

March 4, 2021

TO: State Sheet Metal Apprenticeship Advisory Committee Members and Consultants

FROM: Owen Smith, Bureau of Apprenticeship Standards; Owen.Smith@dwd.wisconsin.gov

SUBJECT: State Sheet Metal Apprenticeship Advisory Committee meeting

DATE: Thursday, March 18, 2021

TIME: 1:00 PM

ACCESS: <https://dwdwi.webex.com/dwdwi/j.php?MTID=m9470d7a18fbe758a5843ffd83c8a2636>
Mtg number: 145 826 2518
Password: CCmyuMPm233
Join by phone: 1-855-282-6330 US TOLL FREE
Access code: 145 826 2518

TENTATIVE AGENDA

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

4. For action:

- a. Approve the minutes.
- b. Review related instruction as part of the five-year cyclical review.
- c. Review applicant assessment scores, including ASVAB.
- d. Review the state standards.

5. For discussion:

- a. Registered apprenticeship during COVID-19
- b. Mandatory registration in BASERS, effective July 1, 2021
- c. Implementing revisions to CFR 29.30
- d. [Biden Administration Bolsters Registered Apprenticeship](#)
- e. [National Apprenticeship Act 2021](#)
- f. [Wisconsin Apprenticeship Completer Report](#)
- g. Implementing Transition to Trainer and Teaching Transition to Trainer
- h. Supportive services and OJL reimbursement for registered apprentices
- i. Applicant outreach campaign and revisions to www.WisconsinApprenticeship.org
- j. Apprenticeship Completion Award Program
- k. BAS leadership and personnel changes
- l. 2021 National Apprenticeship Week
- m. Other

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



Draft Minutes of the
Sheet Metal
State Apprenticeship Advisory Committee

September 9, 2020
Virtual

Members Present	Employer / Organization
Aldag, David	Aldag Honold Mechanical Inc
Athas, Donald	Local 18
Bartz, Scott	Local 18
Bohacek, Dajen	SMACNA
Everhart, Richard	General Heating & Air Conditioning
Frehner, Josh	Local 18
Groeschel, Jr., Kenneth	Butters-Fetting Co., Inc.
Hill, Mark	Tweet-Garot Mechanical, Inc.
Kalcic, Brad	Local 18
Knocke, Scott	Local 18
Malesevich, Tom	Sure Fire
Mooney, Michael	Local 18
Van Der Puy, Jason	Local 18
Wagner, Craig	Local 18
Wilson, Stu	Local 18
Members Absent	Employer / Organization
Stockland, Patrick	Capitol Mechanical
Wippich, Daniel	Local 18
Consultants & Guests	Employer / Organization
Emrick, Leigh	Associate Builders & Contractors
Johnson, Joshua	Bureau of Apprenticeship Standards
Nakkoul, Nancy	Wisconsin Technical College System

O'Shasky, Lynn	Bureau of Apprenticeship Standards
Phillips, Amy	Bureau of Apprenticeship Standards
Polk, David	Milwaukee Area Technical College
Smith, Owen	Bureau of Apprenticeship Standards
Walsh, Julie	MAMSMCA

1. The meeting was called to order at 10:05 a.m. by Mr. Owen Smith in conformance with the Wisconsin open meeting laws.
2. Mr. Smith recorded attendance. A quorum was present.
3. The committee reviewed the current roster. The committee recommended several revisions: remove Dave Katt, whose replacement will be nominated by Ms. Bohacek; and replace Mr. Josh Garner, who was replaced by Mr. Scott Knocke.

4. Special Topic: Modernizing Youth Apprenticeship curriculum

Ms. Amy Phillips reported that the state youth apprenticeship staff and Worldwide Instructional Design System are revising all youth apprenticeship curriculum to ensure it meets the needs of industry and aligns with applicable registered apprenticeships. She noted that the project will include revising the Architecture & Construction youth apprenticeship. She encouraged participants to help validate the curriculum.

The state committee asked whether YA sponsors are required to be RA sponsors. Ms. Phillips replied, no; to provide students with the most opportunities, the youth apprenticeship program is open to all employers, regardless of whether they sponsors registered apprentices.

