



2023 YEAR IN REVIEW

Wisconsin Department of Workforce Development
Bureau of Apprenticeship Standards

2023 YEAR IN REVIEW

WISCONSIN DEPARTMENT OF WORKFORCE DEVELOPMENT BUREAU OF APPRENTICESHIP STANDARDS

INTRODUCTION

In 2023, the Bureau of Apprenticeship Standards fostered measurable growth in Registered Apprenticeship, Youth Apprenticeship and Certified Pre-Apprenticeship. The programs continue to provide innovative solutions to emerging and expanding sectors, maintain and develop partnerships, expand outreach, and focus on diversity and program impacts. The following report showcases the dedication, cooperation, and impacts of all stakeholders in the apprenticeship ecosystem.

BUREAU OF APPRENTICESHIP STANDARDS 2024-27 STRATEGIC PLAN

VISION STATEMENT

Our vision is to be the premiere apprenticeship program that demonstrates leadership in commitment, excellence, and innovation to support Wisconsin's economy with an educated, driven, and diverse workforce.

MISSION STATEMENT

The Bureau of Apprenticeship Standards provides regulation, oversight, direction, and technical assistance for the Wisconsin Apprenticeship system. The Bureau of Apprenticeship Standards commits to strengthen and enhance the framework by building sustainable relationships and accessible pathways for all apprenticeship programs: Registered Apprenticeship, Youth Apprenticeship, and Certified Pre-Apprenticeship. The Bureau of Apprenticeship Standards will continue seeking opportunities to establish relationships with valued stakeholders and ensuring the commitment to increase support, visibility, participation, and promote career pathways.

GUIDING PRINCIPLES

- Ensure quality, access, and opportunity in the Wisconsin Apprenticeship system.
- Commitment to apprenticeship accessibility for all Wisconsin populations.
- Advocate for continued growth of Registered and Youth Apprenticeship employers.
- Promote integrity and accountability to ensure efficiency in the delivery of services.
- Provide technical assistance to participants and stakeholders.
- Support advisory relationships to improve collaboration and opportunity within the program.

STRATEGIC PLAN GOALS AND OBJECTIVES

Goal	Strategy
Increase overall employer participation across all apprenticeship programs including cross program participation.	<ul style="list-style-type: none">• Increase visibility of the apprenticeship programs throughout communities, schools, and higher education institutes.• Seek out employers not actively engaged in apprenticeship as a sponsor.• Gather and track employer feedback about underutilized programs.

	<ul style="list-style-type: none"> • Increase number of employers that utilize both Youth Apprenticeship and Registered Apprenticeship cross functionally to increase bridging opportunities for employers. • Develop and update employer outreach materials.
<p>Introduce and increase non-traditional occupations utilizing Wisconsin Apprenticeship programs.</p>	<ul style="list-style-type: none"> • Expand strategic and targeted outreach to employers that do not currently participate in Wisconsin Apprenticeship. • Expand strategic outreach to specific industries that do not utilize Wisconsin apprenticeship or perform in low numbers in Wisconsin Apprenticeship system. • Expand strategic outreach to existing employers and sponsors to promote participation in emerging and/or additional apprenticeship sectors.
<p>Advocate for apprenticeship program completion to be recognized and accepted by Wisconsin's higher education system as a pathway to advanced degrees and career advancement opportunities.</p>	<ul style="list-style-type: none"> • Work toward the acceptance of apprenticeship program completion in the higher education system as credit for prior learning or as an embedded degree. • Increase collaboration with Wisconsin's higher education system and the Bureau of Apprenticeship Standards to incorporate earned credentials and degree completion within the apprenticeship program. <ul style="list-style-type: none"> ○ Provide the opportunity to earn an associate or bachelor's degree while completing an apprenticeship program. ○ Provide opportunities for apprentices to earn college credit that can be applied toward an advanced credential, including a technical diploma, an associate degree, or bachelor's degree.
<p>Increase participation of under-represented and non-traditional populations from all backgrounds utilizing Wisconsin Apprenticeship programs.</p>	<ul style="list-style-type: none"> • Increase visibility of the apprenticeship programs throughout communities, schools, and higher education institutes to promote participation and partnerships. • Work to improve connection between Certified Pre-Apprenticeship programs and employers/sponsors and committees to promote apprenticeship opportunities for under-represented communities in the apprenticeship space. • Commit to increase recruitment, retention, and completion rates for underrepresented populations including younger talent.
<p>Provide regulatory assistance to aid in the understanding, utilization, and promotion of Wisconsin Apprenticeship programs.</p>	<ul style="list-style-type: none"> • Ensure related instruction supports on-the-job learning components of the apprenticeship program for both Youth and Registered Apprenticeship. • Safeguard delivery of quality related instruction for all Registered Apprenticeship programs. • Minimize existing barriers to apprenticeship employment via affirmative action plans.

