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

September 4, 2018

TO: State Carpentry Apprenticeship Advisory Committee Members & Consultants

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

SUBJECT: State Carpentry Apprenticeship Advisory Committee meeting

DATE: Tuesday, September 18, 2018

TIME: 10:00 AM

Place: Southeast Wisconsin Carpentry Training Center  
N25 W23055 Paul Rd #3  
Pewaukee, WI 53072

#### **TENTATIVE AGENDA**

1. Call the meeting to order.
2. Introduce attendees.
3. Review the current roster.
4. **Old Business**
  - a. Review follow-up items from previous meeting:
    - i. **For action:** approve the minutes
    - ii. Revised statewide Exhibit A's
    - iii. Are ACTs scores appropriate for BASERS?
    - iv. Review applicant assessment data
  - 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 27<sup>th</sup> 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.

## Draft Minutes of the State Carpentry Apprenticeship Advisory Committee

Wednesday, May 9, 2018

North Central States Regional Council of Carpenters Eastern Training Center  
Kaukauna, WI

Members Present	Organization/Employer
Basten, Rob	NCSRCC
Bialcik, Corey	NCSRCC
Coates, Shaun	NCSRCC
Rodriguez, Pat	Carpenters Local 1143
Schmidt, Mark	C.G. Schmidt
Schwengels, Joe	J.P. Cullen & Sons, Inc.
Strub, Matt	Fowler & Hammer
Zacharias, Roger	Carpenter Local 995
Members Absent	Organization/Employer
Bohne, Hunter	Stevens Construction Corp.
Dischel, Todd	NCSRCC
Macejkovic, Jim	Building Service, Inc.
Scholz, Barry	Boldt
Consultants & Guests	Organization/Employer
Badger, Richard	Bureau of Apprenticeship Standards
Emrick, Leigh	Associated Builders & Contractors
Giese, Rob	NCSRCC
Hunter, Joelle	Southeast WI Carpentry Training Center
Kiel, Todd	Northeast Wisconsin Technical College
Mayek, Mandy	Mid-State Technical College
Perkofski, Lisa	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards

1. The meeting was called to order at 10:00 a.m. by Co-Chair Pat Rodriguez, in conformance with the Wisconsin open meeting laws.
2. A roll call was conducted. A quorum was present.
3. The committee reviewed the current roster. Owen Smith reported that Mr. Rob Basten, millwright instructor, replaced Darleen Balza for this meeting. The Bureau will review whether Mr. Basten will continue; state committee members on the employer side must be labor representatives and are commonly not instructors, unless approved by Director Karen Morgan.

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

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

###### i. For action: approve the minutes

The minutes were approved as written.

###### ii. **For action:** proposed revisions to state Exhibit A

Owen reviewed that the state committee had requested that a focus group review the state Exhibit A's for confusing and outdated language. Ms. Leigh Emrick and Mr. Roger Zacharias presented their recommended revisions.

*Action: the committee approved a motion to clarify "residential and/or construction work" on all state Exhibit As.*

*Action: the state committee approved motion to discontinue the state Exhibit As for interior systems and lather and allow current contracts to continue.*

*Action: the state committee approved all revisions will be effective September 1, 2018.*

###### iii. Review 2017 WI Act 148 and related changes to state standards

Owen reviewed that he will update the state standards to reflect the changes required by the legislation.

###### iv. Review applicant assessment data for math

Owen reviewed that the state committee requested that training coordinators continue to update the committee on average applicant scores on the ACT and local assessments.

Leigh reported that more applicants to Associated Builders & Contractors registered apprenticeships are submitting ACT scores. Six of 48 applicants submitted ACT scores; all applicants passed the required minimum ACT math score of 15. Representatives of NCSRCC reported that 13 of 30 applicants submitted ACT scores and all surpassed the required minimum score. Ms. Joelle Hunter reported that her local committee was not aware of the state committee's request; she will bring applicant data to the next meeting. Joelle noted, though, that the average ACT math score of applicants is higher than the required minimum. The local committee expects most applicants will submit ACT scores.

The state committee agreed that the required minimum ACT math score of 15 is working well and the overall process is streamlined.