The state committee recommended that all YA sponsors be approved RA sponsors. Director Johnson acknowledged that the argument presents a valid preference for strong links to registered apprenticeship. However, the mission of youth apprenticeship is to broadly expose students to a career cluster, not prepare them in depth for a specific occupation. In addition, youth apprenticeship career clusters and registered apprenticeship occupations do not align. These factors do naturally result in gaps and bridging the curriculum and having it validated by registered apprenticeship sponsors, is the best solution to addressing the natural differences between the programs.

Director Johnson concluded by noting that this misunderstanding of the primary focus of youth apprenticeship has historically prevented construction sponsors from participating in youth apprenticeship.

A state committee member recommended that if youth apprenticeship sponsors are not required to be registered apprenticeship sponsors, the youth apprenticeship program should remove "apprenticeship" from its official title to avoid confusing participants. Director Johnson acknowledged the concern and noted that others sectors of the economy have expressed it, too.

Ms. Bohacek and Mr. Wagner volunteered to encourage youth apprenticeship sponsors to help validate the curriculum.

5. Old Business

a. For action: approve the minutes

The minutes were approved as written.

b. Registered apprenticeship during COVID-19

Director Johnson reported that 1,000 less apprentices are registered than this time last year. The most noticeable declines are in the service and utility sectors; construction was affected the least. He noted that the decline more represents the absence of new apprentice contracts than the cancellation of existing contracts.

Director Johnson noted that Bureau staff have been working from through since March and will continue through 2020. He thanked all attendees for their organizations' support for virtual meetings and continuing business as usual, to the extent possible.

Attendees did not have questions or comments.

c. Implementing revisions to CFR 29.30

Director Johnson reported the Bureau's current efforts to implement CFR 29.30. The Bureau continues to update the Wisconsin Apprenticeship Manual with laws that were passed since the manual was last revised, such as CFR 29.30. The Bureau drafted the new discrimination and harassment complaint form and disability disclosure form for apprentices and revised the quality assessment for all sponsors.

The discrimination form and quality assessment form will be reviewed by the WI Apprenticeship Advisory Council at its year-end meeting. The disability disclosure form has been in circulation for the past few months and the response rate has been high.

Attendees did not have questions or comments.

d. Federal grants to expand registered apprenticeship

Director Johnson reported that the WAGE\$ grant concluded in September. The Bureau met most of its goals with exception of enrollment in some new occupations, which is not a surprise because enrollment in new occupations grows slowly.

The first and second rounds of the state expansion grant expire on October 30. Round two includes reimbursements to sponsors that hire underrepresented populations and graduates of certified pre-apprenticeship programs; the reimbursements cover certain costs of on-the-job learning.

Reimbursements will be issued on a first come, first served basis. The related policies are pending approval of the Department of Administration populations.

The Bureau received a fourth round of federal grant funding, totaling \$9 million. The grant goals include the following: register 3,000 new apprentices; increase underrepresented populations in registered apprenticeship; align related instruction for specific registered apprenticeships with curriculum in technical diploma and associate degree programs; incentivize sponsoring registered apprentices; fund an extensive, applicant-focused outreach campaign; and hire an Apprenticeship Navigator for the northeast and four new Apprenticeship Training Representatives for specific sectors, excluding construction.

Director Johnson noted that he was excited that the Department of Labor awarded the grant to the Bureau after the retirement of former director, Karen Morgan. He considered the grant a sign of faith in his leadership. Forty-two states received a base of \$450,000, and only eight states received more than \$8 million.

Attendees did not have questions or comments.

e. Industry-Recognized Apprenticeship Programs (IRAPs)

Director Johnson reported that IRAPs were implemented this year and the standards recognition entities, or approving bodies, were announced on the Department of Labor website this September. The Bureau, with the support of the WI Department of Workforce Development, maintains it will not approve IRAPs in Wisconsin. Instead, the Bureau will offer flexible registered apprenticeships.

Attendees did not have questions or comments.

f. Applicant outreach campaign and revisions to www.WisconsinApprenticeship.org

Director Johnson reported that the applicant outreach campaign to be funded by the new federal grant will include a complete redesign of the Bureau website. The new website will look and function like a business website, not a government website, and be much more user-friendly to career seekers, potential sponsors, and current sponsors and apprentices.

Attendees did not have questions or comments.

g. Apprenticeship Completion Award Program

Director Johnson reviewed the most recent reimbursement statistics. He reiterated that ACAP has continued to be a clear example of bipartisan support for registered apprenticeship for several years.

Attendees did not have questions or comments.

h. Other

Attendees did not have questions or comments.