	<ul style="list-style-type: none">○ Monitor progress through quality assurance reviews and analysis.○ Address quality assurance findings and develop strategies for programmatic improvements.○ Identify obstacles that may hinder program enrollment retention and completion.○ Provide mentor training and guidance for programs with high cancellation rates.
--	---

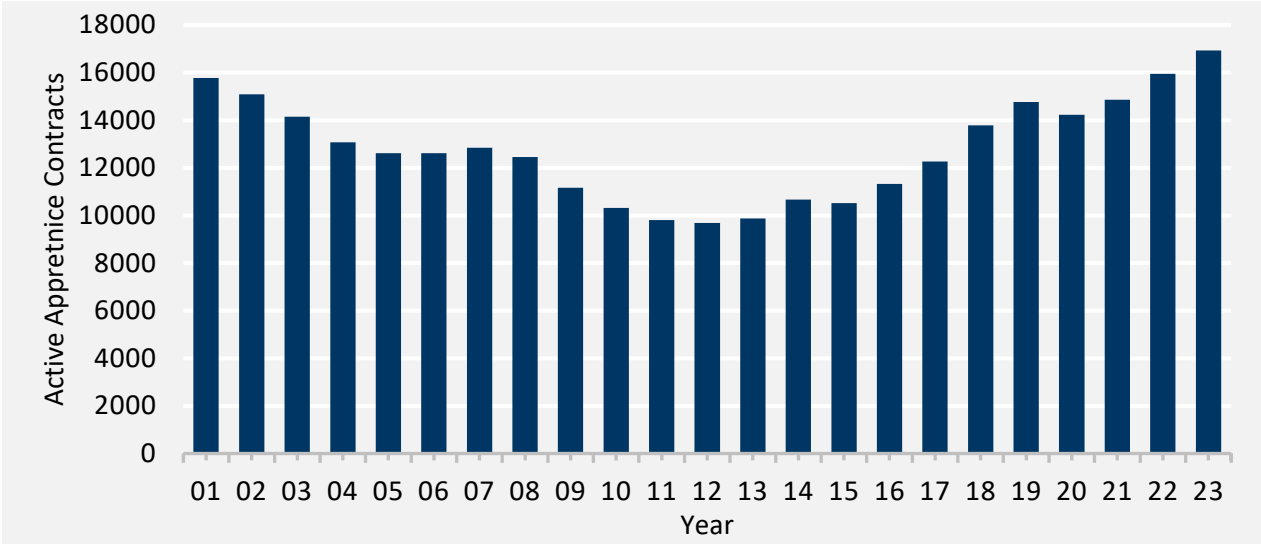
REGISTERED APPRENTICESHIP

STATE APPRENTICESHIP PARTICIPATION

In 2023, active Registered Apprenticeship contracts rose to an all-time high, surpassing 16,900 apprentices and eclipsing the historic high set in 2022 (see **Figure 1**). Apprenticeship contracts in Wisconsin have increased steadily since 2012 and there were 75% more apprentices in 2023 than 2012.

An active contract identifies an apprentice working on a program within the calendar year. New contracts are contracts signed within the identified calendar year. Completed contracts are those that have been completed within the calendar year. Active employers are employers that have apprentices under contract with the Bureau of Apprenticeship Standards.

Figure 1: State apprenticeship participation.



ACTIVE CONTRACTS

- 2023 active contracts: 16,926
- 2001 active contracts: 15,777
- 22-year low (2012): 9,681
- 22-year high (2023): 16,926

2023 BENCHMARKS

- Change from 2022: 6.1% increase.
- Change from 2021: 13.9% increase.
- Change from 2012: 74.8% increase.
- Change from 2001: 7.3% increase.