*Action: the state committee asked the Bureau to discuss whether to add ACT scores to BASERS*

**b. Implementing revisions to CFR 29.30**

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

Owen concluded by stating that the Bureau expects to receive the guidance before the committee's fall meeting. The committee did not have comments or questions.

**c. Federal grants to expand apprenticeship**

Owen reported that the Bureau has almost begun the third year of the five-year WAGES grant. Through the grant, the Bureau has been expanding registered apprenticeship into advanced manufacturing, health care, and information technology occupations. It's additional focus is expanding the recruitment and retainment of women and minority apprentices. That is also a focus of the state expansion grant, for which the Bureau recently received an \$1.5 million extension. The expansion grant will focus on recruitment and retainment on large construction projects in Madison and Milwaukee. The Bureau's used its third grant, the state accelerator grant, to increase its capacity for administering programs, primarily by upgrading its information management system with BASERS.

The committee asked whether the WAGES grant will work with Job Corps. Owen explained that the funding is subcontracted to local workforce development boards, which allocate the funds to partners at their discretion.

The committee asked whether how smaller contractors can be involved with the recruitment and retain efforts. Owen explained that Bureau leadership intentionally chose prime contractors on large projects to have the most access and most data possible. He suggested stakeholders interested in involving smaller contractors in the grant should contact Director Morgan.

**d. Presidential executive order to expand 'apprenticeship'**

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

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.

In conclusion, Owen stated that the Bureau does not have further details at this time and is awaiting guidance from the Department of Labor.

The committee and consultants did not have questions or comments.

**e. BASERS**

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

Several state committee members commented that BASERS is "fantastic" and "nearly instantaneous." A consultant agreed and added that some employers and apprentices mistakenly thought that signing the contract electronically meant the apprentice did not have to make the mandatory appearance before the local committee.

**f. Apprenticeship LEADERS initiative**

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

In conclusion, Owen noted that the LEADERS program is still accepting participants. The program helps the Bureau see opportunities from industry's perspective.

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 additional items.

**h. Other**

The state committee and consultants did not have additional items.

**5. New Business**

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

Owen reported that the National Association of State & Territorial Apprenticeship Directors will hold its annual summer conference in Milwaukee from July 29 – August 3. The attendees will be joined by regional directors of the U.S. Department of Labor for a portion of the conference. NASTAD, not BAS, is seeking sponsorship opportunities for the event.

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

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

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

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

**c. Registered apprenticeship in correctional facilities**

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

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

Several committee members stated they agree with first exploring options at minimum security facilities.

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

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

The state committee and consultants did not have additional items.

**e. BAS website changes**

Owen 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.

**f. BAS personnel changes**

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

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

**g. Other**

**i. WI Apprenticeship Conference**

Owen reviewed that the Bureau had informed the state committee that the Bureau would host a diversity conference in the fall of 2018. The Bureau has shifted that focus to a biennial conference

on multiple topics, including recruitment and retainment, in January 2019. The state committee and consultants did not have questions or comments.

ii. Northeast Wisconsin Technical College

Todd Kiel reported that the campus is undergoing extensive remodeling, including two new buildings. Once construction is complete, the college will be happy to host meetings and tours. In addition, apprenticeship enrollment has increased significantly; more than 1,000 apprentices registered this spring. The average age of an apprentice has decreased from 29 to 25.

iii. Mid-State Technical College

Mandy Mayek reported that the college will offer the Software Developer and Arborist registered apprenticeship programs this fall. She echoed the trends seen by Northeast Wisconsin Technical College. She added that Mid-State is partnering with Lakeshore Technical College to provide related instruction for the Carpenter registered apprenticeship. Apprentices attend every other class at Mid-State.

6. Program participants included 1,098 apprentices and 216 employers with contracts active or unassigned on May 4, 2018. Owen noted that to date, the apprentice totals are the second highest in ten years and may exceed the record of 1,185 apprentices in 2017.
7. The committee tentatively scheduled its next meeting for Tuesday, September 18, at 10:00 a.m. at Southeast Wisconsin Training Center in Pewaukee.
8. The meeting adjourned at noon..

**Follow-up Items**

BAS will revise the Exhibit A's as of September 1.

BAS will research inputting ACT scores into BASERS.