6. New Business

a. Mandatory registration in BASERS

Director Johnson reported that he has proposed that all current and future sponsors must register in and perform contract actions through BASERS as of July 1, 2021. Sponsors that do not comply will not be permitted to register new apprentices. He will discuss the proposal with the WI Apprenticeship Advisory Council at its upcoming meeting. The objective of the proposal is to position BASERS as the central contract and communication portal between the Bureau and all sponsors, now and in the future.

Attendees reported that all local committees registered in BASERS and perform contract actions through it. The local committees find it works well and do not have problems or concerns.

b. For action: revising state standards, including applicant assessment requirements, ASVAB

Mr. Smith reported that all state committees will review their state standards throughout 2021 to ensure all recent legislative and policy updates have been incorporated and all content is current. State construction committees will also review their applicant assessment requirements

The state committee stated that local committees agree to use the same statewide minimum scores.

Mr. Smith reported that several state construction committees asked the Bureau to research whether the Armed Services Vocational Aptitude Battery would be a feasible alternative for veterans, in lieu of the local assessments. Mr. Smith reported, however, that the ASVAB is a categorically different assessment than the Accuplacer and ACT and is not used by the Wisconsin Technical College System. Therefore, if implemented, it would create unequal requirements for veterans and civilian applicant.

Mr. Smith asked attendees whether they prefer the Bureau research the topic further.

The state committee expressed support for ASVAB to streamline the entry process for veteran applicants.

c. 2020 Meeting of National Association of State and Territorial Apprenticeship Directors

Director Johnson reported that the NASTAS Conference will be held virtually throughout the week of September 29.

Attendees did not have questions or comments.

d. 2020 National Apprenticeship Week

Director Johnson reported that National Apprenticeship Week will occur the week of November 8. Sponsors and stakeholders are encouraged to host virtual events and provide the access information to the Bureau for inclusion on the master calendar.

Attendees did not have questions or comments.

e. 2021 Biennial Apprenticeship Conference

Director Johnson reported that he and the WI Apprenticeship Advisory Council voted to postpone the conference until the spring of 2022 due to COVID-19.

Attendees did not have questions or comments.

f. Revising Transition to Trainer and Teaching Transition to Trainer

Director Johnson reported that the Wisconsin Technical College System is revising both courses to align them with current training needs, remove outdated content, enhance their delivery online, and broaden the pool of potential instructors. The project is scheduled to finish by the end of the year; the courses are projected to be implemented in early 2021.

Attendees did not have questions or comments.

g. BAS leadership and personnel changes

Director Johnson reported several personnel changes: ATR Chris Landreman accepted a new position with DWD Job Service; Darla Burton from youth apprenticeship accepted a new position; and Liz Pusch is the new BAS section chief. The Bureau will hire six new positions through its recent grant award.

Attendees did not have questions or comments.

h. Other

Attendees did not have questions or comments.

7. WTCS Update

Ms. Nakkoul discussed the items included on the written report.

Attendees did not have questions or comments.

8. Review the program participants.

Program participants include 752 apprentices and 158 employers with a contract in active or unassigned status on September 1, 2020.