NEW APPRENTICE CONTRACTS COMPARED TO UNEMPLOYMENT

As evidenced by **Figure 3**, there is an inverse relationship between the state unemployment rate and new apprentice contracts. There were nearly 4,800 new apprentice contracts in 2023, the highest since 2000. Meanwhile, the state unemployment rate remained at historic lows in 2023, after reaching nearly 7% in 2020, during the COVID-19 pandemic. In 2023, the state registered 150% more apprentice contracts than in 2009.

Figure 3: Apprenticeship contracts versus unemployment.

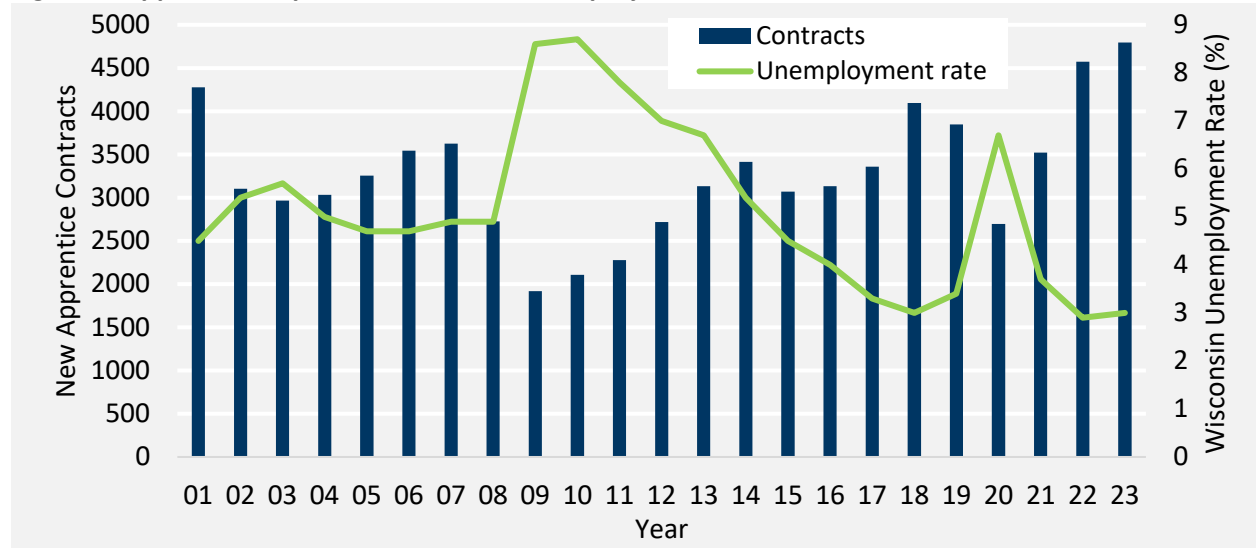


Figure 4 provides a snapshot of Wisconsin unemployment rates and the corresponding number of new apprentice contracts. Wisconsin's unemployment rate averaged 3% in 2023, which was approximately one-half of the average unemployment rate in 2020 and one-third of the average rate in 2009.

Figure 4: Wisconsin unemployment and new apprenticeship contracts.

	2001	2009	2020	2023
New Apprentice Contracts	4,276	1,919	2,696	4,794
Wisconsin Unemployment	4.5%	8.6%	6.7%	3.0%

SECTOR CHANGES

New apprentice contracts decreased in 2023 for all major sectors except construction, which added more apprentices than any previous year (see **Figure 5**). As for active apprentice contracts, construction continued its record-breaking streak, and the industrial sector tied its 22-year high set in 2018 (see **Figure 6**).

Figure 5: New apprentices by sector.

