pursue employers who post new positions on the WWOA website.
- The DNR will host a booth at the annual WWOA conference and submit an article in the Clarifier, the organization's newsletter.
- Educate DNR staff and municipal administrators on registered apprenticeship.

Mr. Smith asked which point of contact is the most appropriate for plants. The committee replied that there is no easy answer; it varies by facility. The Bureau should contact the authorized representatives and the operator-in-charge.

#### <u>iii. Revise the program.</u>

Mr. Smith asked whether revising the program would make it more accessible to more potential sponsors. Co-Chair Dierker suggested shortening the on-the-job learning and increase the related instruction so municipalities would find the program shorter and more affordable.

Mr. Bruce Bartel recommend reducing the current program hours.

Mr. Dierker recommended revising the work processes that involved laboratory procedures because many medium-sized facilities outsource lab work. iv. Action: developing a registered apprenticeship for Collection Systems Operator The state committee advised that the program can be tabled for now because the pending licensure will not be required for a few years and it is more important to revise the current program.

#### b. Implementing revisions to CFR 29.30

Mr. Johnson updated attendees on the Bureau's progress. BAS updated the apprentice application to include the opportunity to disclose disabilities and is planning to meet with sponsors this spring and summer to discuss diversity and inclusivity activities and expectations. The Bureau's approach is to educate and assist sponsors, not punish them. More information on the revisions, including links to the law and the anti-harassment video provided by the U.S. Department of Labor, is available on the Bureau website. Sponsors should email their questions to Mr. Andrew Kasper.

Attendees did not have questions or comments.

#### c. Industry-Recognized Apprenticeship Programs

Mr. Johnson reported that IRAPs have been implemented nationally. The Bureau, as the approving agency of all apprenticeships in Wisconsin, will deny IRAPs in Wisconsin and instead discuss the many flexible options available through registered apprenticeship.

Attendees did not have questions or comments

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

The Bureau has three active federal grants. The first, WAGE\$, is proceeding well. The Bureau anticipates meeting all over its targets except total number of apprentices in new occupations, which is not a surprise because the first programs in new sectors grow slowly at first.

The second and third grants—State Apprenticeship Expansion (SAE) and Apprenticeship State Expansion (ASE)—will help integrate registered apprenticeship throughout the workforce system. The SAE grant will, in part, reimburse sponsors for hiring certified pre-apprenticeship graduates. The ASE grant funded two full-time Apprenticeship Navigators which will connect registered apprenticeship sponsors with WIOA certified individuals, youth apprentices, certified pre-apprentices, and offenders. ASE will reimburse registered apprenticeship sponsors for certain costs of on-the-job learning.

Attendees did not have questions or comments

#### e. Revisions to www.WisconsinApprenticeship.org

Mr. Johnson reported that the Bureau received permission from the Department of Workforce Development to re-revise its website to look and function differently than the DWD template. The request was influenced by claims from featured sponsors that the recent redesign made their contact information more challenging to access. The Bureau will revise the site this summer.

Attendees did not have questions or comments

#### f. Apprenticeship Completion Award Program (ACAP)

Mr. Johnson reported that ACAP continues to be a strong example of bipartisan support for registered apprenticeship. He reviewed the most recent totals and noted that the denied reimbursements will always be greater than awarded reimbursements because the maximum reimbursement is 25% of total costs or \$1,000, whichever comes first.

Mr. Johnson shared that the Bureau is further automating its processing system to reduce its percent error. The Department will likely request that ACAP is included in the next biennial budget request.

Attendees did not have questions or comments.

## g. Other

Attendees did not have additional topics.

#### 5. New Business

## a. Lessons learned from DWD tour of Germany Apprenticeship Program

Mr. Johnson reported that he, Secretary Frostman, and several WI Apprenticeship stakeholders visited Germany to tour the Germany Apprenticeship Program. The visit was invaluable in learning how WI Apprenticeship could improve and how well it works already.