9. The next meeting will be scheduled via electronic survey.

10. The meeting was adjourned at noon.

*Submitted by Owen Smith,
Bureau of Apprenticeship Standards*

Employment and Salary Data

2018-19 Apprenticeship Completion



1

Employment Location



Employment Location 2016-17



Employment Location 2017-18



Employment Location 2018-19



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2

Salary Data 2016-17 VS 2017-18 VS 2018-19



2016-17



\$85,273
MEDIAN SALARY FOR
CONSTRUCTION SECTOR

\$81,613
MEDIAN SALARY FOR
SERVICE SECTOR

\$65,515
MEDIAN SALARY FOR
INDUSTRIAL SECTOR

2017-18



\$83,818
MEDIAN SALARY FOR
CONSTRUCTION SECTOR

\$85,169
MEDIAN SALARY FOR
SERVICE SECTOR

\$67,595
MEDIAN SALARY FOR
INDUSTRIAL SECTOR

2018-19



\$87,145
MEDIAN SALARY FOR
CONSTRUCTION SECTOR

\$85,273
MEDIAN SALARY FOR
SERVICE SECTOR

\$69,259
MEDIAN SALARY FOR
INDUSTRIAL SECTOR

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3

Training & Instruction Satisfaction



2016-17 Apprenticeship Completers

96%
OF APPRENTICES WERE
SATISFIED
WITH THEIR ON-THE-JOB
TRAINING

96% OF APPRENTICES WERE
SATISFIED WITH THEIR
PAID-RELATED INSTRUCTION

2017-18 Apprenticeship Completers



96% OF APPRENTICES WERE
SATISFIED WITH THEIR
PAID-RELATED INSTRUCTION

2018-19 Apprenticeship Completers



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4

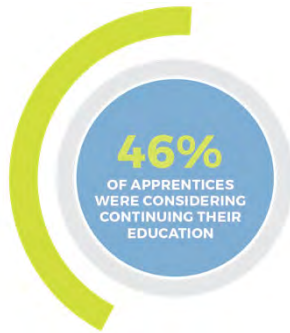
Continuing Education



2016-17 Apprenticeship Completers

2017-18 Apprenticeship Completers

2018-19 Apprenticeship Completers



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5

Looking ahead...



- DWD-BAS will be reorganizing instructional program groups into new industry sectors: currently Construction, Industrial, and Service. This will at some point affect future version of the report, which WTCS will adapt to match DWD-BAS guidelines.
- Please keep WTCS in mind if you have captured apprenticeship-related imagery, especially regarding new apprenticeship programs and those featuring demographic minorities.
- Contact: nancy.nakkoul@wtcsystem.edu or dan.arneson@wtcsystem.edu

6

Distribution



- WTCS will be distributing a web link in lieu of printing a physical report this year, please bookmark and share widely the link to the electronic version of the most recent Apprenticeship Completion report, which again demonstrates strong outcomes and the value of Wisconsin's earn-while-you-learn apprenticeship model to individuals and employers. The link will be distributed to the following:
 - DWD - Bureau of Apprenticeship Standards
 - Wisconsin Apprenticeship Advisory Council
 - State Trade Committees (Apprenticeship Advisory)
 - WTCS Board Members
 - WTCS Apprenticeship Coordinators
 - College Marketing Teams
 - WI High Schools - Counselors

Online at: www.wtcsystem.edu->About Us->Publications and Resources

Direct Link: [https: 2018-19 WTCS Apprenticeship Completer Report](https://www.wtcsystem.edu/2018-19-WTCS-Apprenticeship-Completer-Report)

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1

A presentation slide with a white background. On the left, there is a graphic consisting of a dark blue rectangle and a light blue circle. The text "Systematic Planned Reviews" is written in white inside the light blue circle. On the right, there are three horizontal orange lines, each followed by a text item. A small lime green rectangle is in the top right corner.

- All apprenticeships
- Over 5 years
- Flexible to meet employer and WTCS needs

2

Goals

- ▶ Update course documentation to ensure curriculum is accurate
 - ▶ Course Competencies
 - ▶ Performance Standards
 - ▶ Credits/Hours
- ▶ Examine potential alignments with other credentials
 - ▶ Pre-apprenticeship and Youth Apprenticeship
 - ▶ WTCS fulltime programs
- ▶ Review ways to maximize Credit for Prior Learning

3

FY20-21 Projects

- ▶ 50-527-1 Wastewater Plant Operator
- ▶ 50-413-3 Electrical Construction/50-413-2 Electricity
- ▶ 50-413-9 Electrician (ABC)
- ▶ 50-420-9 Industrial Manufacturing
- ▶ 50-410-1 Carpentry
- ▶ 50-420-9 Carpentry ABC
- ▶ 50-152-1 IT Software Developer
- ▶ 50-154-1 IT Service Desk Technician

4

FY21-22 Projects

- ▶ 50-401-9 HVAC Apprentice (ABC Wisconsin)
- ▶ 50-408-1 Bricklaying/Masonry Apprentice
- ▶ 50-435-1 Industrial Pipefitter Apprentice
- ▶ 50-502-1 Cosmetologist Apprentice
- ▶ 50-502-5 Barber Apprentice
- ▶ 50-151-2 IT Cybersecurity
- ▶ 50-156-1 IT-Data Analyst
- ▶ 50-451-3 Broadband Service Technician Apprentice
- ▶ 50-620-1 Mechatronics Technician Apprentice

5

Review Process

Share plan with State Trade Committees in the Spring

- Discussion or survey to identify employer concerns

Create Instructor Teams

- All colleges approved to offer the program are invited to identify 1-2 instructors