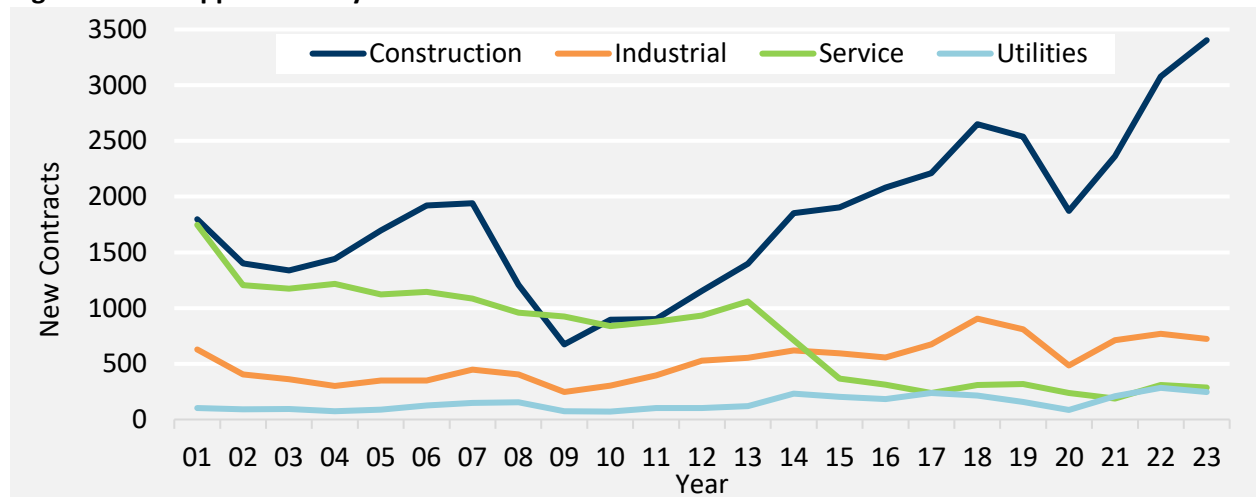


Figure 6: Active apprentices by sector.

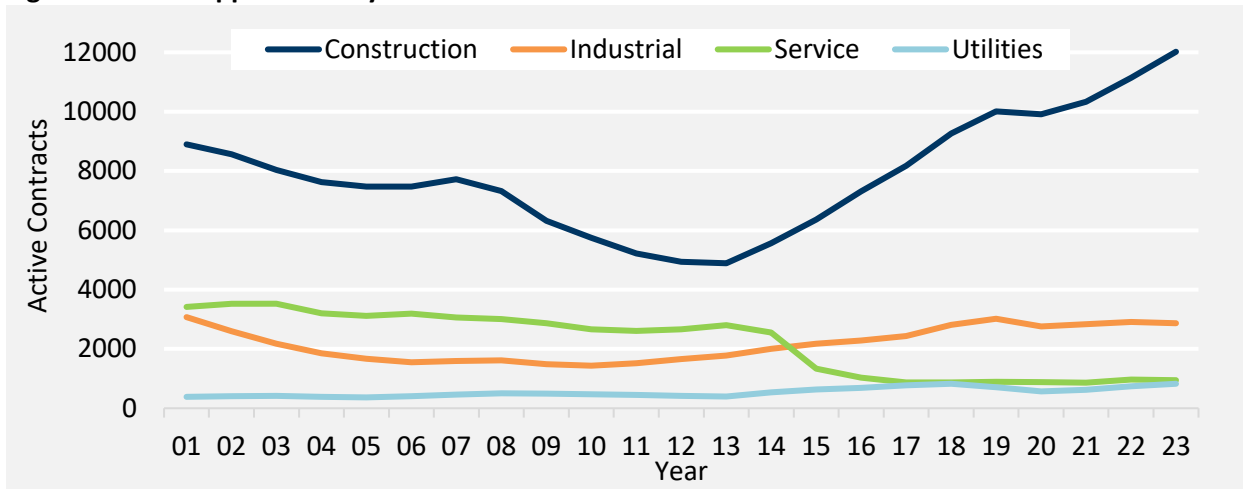


Figure 7: Established sector activity 2023.

	Active Contracts	New Contracts	Completed Contracts	Active Employers	Change from 2022 (contracts)	
Construction	12,020	3,404	1,498	1,874	+872	7.8%
Utilities	827	247	103	106	+83	11.0%
Industrial	2,868	725	415	611	-44	-1.5%
Service	945	289	71	387	-27	-2.8%

Figure 8: Top apprenticeship occupations (two-year comparison).

	2022	2023
Construction		
Construction Electrician	2,245	2,422
Plumber	1,639	1,757
Carpenter (Construction)	887	957
Operating Engineer	847	955
Sheet Metal Worker	512	568
Steamfitter (Construction)	441	484
Construction Craft Laborer	395	423
Iron Worker	293	290
Steamfitter (Service/Refrigeration)	280	317
Industrial		
Industrial Electrician	337	356
Maintenance Mechanic	264	285
Maintenance Technician	265	291
Tool And Die Maker	263	249
Utilities		
Electric Line Worker	271	293
Service		
Cosmetologist	202	214

Figure 9: Emerging sector activity 2023.