He noted several key take-aways:

- Apprenticeship in Germany is a socio-economic institution. Many, many industries and occupations train workers through registered apprenticeship, and students qualified for apprenticeships are tracked as early as fourth grade. These dynamics are possible due to greater government involvement in industries and the K-12 institutions.
- Similarly, apprenticeship in Germany focuses almost exclusively on preparing students and youth; apprenticeship is used much less as a career change by adults. In contrast, Wisconsin Apprenticeship focuses mostly on helping adults enter careers and exposing youth to broad career clusters or industries rather than a specific occupation.
- WI Apprenticeship works very well within the contexts of U.S. society. Involving K-12 students in career and technical education is very important. Although the U.S. secondary school system would not accept "tracking" students early, students are now required to begin "academic career planning" in middle school.
- Therefore, the most feasible means of strategically positioning Wisconsin Apprenticeship in the K-12 system is to include it as an option within academic career planning. Middle-school students could then prepare by taking the necessary academic subjects, such as math and science, and then pursue youth apprenticeship in high school.

Attendees did not have questions or comments.

#### b. 2021 Biennial Apprenticeship Conference

Mr. Johnson reported that the conference will be held February 22-24, 2021, at the Wilderness Hotel in the Wisconsin Dells. The planning team has begun meeting. The specific theme, workshops, and speakers are under discussion, but the primary focus will be that apprenticeship is for everyone, e.g. every sector, worker, student, partner, etc. apprenticeship sectors, occupations, and partners, including youth apprenticeship, certified pre-apprenticeship, and the workforce system.

The Apprenticeship Expo will be included. By summer the Bureau will launch the registration page via EventBrite and mail a save-the-date notice.

Attendees did not have questions or comments.

## c. 2020 National Apprenticeship Week

The 2020 National Apprenticeship Week was not yet announced nationally, so the Bureau will observe Wisconsin Apprenticeship Week November 8-14. Director Johnson encouraged the Arborists to host an event with their local stakeholders.

Attendees did not have questions or comments.

## d. Revising Transition to Trainer

Director Johnson reported that the Bureau, Wisconsin Technical College System, and Worldwide Instructional Design System have begun revising "Transition to Trainer." The revisions will make the course more accessible to non-traditional apprenticeship occupations, update terminology and learning activities, and introduce on-line delivery of specific modules. The project is lead by WTCS and includes an industry focus group of trainers from traditional and new sectors.

Attendees did not have questions or comments

### e. BAS leadership and personnel changes

Director Johnson thanked attendees for their letters of support for his acceptance as Bureau Director. He emphasized that his vision is to innovate registered apprenticeship by integrating it further with certified pre-apprenticeship, youth apprenticeship, technical diplomas, and more.

Additional personnel changes include the following:

- Tommy Myles, Apprenticeship Navigator
- Dawn Pratt, Apprenticeship Navigator
- Milton Rogers, Apprenticeship Training Representative for Madison
- Corey Popp, Apprenticeship Training Representative for Madison
- Melissa Kendhammer, Apprenticeship Training Representative for La Crosse
- Chris Landreman, Apprenticeship Training Representative for Appleton

## f. Other

Attendees did not have additional topics.

#### 7. WTCS Update

Ms. Nancy Nakkoul shared the latest version of the WTCS Apprenticeship Completer Report. She noted that it now includes occupations in new sectors, such Information Technology and Health Care, and will include more new occupations in the future. The data is low due to the low number of participants, but that will increase with future cohorts.

Attendees did not have questions or comments.

- 8. The Bureau will schedule the next meeting via electronic survey.
- 9. The meeting adjourned at noon.

Submitted by Owen Smith, Program and Policy Analyst, Bureau of Apprenticeship Standards

#### **DRAFT June 2020**

**TERM OF APPRENTICESHIP:** The term of apprenticeship shall be Hybrid, which has been established to be 36 months of not less than 6,432 hours. In addition to the specified hours, the apprentice must successfully attain the competencies described in these program provisions. Hours of labor shall be the same as established for other skilled employees in the trade.

**PROBATIONARY PERIOD:** The probationary period shall be the first 9 months of the apprenticeship, but in no case shall it exceed twelve calendar months. During the probationary period, this contract may be cancelled by the apprentice or the sponsor upon written notice to the Department, without adverse impact on the sponsor.

**SCHOOL ATTENDANCE:** The apprentice shall attend the Wisconsin Technical College System or other approved training provider, as assigned, for paid related instruction four hours per week or the equivalent and satisfactorily complete the prescribed course material for a minimum of 432 hours, unless otherwise approved by the Department. The employer must pay the apprentice for attended related instruction hours at the same rate per hour as for services performed.