Gather Feedback from Instructors

- Share course review packet
- Gather feedback via a survey

Conduct Web Meeting Reviews (1-3)


- Make changes to Course Outcome Summaries as needed
- Explore potential alignments to full-time program courses, pre-apprenticeship, and youth apprenticeship
- Explore potential alignment of work-based learning to FT program credits
- Discuss ways to maximize credit for prior learning credit

Obtain Feedback and Approvals



- WTCS Approvals
- Share with State Trade Committees

Publish project for Use from the WTCS Repository

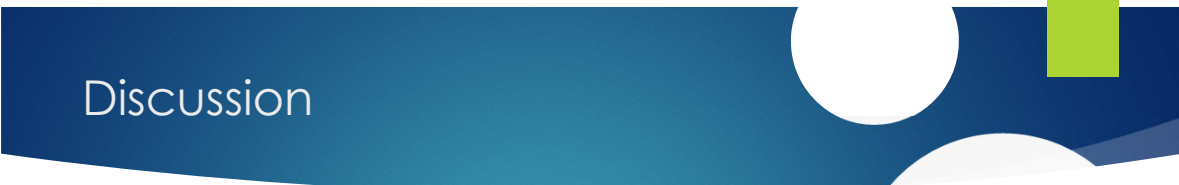
6



Next Steps

-  Feedback
-  Identify potential concerns or areas for discussion

7



Discussion

Share your thoughts and concerns about the related instruction courses

- ▶ Are you finding apprentices need more or less time for learning in some areas?
- ▶ Is anything missing from the related instruction?
- ▶ Is anything not needed anymore?

8

March 1, 2021

Dear Apprenticeship Sponsor:

Last summer, our agency advised you via letter that within one year, by July 1, 2021, all apprenticeship sponsors will be required to register in the Bureau of Apprenticeship Standards Electronic Registration System (BASERS) and use the interface to enroll incoming apprentices. At its February 9, 2021 meeting, the Wisconsin Apprenticeship Advisory Council affirmed its support for our agency's BASERS policy and the July 1 deadline.

Sponsors who have not yet registered in BASERS, or those who need further assistance using the platform, should contact their Apprenticeship Training Representative promptly. The ATRs can provide the necessary technical assistance to meet the July 1, 2021 deadline.

BASERS is an intuitive, self-service website for sponsors developed as part of a national initiative toward registered apprenticeship expansion and modernization. The ongoing COVID-19 pandemic has only underscored the benefits of conducting business through a virtual system like BASERS, which connects stakeholders across the state without the need for face-to-face contact.

The benefits of BASERS, once a sponsor has registered, are as follows:

- Faster creation and approval of contracts;
- Increased access to information about a sponsor's own program;
- The capacity to initiate and track contract actions such as cancellations, work assignments, and completions;
- The ability to ensure records are accurate before finalization.

Thank you for your continued support of Wisconsin Apprenticeship.

Sincerely,



Joshua A. Johnson, State Director
Wisconsin Apprenticeship

February 24, 2021

Dear Apprenticeship Employers:

The [link](#) is now live to access information on applying for on-the-job learning reimbursements through Wisconsin Apprenticeship grant funds. Follow the instructions offered in the [link](#) and review the information in this email regarding eligibility. The deadline for submitting questions regarding this announcement is March 5th at 2 p.m. CST. Awards may be made as soon as March 15th. Applications will be reviewed in the order in which they are received. Questions can be sent to our grants mailbox at dwddetgrants@dwd.wisconsin.gov.

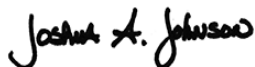
The on-the-job learning reimbursements are part of a Wisconsin grant initiative, using federal grant funds, to help defray the extraordinary costs of training apprentices. Employers may be eligible for up to a \$1,000 reimbursement for each apprentice that they hired between July 1, 2019 and January 30, 2021, as long as the apprentice meets one of the following criteria:

- The apprentice previously completed a Wisconsin Youth Apprenticeship program in any career cluster; or
- The apprentice previously completed a state certified pre-apprenticeship program in any job sector. A detailed list of Wisconsin certified pre-apprenticeship programs can be found [here](#); or
- The apprentice was hired to work in the IT, Healthcare, Bio-Tech, Transportation, Agriculture or Financial Services sectors.