	Active Contracts	New Contracts	Completed Contracts	Active Employers	Change from 2022 (contracts)	
Healthcare	206	108	49	13	+96	87%
IT	31	8	20	11	-6	-16%
Agriculture	22	13	8	13	+6	37%
Transportation	27	13	1	7	+5	23%

Figure 10: Occupations by emerging sector (three-year comparison).

	2021	2022	2023
Healthcare			
Pharmacy technician	23	27	50
Medical assistant	9	63	101
Direct support professional	7	3	
Caregiver		15	21
Medical and clinical lab technologist		2	
Registered nurse			13
Ophthalmic assistant			11
Agriculture			
Organic vegetable farm manager	7	16	21
Nursery manager			1
Transportation			
Professional truck driver	7	17	22
Freight forwarding	2	2	
Diesel technician		3	5
Information Technology			
Software analyst	19	31	21
Broadband service technician	4	4	3
Data analyst	3	1	
Software developer	1		
IT service desk technician		1	2
Cybersecurity analyst			5

MINORITY AND FEMALE PARTICIPATION IN APPRENTICESHIP

Minority participation in apprenticeship rose to levels not seen in more than two decades, led by an increase in women and Hispanic apprentice participation in 2023 (see **Figures 11 and 12**). As noted in **Figure 12**, female and certain minority demographics lag in registered apprenticeship participation when compared to their representation in the state's civilian labor force.

Figure 11: Wisconsin apprentice demographics.

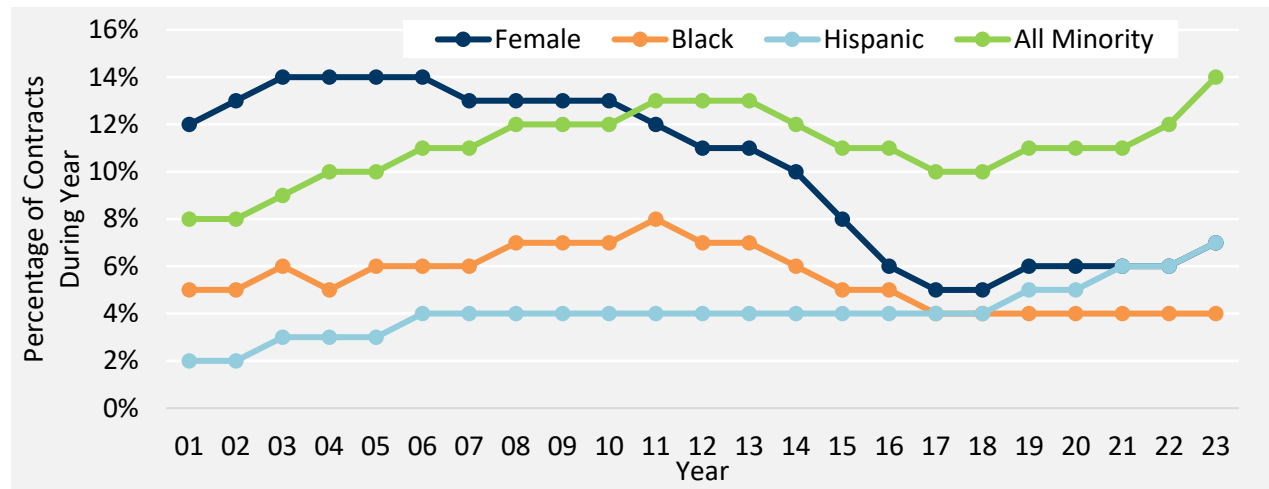


Figure 12: Apprentice demographics for 2023.

Apprentice Demographic Group	Share of Registered Apprentices in 2023	Share of Wisconsin Labor Force*
Female	7.2%	48.1%
Black	4.4%	4.9%
Hispanic	7.2%	6.2%
Native Hawaiian/Pacific Islander	0.2%	0.04%
Asian	1.5%	2.8%
American Indian/Alaska Native	1.2%	0.7%
Individuals Disclosing a Disability	2.2%	5.2%

*Data as of Feb. 1, 2024, American Community Survey.