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

Work Process Description	Approximate Hour		
	(Min	- Max)	
<ul> <li>Promote a safe work environment for self and others.</li> <li>A. Complete employer-required safety training. RESEARCH</li> <li>B. Wear PPE daily in accordance with safety guideline.</li> <li>B. Follow lock-out and tag out procedures.</li> <li>C. Adhere to hazard communication and right to know programs.</li> <li>D. Monitor air quality and noxious gas levels.</li> <li>E. Adhere to safety training for confined spaces.</li> <li>F. Monitor security around gates, fences and grates.</li> <li>G. Respond to emergencies using first-air, CPR and appropriate rescue procedures.</li> <li>H. Adhere to chemical safety programs.</li> <li>I. Apply safe work practices around the plant. DELETE</li> <li>J. Complete confined space entry permits correctly.</li> <li>K. Use ladders and scaffolds safely.</li> </ul>	500		
<ul> <li>Operate wastewater treatment plant facilities and equipment.</li> <li>A. Monitor plant operations as required.</li> <li>B. Analyze plant operating performance.</li> <li>C. Respond to plant alarm systems.</li> <li>D. Troubleshoot operational problems effectively.</li> <li>E. Look, listen, feel, and smell prior to taking corrective action. DELETE</li> <li>F. Start and stop plant equipment.</li> <li>G. Process plant operational information effectively.</li> <li>H. Record operational data.</li> <li>I. Comply with State and Federal discharge permits.</li> <li>J. Comply with local operational regulations.</li> </ul>	1300		

Operate and maintain digester gas handling systems (methane). DELETE

K. Apply knowledge of regulations to plant operations. DELETE

# State Wastewater Treatment Committee • Madison WI Waste Water Treatment Plant Operator • 06-954382014-03-H Exhibit A - Program Provisions

<ul> <li>Manage wastewater treatment plant processes.</li> <li>A. Apply chemicals.</li> <li>B. Monitor preliminary and primary treatment.</li> <li>C. Monitor secondary treatment.</li> <li>D. Monitor tertiary treatment.</li> <li>E. Monitor biological nutrient removal.</li> <li>F. Monitor disinfection equipment and technology.</li> <li>G. Implement process control strategies.</li> <li>J. Adjust treatment plant processes based on laboratory analytical data.</li> <li>K. Adjust equipment.</li> </ul>	1000
<ul> <li>Perform sampling and testing. Resume here</li> <li>A. Collect samples according to established procedures.</li> <li>B. Perform field testing, e.g. chlorine residuals, pH constant, dissolved oxygen, etc.</li> <li>C. Perform laboratory testing, e.g. biochemical oxygen demand, etc.</li> <li>D. Perform process control sampling and testing, e.g. mixed liquor, RAS solids, etc.</li> <li>C. Verify accurate results.</li> <li>D. Provide information acquired from math calculations.</li> <li>E. Perform lab duties in accordance with NR 149.</li> <li>F. Ensure consistent lab procedures.</li> </ul>	500
<ul> <li>G. Interpret testing results.</li> <li>Maintain wastewater treatment equipment and technology.</li> <li>Test new and repaired equipment prior to putting into operations.</li> <li>A. Perform mechanical maintenance on equipment.</li> <li>B. Perform preventative maintenance when scheduled.</li> <li>C. Calibrate equipment and instrumentation.</li> <li>D. Exercise valves, pumps, and other mechanical devices.</li> <li>E. Troubleshoot and repair malfunctions and inoperable equipment.</li> <li>F. Maintain pumps and sludge handling systems.</li> <li>G. Monitor equipment performance through testing and measurement.</li> </ul>	500
<ul> <li>Manage wastewater treatment plant solids programs.</li> <li>A. Monitor sludge production.</li> <li>B. Perform sludge removal activities.</li> <li>C. Record treated sludge and solids information accurately.</li> <li>D. Recycle of treated sludge in accordance with plant permitting.</li> <li>E. Manage bio-solids programs effectively.</li> </ul>	700
<ul> <li>Utilize wastewater treatment software and devices.</li> <li>A. Enter data into software or device.</li> <li>B. Use Supervisory Control and Data Acquisition (SCADA) software.</li> <li>C. Control wastewater treatment processes using programmable logic controls (PLC).</li> <li>D. Download and export data from computer systems</li> <li>E. Complete reports using computer software</li> <li>F. Record plant information accurately</li> </ul>	500
Local Optional Work Processes Additional competencies may include but are not limited to the following: A. Maintain collection systems. B. Communicate plant and wastewater treatment specific information effectively.	1000
C. Perform management related duties.	