Employers may only receive one on-the-job learning reimbursement per apprentice that meets the qualifying criteria and cannot request reimbursement for the same apprentice more than once.

Thank you for being valued Wisconsin apprenticeship employers and sponsors.

Sincerely,



Joshua Johnson, State Director
Wisconsin Apprenticeship

Dear Wisconsin Apprentices:

Wisconsin Apprenticeship has federal grant funds available to provide supportive services to registered apprentices. Up to \$600 may be available to each Wisconsin registered apprentice to assist with the following apprenticeship-related costs:

- Uniforms or work clothing
- Tools
- Required physicals
- Books
- Test fees
- Mileage
- Bus passes
- Parking permits
- Childcare
- Rent & housing costs

Apprentices who began their apprenticeship between July 1, 2019 and March 31, 2022 are eligible. Reimbursements will be awarded to applicants through March 31, 2022, or until the funding runs out. Apprentices must contact the following organizations, according to location, to determine if they qualify:

**Milwaukee, Racine, Kenosha, Walworth,
Washington, Waukesha and Ozaukee
counties**

Employ Milwaukee
Jose Galvan
Jose.galvan@employmilwaukee.org
2342 North 27th Street
Milwaukee, WI 53210

Office 414-270-1743
Cell 414-852-1914

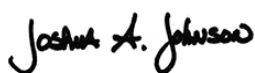
All other Wisconsin counties

South Central Workforce Development Board
Jeff Kennedy
jkennedy@wdbscw.org
3513 Anderson Street Ste 104
Madison, WI 53704

Office 608-249-9001 Ext. 230

Thank you for being valued Wisconsin apprentice.

Sincerely,



Joshua Johnson, State Director
Wisconsin Apprenticeship

ACAP Reimbursement Requests With Approvals Processed During (Time Period) - Summary

Apprenticeship Completion Award Program (ACAP)

Bureau of Apprenticeship Standards

Division of Employment and Training

3/2/21 08:40 AM

Filters Applied: Determination Date between 7/1/20 and 3/2/21, Fiscal Year(s)= FY21

Type	Fiscal Year	# of RRs	\$Approved	\$Denied
Year One	21		\$97,137.35	\$328,547.82
Year One Totals		404	\$97,137.35	\$328,547.82
Completion	21		\$179,424.43	\$771,505.80
Completion Totals		329	\$179,424.43	\$771,505.80
Report Totals		733	\$276,561.78	\$1,100,053.62



WTCS System-Wide Activity Update February 2021

2021 WTCS-BAS Apprenticeship Completion Report

The 2021 WTCS-BAS Apprenticeship Completer Report is now available online. The report contains employment, wage and training satisfaction outcomes for apprentices completing their programs in 2018-19. It can be found here: [2021 WTCS-BAS Apprentice Completer Report](#)

- Of the 1,195 completers surveyed, 365 (31%) responded. In the prior year report, 1143 completers were surveyed and response rate was 43%.
- Respondents reported a 95% satisfaction rate for on-the-job training and 97% for classroom instruction.
- Median salary across all trades increased to \$81,072, an increase of approximately \$800 more than the prior year.
- Respondents indicating an interest in continuing education beyond apprenticeship decreased from 44% last year to 35% this year.

MyWTCS Website Re-Design and Launch: New Apprenticeship Resources for [Preparing to Teach Transition to Trainer \(PT2TT2T\)](#)

MyWTCS is an intranet site for the Wisconsin Technical College System and stakeholders. Launched in February 2021, the newly re-designed site includes a new look and improved functionality and features, including additional apprenticeship resources such as the administrative guidance and teacher trainer course offerings for the Transition to Trainer course. The site can be found at: <https://mywtcs.wtcsystem.edu/>

New Proactive Approach to Revisions of Apprenticeship Related Instruction offered through the WTCS

Starting in 2021, the WTCS and BAS have adopted a 5-year cycle revision framework for all systemwide apprenticeship curriculum where related instruction is offered at more than one WTCS college. Approximately sixty systemwide apprenticeship programs have a documented curriculum standard model that will form the foundation for review of program and course outcomes and competencies. Apprenticeship faculty, industry sponsors and State Apprenticeship Trade Advisory Committees will be engaged in the review process. This proactive approach will ensure that learning remains current with industry needs and technological advancements. Program assignment within the 5-year cycle will remain fluid.