MINORITIES AND WOMEN IN CONSTRUCTION

Women and minority apprentices comprised higher levels of new construction contracts in 2023 than seen in over 20 years. This growth has been driven by record-setting numbers of female and minority apprentices entering the construction trade, with women making up nearly 4% and minority apprentices making up 18% of new contracts (see **Figures 13 and 14**).

Figure 13: Demographics of construction apprentices.

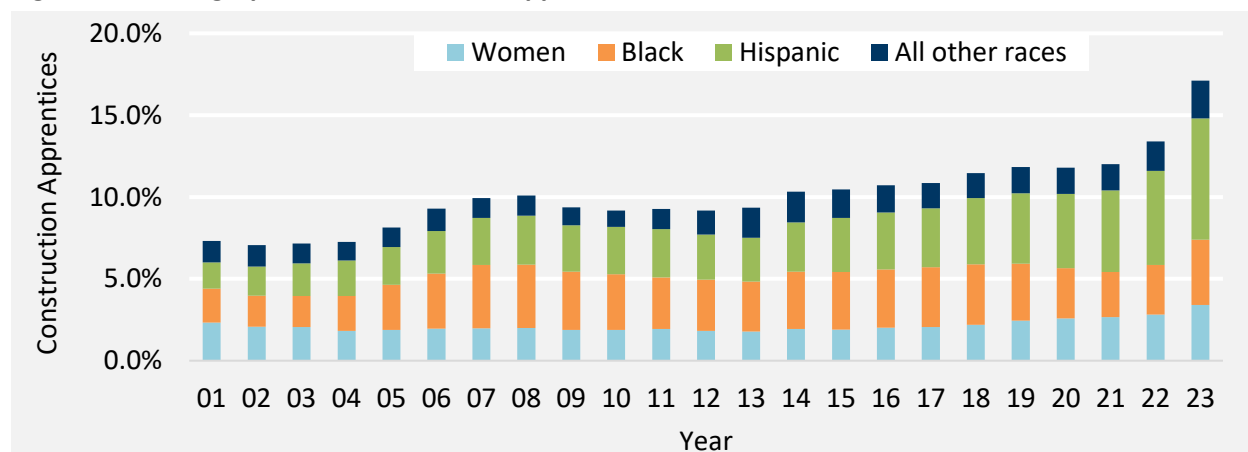
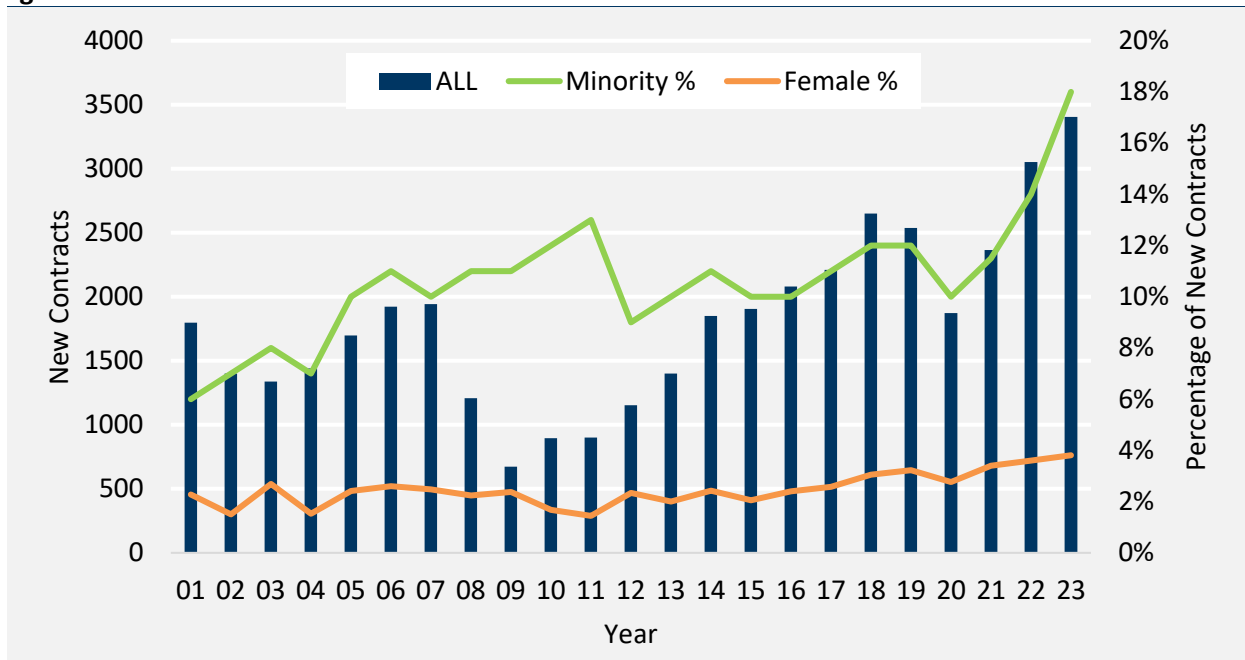


Figure 14: New construction contracts.