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*Submitted by Owen Smith, Program & Policy Analyst*





## 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 <sup>1</sup>	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 <sup>2</sup>	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 <sup>3</sup>	90
<b>Employment &amp; Training Metrics</b>			
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 <sup>4</sup>	330	358	1,000

<sup>1</sup> Year 3 ends 9/30/18

<sup>2</sup> 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.

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

<sup>4</sup> 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
<b>Blackhawk Technical College - Milton Campus - 22 Contracts</b>		
	13	Mechatronics Technician
	8	Maintenance Technician
<b>Chippewa Valley Tech. College - Chippewa Falls - 5 Contracts</b>		
	5	Welder - Fabricator
<b>Fox Valley Technical College - 59 Contracts</b>		
	59	Maintenance Technician
<b>Fox Valley Technical College Local 400 - 2 Contracts</b>		
	2	Maintenance Technician
<b>Gateway Technical College-Sturtevant - 8 Contracts</b>		
	8	Maintenance Technician
<b>Lakeshore Technical College - 100 Contracts</b>		
	45	Industrial Manufacturing Technician
	44	Maintenance Technician
	11	Mechatronics Technician
<b>Madison College - 12 Contracts</b>		
	12	Maintenance Technician
<b>Madison College-Truax Campus - 1 Contract</b>		
	1	Maintenance Technician
<b>Mid-State Technical College - 7 Contracts</b>		
	7	Maintenance Technician
<b>Milwaukee Area Technical College - 2 Contracts</b>		
	2	Maintenance Technician
<b>Nicolet Area Technical College - 2 Contracts</b>		
	2	Welder - Fabricator
<b>Northcentral Technical College - 24 Contracts</b>		
	24	Maintenance Technician
<b>Northeast Wisconsin Technical College - 19 Contracts</b>		
	10	Maintenance Technician
	3	Welder / Automated Welding
	6	Welder - Fabricator
<b>Southwest Wisconsin Technical College - 9 Contracts</b>		
	9	Mechatronics Technician
<b>Waukesha County Technical College - 78 Contracts</b>		
	26	Maintenance Technician
	6	Welder - Fabricator
	24	Industrial Manufacturing Technician
	22	Mechatronics Technician
<b>Western Technical College - 15 Contracts</b>		
	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

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- **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/cmspages/getdocumentfile.aspx?nodeguid=2b3fe9c1-681d-4ceb-a612-f474b04aaa8b>