2020-21	2021-22
<ul style="list-style-type: none">• Carpentry (All)• Wastewater Treatment• Electrical (All)• Industrial Manufacturing Technician• IT-Service Desk• IT-Software Developer	<ul style="list-style-type: none">• HVAC (ABC)• Industrial Pipefitter• Mechatronics• Barber/Cosmetology• Bricklaying/Masonry• IT Cybersecurity• IT Data Analyst• Broadband Technician

Apprenticeship in New Sectors: Snapshot of Program Growth Past Five and Current Years

New Wisconsin Apprenticeship Programs in New Industries

2016	Arborist MILW MSTC	Mechatronics Tech WCTC BTC GTC LTC MILW SWTC MPTC CVTC	IT-Software Developer MSTC CVTC NTC MPTC MDSN	
2017				
2018	Organic Vegetable Farm Manager NWTC	Data Analyst CVTC NTC MILW MDSN MPTC	IT-Service Desk Technician WCTC CVTC NTC MDSN MPTC	Financial Services Representative MILW CVTC MPTC
2019	Broadband Technician WITC	Medical Assistant NTC	Biotechnology Lab Support Assistant MDSN	
2020	Facilities Maintenance Technician MILW	Cybersecurity Analyst MDSN	Pharmacy Technician MILW	
2021	Roadway Maintenance Technician CVTC	Industrial Metrology Technician FVTC	Culinary Apprenticeship MILW	



State Committee Report - Construction

State Sheet Metal Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 3/1/2021 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	759	53	7.0	19	2.5	565	74.4	194	25.6	159	107	67.3	54	34.0
ABC of Wisconsin (All)	186	9	4.8	3	1.6			186	100.0	51			51	100.0
Heating, Ventilating and Air Cond. Install/ Service (0163726101402)	164	8	4.9	1	0.6			164	100.0	46			46	100.0
Sheet Metal Worker (0180428101001)	22	1	4.5	2	9.1			22	100.0	12			12	100.0
East Central WI Area Sheet Metal JAC	29	1	3.4	0	0.0	21	72.4	8	27.6	11	7	63.6	5	45.5
Environmental Systems Technician (0163726101401)	3	0		0	0.0	1	33.3	2	66.7	2	1	50.0	2	100.0
Sheet Metal Worker (0180428101001)	26	1	3.8	0	0.0	20	76.9	6	23.1	10	6	60.0	4	40.0
ELW Area Sheet Metal JAC	79	5	6.3	1	1.3	79	100.0			27	27	100.0		
Environmental Systems Technician (0163726101401)	3	1	33.3	0	0.0	3	100.0			1	1	100.0		
Sheet Metal Worker (0180428101001)	76	4	5.3	1	1.3	76	100.0			27	27	100.0		
Fox Valley Area Sheet Metal JAC	143	3	2.1	5	3.5	143	100.0			19	19	100.0		
Environmental Systems Technician (0163726101401)	5	0		0	0.0	5	100.0			4	4	100.0		
Sheet Metal Worker (0180428101001)	138	3	2.2	5	3.6	138	100.0			17	17	100.0		
Madison Area Sheet Metal JAC	89	5	5.6	1	1.1	89	100.0			11	11	100.0		
Environmental Systems Technician (0163726101401)	15	1	6.7	0	0.0	15	100.0			4	4	100.0		
Sheet Metal Worker (0180428101001)	74	4	5.4	1	1.4	74	100.0			10	10	100.0		
Milwaukee Area Sheet Metal JAC	194	24	12.4	6	3.1	194	100.0			48	48	100.0		
Environmental Systems Technician (0163726101401)	38	4	10.5	2	5.3	38	100.0			20	20	100.0		
Environmental Systems Technician (Residential) (0163726101404)	3	0		0	0.0	3	100.0			2	2	100.0		
Sheet Metal Worker (0180428101001)	141	19	13.5	4	2.8	141	100.0			37	37	100.0		
Sheet Metal Worker (Residential) (0180428101005)	12	1	8.3	0	0.0	12	100.0			3	3	100.0		
Southeastern WI Area Sheet Metal JAC	39	6	15.4	3	7.7	39	100.0			12	12	100.0		
Environmental Systems Technician (0163726101401)	9	1	11.1	0	0.0	9	100.0			4	4	100.0		
Sheet Metal Worker (0180428101001)	30	5	16.7	3	10.0	30	100.0			9	9	100.0		