THE YOUTH APPRENTICE BRIDGE

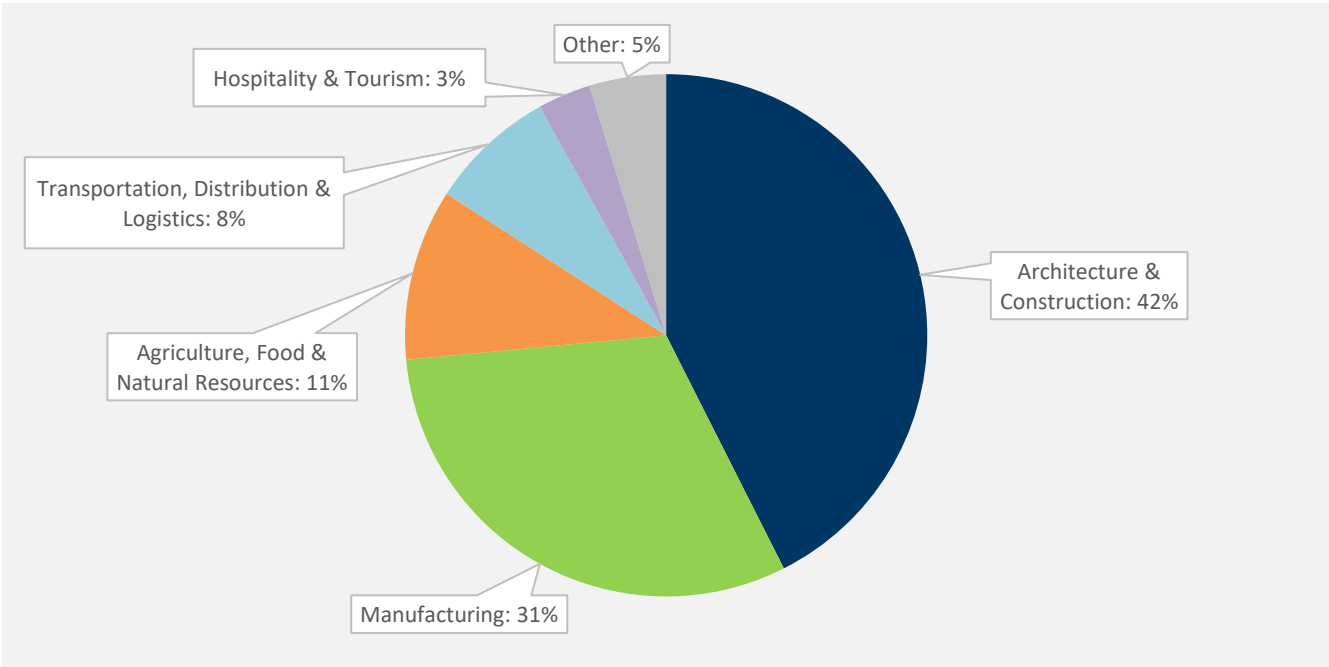
The number and percentage of new registered apprentices who previously participated in a Youth Apprenticeship program have steadily increased each year since, at least, 2018 (see **Figures 15 and 16**).

Figure 15: Youth Apprentices bridging to Registered Apprenticeship.

State Fiscal Year	Count of New Apprentices from Youth Apprenticeship	Percent of New Apprentices from Youth Apprenticeship	Time between Youth and Registered Apprenticeship			
			Same Year	One Year	Two Years	Three Years
2018	81	2.5%	19	43	14	-
2019	151	4.2%	44	49	26	14
2020	185	6.3%	49	56	26	24
2021	244	8.5%	74	46	42	22
2022	342	9.4%	102	94	41	29
2023	456	10.1%	133	96	67	36
2024*	250	11.0%	68	56	34	26

*2024 state fiscal year includes partial data through Dec. 31, 2023.