## State Committee Report - Construction

### State Carpentry 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
<b>All Sponsors Total</b>	<b>1099</b>	<b>110</b>	<b>10.0</b>	<b>25</b>	<b>2.3</b>	<b>1018</b>	<b>92.6</b>	<b>81</b>	<b>7.4</b>	<b>213</b>	<b>173</b>	<b>81.2</b>	<b>40</b>	<b>18.8</b>
<b>ABC of Wisconsin (All)</b>	<b>61</b>	<b>4</b>	<b>6.6</b>	<b>1</b>	<b>1.6</b>			<b>61</b>	<b>100.0</b>	<b>28</b>			<b>28</b>	<b>100.0</b>
Carpenter (Construction) (186038102201)	61	4	6.6	1	1.6			61	100.0	28			28	100.0
<b>Central Wisconsin Area Carpentry JAC</b>	<b>10</b>	<b>0</b>		<b>0</b>	<b>0.0</b>			<b>10</b>	<b>100.0</b>	<b>3</b>			<b>3</b>	<b>100.0</b>
Carpenter (Construction) (186038102201)	10	0		0	0.0			10	100.0	3			3	100.0
<b>Eau Claire Area Carpentry JAC</b>	<b>61</b>	<b>2</b>	<b>3.3</b>	<b>0</b>	<b>0.0</b>	<b>61</b>	<b>100.0</b>			<b>20</b>	<b>20</b>	<b>100.0</b>		
Carpenter (Construction) (186038102201)	61	2	3.3	0	0.0	61	100.0			20	20	100.0		
<b>Greater Wisconsin Millwright JAC</b>	<b>29</b>	<b>0</b>		<b>0</b>	<b>0.0</b>	<b>29</b>	<b>100.0</b>			<b>9</b>	<b>9</b>	<b>100.0</b>		
Carpenter (Millwright) (163828101801)	29	0		0	0.0	29	100.0			9	9	100.0		
<b>La Crosse Area Carpentry JAC</b>	<b>47</b>	<b>4</b>	<b>8.5</b>	<b>2</b>	<b>4.3</b>	<b>47</b>	<b>100.0</b>			<b>22</b>	<b>22</b>	<b>100.0</b>		
Carpenter (Construction) (186038102201)	43	3	7.0	1	2.3	43	100.0			22	22	100.0		
Carpenter (Pile Driver) (186038158101)	4	1	25.0	1	25.0	4	100.0			1	1	100.0		
<b>Lakeshore Area Carpentry Advisory Comm</b>	<b>10</b>	<b>0</b>		<b>0</b>	<b>0.0</b>			<b>10</b>	<b>100.0</b>	<b>9</b>			<b>9</b>	<b>100.0</b>
Carpenter (Construction) (186038102201)	9	0		0	0.0			9	100.0	8			8	100.0
Carpenter (Millwright) (163828101801)	1	0		0	0.0			1	100.0	1			1	100.0
<b>Madison Area Carpentry JAC</b>	<b>182</b>	<b>23</b>	<b>12.6</b>	<b>1</b>	<b>0.5</b>	<b>182</b>	<b>100.0</b>			<b>49</b>	<b>49</b>	<b>100.0</b>		
Carpenter (Construction) (186038102201)	172	22	12.8	1	0.6	172	100.0			46	46	100.0		
Carpenter (Floor Coverer) (186448101001)	10	1	10.0	0	0.0	10	100.0			4	4	100.0		
<b>Northeast Wisconsin Carpentry JAC</b>	<b>348</b>	<b>11</b>	<b>3.2</b>	<b>4</b>	<b>1.1</b>	<b>348</b>	<b>100.0</b>			<b>63</b>	<b>63</b>	<b>100.0</b>		
Carpenter (Construction) (186038102201)	215	9	4.2	2	0.9	215	100.0			43	43	100.0		
Carpenter (Floor Coverer) (186448101001)	24	1	4.2	0	0.0	24	100.0			6	6	100.0		
Carpenter (Millwright) (163828101801)	109	1	0.9	2	1.8	109	100.0			24	24	100.0		
<b>SE WI Area Carpentry JAC</b>	<b>291</b>	<b>64</b>	<b>22.0</b>	<b>16</b>	<b>5.5</b>	<b>291</b>	<b>100.0</b>			<b>73</b>	<b>73</b>	<b>100.0</b>		
Carpenter (Cabinet Maker) (166028001001)	2	0		0	0.0	2	100.0			1	1	100.0		
Carpenter (Construction) (186038102201)	242	52	21.5	14	5.8	242	100.0			58	58	100.0		
Carpenter (Floor Coverer) (186448101001)	18	7	38.9	0	0.0	18	100.0			5	5	100.0		
Carpenter (Interior Systems) (186038158301)	2	1	50.0	0	0.0	2	100.0			2	2	100.0		
Carpenter (Millwright) (163828101801)	26	4	15.4	2	7.7	26	100.0			12	12	100.0		
Carpenter (Pile Driver) (186038158101)	1	0		0	0.0	1	100.0			1	1	100.0		
<b>SE WI Area Millwright/PileDriver JAC</b>	<b>4</b>	<b>0</b>		<b>1</b>	<b>25.0</b>	<b>4</b>	<b>100.0</b>			<b>4</b>	<b>4</b>	<b>100.0</b>		
Carpenter (Millwright) (163828101801)	4	0		1	25.0	4	100.0			4	4	100.0		
<b>Wausau Area Carpenters JAC</b>	<b>56</b>	<b>2</b>	<b>3.6</b>	<b>0</b>	<b>0.0</b>	<b>56</b>	<b>100.0</b>			<b>24</b>	<b>24</b>	<b>100.0</b>		

## State Committee Report - Construction

### State Carpentry 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	1099	110	10.0	25	2.3	1018	92.6	81	7.4	213	173	81.2	40	18.8
Carpenter (Construction) (186038102201)	39	1	2.6	0	0.0	39	100.0			18	18	100.0		
Carpenter (Floor Coverer) (186448101001)	2	0		0	0.0	2	100.0			2	2	100.0		
Carpenter (Millwright) (163828101801)	15	1	6.7	0	0.0	15	100.0			6	6	100.0		