D. Operate water supply and distribution.

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

# State Wastewater Treatment Committee • Madison WI Waste Water Treatment Plant Operator • 06-954382014-03-H Exhibit A - Program Provisions

Paid Related Instruction	432
TOTAL	6432

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

# MINIMUM COMPENSATION TO BE PAID:

The apprentice's wage must average no less than 60% of the skilled wage rate during the term of the apprenticeship (DWD 295.05). The apprentice may not be started at less than the minimum wage.

Base skilled wage rate N/A per hour.

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

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

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

Work credit hours approved:	N/A
School credit hours approved: Paid related instruction:	N/A
Unpaid related instruction:	N/A
Total credit hours to be applied to the term of the apprenticeship:	N/A

# SPECIAL PROVISIONS:

The apprentice must obtain First Aid, CPR and Confined Space Entry certifications in the first year of the apprenticeship and maintain them throughout the program.

The apprentice must successfully complete OSHA 10 or equivalent the first year of the apprenticeship. RESEARCH

The apprentice must successfully complete Transition to Trainer in the final year of the apprenticeship.

The apprentice must pass the following four WI Department of Natural Resources certification examinations:

- 1. Basic General Wastewater
- 2. "Biological Treatment: Suspend Growth" or "Biological Treatment: Attached Growth"
- 3. Solids Separation
- 4. Biological Solids/Sludge Handling, Processing and Results

The apprentice may be required by the employer to:

1. Pass additional WI Department of Natural Resources certification examinations

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

State Wastewater Treatment Committee • Madison WI Waste Water Treatment Plant Operator • 06-954382014-03-H Exhibit A - Program Provisions

2. Obtain a commercial driver's license

Safety	500
Operate wastewater treatment plant facilities and equipment.	1300
Manage wastewater treatment processes.	1000
Perform sampling and testing.	500
Maintain wastewater treament equipment technology.	500
Manage wastewater treatment plant solids programs.	700
Utilize computers	500
Local Optional	1000
Related Instruction	432
TOTAL	0

# WAGE\$ Apprentices and Sponsors by Occupation Fall 2020 Committee Update

The Wisconsin Apprenticeship Growth and Expansion Strategies (WAGE\$) grant is a 5-year, \$5 million grant from the US Department of Labor. The purpose is to expand Registered Apprenticeship in Advanced Manufacturing and develop new programs in Information Technology and Health Care. The grant started October 1, 2015, and will conclude September 30, 2020.

- The overarching goal is 1,000 apprentices in the occupations selected for grant support.
- The table below shows the number of apprentices by occupation and underrepresented population.
- Employ Milwaukee, Inc., applied for and was granted the same type of grant that BAS applied for. Therefore, BAS and EMI entered into an agreement by which EMI would be able to count certain apprentices for its own grant. As of the date of this report, the following number of apprentices are included in EMI's grant, not the WAGE\$ grant.
  - o 9 Industrial Manufacturing Technician apprentices
  - 4 IT Service Desk Technician apprentices
  - 9 Pharmacy Technician apprentices

WAGE\$ Apprentices by Occupation and Underrepresented Status							
October 1, 2015 - September 2, 2020 This report includes apprentice records for the report period: Industrial Manufacturing Technician;Maintenance Technician;Mechatronics Technician;Welder - Fabricator;Welder / Automated Welding;Software Developer;Medical Assistant;IT Service Desk Technician;Data Analyst;Broadband Service Technician;Cybersecurity Analyst;Pharmacy Technician;Medical Assistant (WTCS),							
Apprentices claimed by Employ Milwaukee have be	en remov	ved.					
Occupation Name	Count	Female	Minority	Veteran			
Report Total:	678	67	110	50			
Industrial Manufacturing Technician - 77 completed; 32 cancelled; 9 apprentices counted by Employ Milwaukee	146	21 (14%)	42 (29%)	6 (4%)			
Maintenance Technician - 21 completed; 88 cancelled	360	5 (1%)	36 (10%)	31 (9%)			
Mechatronics Technician - 19 cancelled	90	2 (2%)	5 (6%)	9 (10%)			
Welder / Automated Welding & Fabricator - 5 completed; 5 cancelled	36	1 (3%)	4 (6%)	3 (8%)			
Broadband Service Technician	1						
Data Analyst - 4 apprentices counted by Employ Milwaukee							
IT Service Desk Technician: 3 completed	4	1 (25%)	1 (20%)				
Software Developer	2	2 (100%)					
Medical Assistant - 14 completed; 2 cancelled	39	35 (90%)	22 (56%)	1 (2%)			
Pharmacy Technician – 9 apprentices counted by Employ Milwaukee							

195 (29%) of the apprentices identify with at least one of the underrepresented populations.

- 164 of them identify with one of the populations.
- 30 identify with two of them.
- 1 of them identifies with all three.

# All ACAP Reimbursement Requests Processed (Time Period) - Summary

## Apprenticeship Completion Award Program (ACAP) Bureau of Apprenticeship Standards Division of Employment and Training 9/9/20 03:02 PM

Filters Applied: Determination Date between 7/1/19 and 7/13/20, Fiscal Year(s)= FY20

_	Fiscal	# of		
Туре	Year	RRs	\$Approved	\$Denied
Year One	20		\$143,372.43	\$673,638.86
Year One Totals	5	707	\$143,372.43	\$673,638.86
Completion	20		\$207,219.76	\$1,281,497.76
Completion Tot	als	479	\$207,219.76	\$1,281,497.76
<b>Report Totals</b>		1,186	\$350,592.19	\$1,955,136.62



# WTCS System-Wide Activity Update September 2020

## WTCS Apprenticeship Enrollment Trend

WTCS enrollments across all apprenticeship programs increased from 7588 to 7910 unduplicated, and 7696 to 8038 duplicated, students by the end of 2019-2020 academic year. That is a 4.1% and 4.25% increase, respectively, in one year.

## Ascendium Education Group Tools of the Trade Scholarships Increased Again in 2020

For the 2020-21 academic year, Ascendium Education Group has committed to awarding an additional 50 scholarships to industrial and construction sector apprentices who receive their related instruction through a WTCS college. A total of 250 awards of \$1500 apiece will be granted statewide in March 2021, with the scholarship application period open from late August until mid-October 2020.

## WTCS Systemwide Apprenticeship Curriculum and Course Development Projects Summary FY 2019-20

New Program Systemwide Curriculum Standards	Major Curriculum Revision	Below-the-Line Courses with virtual modality option	Crosswalks between apprenticeship & technical diploma or AAS programs
<ul> <li>Industrial Metrology</li> <li>Roadway Maintenance</li></ul>	Early Childhood	<ul> <li>Arborist (2)</li> <li>Machine Tool (1)</li> <li>Plumbing (2 URI)</li> <li>IT-Software Developer (4)</li> <li>IT-Service Desk (3)</li> <li>IT-Data Analyst (5)</li> <li>DC Theory Common Core</li> <li>AC Theory Common Core</li> </ul>	<ul> <li>IT-Software Developer</li> <li>IT-Service Desk</li> <li>Cybersecurity Analyst</li> <li>Metal Fabricator /</li></ul>
Technician <li>Biotechnology Lab Support Tech</li> <li>Pharmacy Technician</li> <li>Medical Assistant</li> <li>Cybersecurity Analyst</li> <li>Facilities Maintenance Technician</li>	Educator		Welder

## Active WTCS-BAS Apprenticeship Programs, By Sector, Occupation, and College as of August 2020

The master chart of all apprenticeship programs with related instruction offered through the WTCS colleges can be found here via the following link. "Active" is defined as approved programs with enrollments in the past two years. The color-coded chart can be found on the MyWTCS website here: <u>WTCS Active Apprenticeship</u> <u>Programs Snapshot - Color Chart</u>

Report Name COM-01 State Committee Report - Industrial & Service

Refresh Date 10/7/20 3:17 PM

Wisconsin Bureau of Apprenticeship Standards



## State Committee Report State Wastewater Treatment Committee

This summary counts employers and apprentices with a contract active or unassigned on 10/1/2020 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.

		Total # of	Of Total Apprentices in Column 3, # who are			
	Total # of		Minority		Females	
Trade	Sponsors	Apprentices	#	%	#	%
1	2	3	4	5	6	7
Report Total						