Figure 16: Major Youth Apprenticeship occupational areas in which youth apprentices participated over the past five years before bridging into a Registered Apprenticeship program.



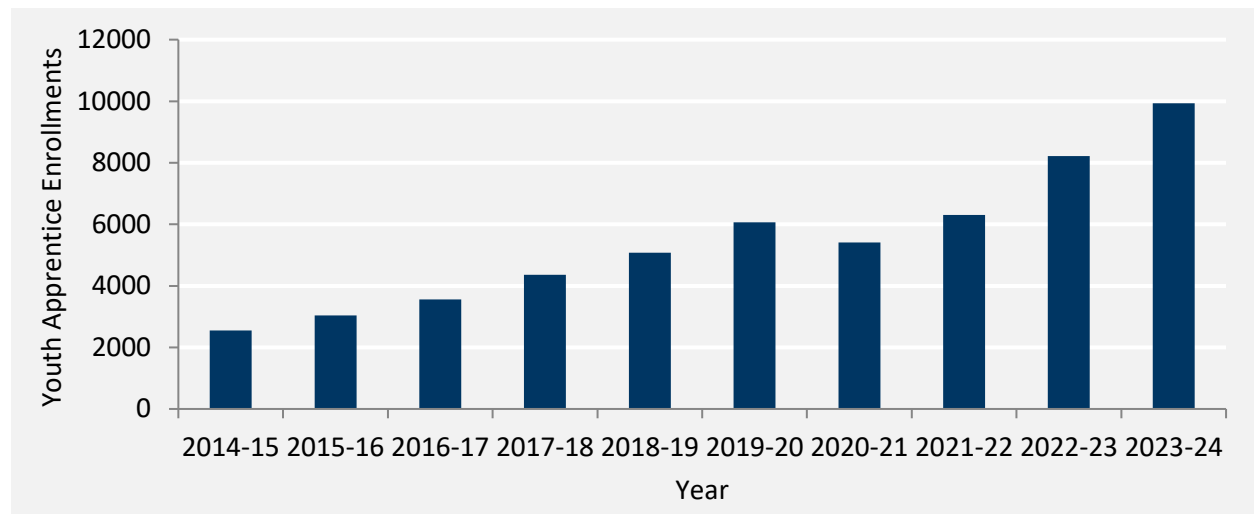
YOUTH APPRENTICESHIP

Youth Apprenticeship is a proven school-to-work program, which coordinates high school student learning and training in the classroom and at a worksite using business developed, state-standardized worksite skills. It is the leading work-based learning option available to high school students across the state that addresses both educational and workforce need. All data in this section is as of May 1, 2024.

PROGRAM HIGHLIGHTS:

- Youth Apprenticeship has enrolled over 9,935 students in 2023-24.
- Youth to Registered Apprenticeship bridging opportunities has expanded from two industry sectors to six (over 20 bridging pathways).
- Youth Apprenticeship now offers 79 pathways. DWD, in collaboration with industry and education partners, completed the Youth Apprenticeship modernization effort in 2022. The effort included a comprehensive update of all 11 occupational areas and more than 55 pathways in the Youth Apprenticeship curriculum, including the creation of new pathways in those occupational areas.

Figure 17: Youth Apprenticeship enrollments over the last 10 years.



YOUTH APPRENTICESHIP CONSORTIUM PARTNERSHIPS

Youth Apprenticeship is administered by regional consortia. A wide variety of partners apply to operate consortia. Representatives of employers, schools, technical colleges, workforce development boards, and other stakeholders serve on each consortium steering committee. In total, 39 organizations applied for Youth Apprenticeship grants.

Grant applicants included:

- Cooperative educational service agency: 10.
- Chamber of commerce: three.
- Other non-profit: three.
- School district: 17.
- Technical college: four.
- Workforce development board: four.

YOUTH APPRENTICESHIP PERFORMANCE METRICS

- In the 2022-23 school year, 86% of youth apprentices enrolled in the program successfully completed the program and received a state skill certificate (see **Figure 18**).
- In the 2022-23 school year, 75% of two-year graduates were offered employment by the employer that provided on-the-job training for the youth apprentice (see **Figure 19**).

Figure 18: Program completion rate.

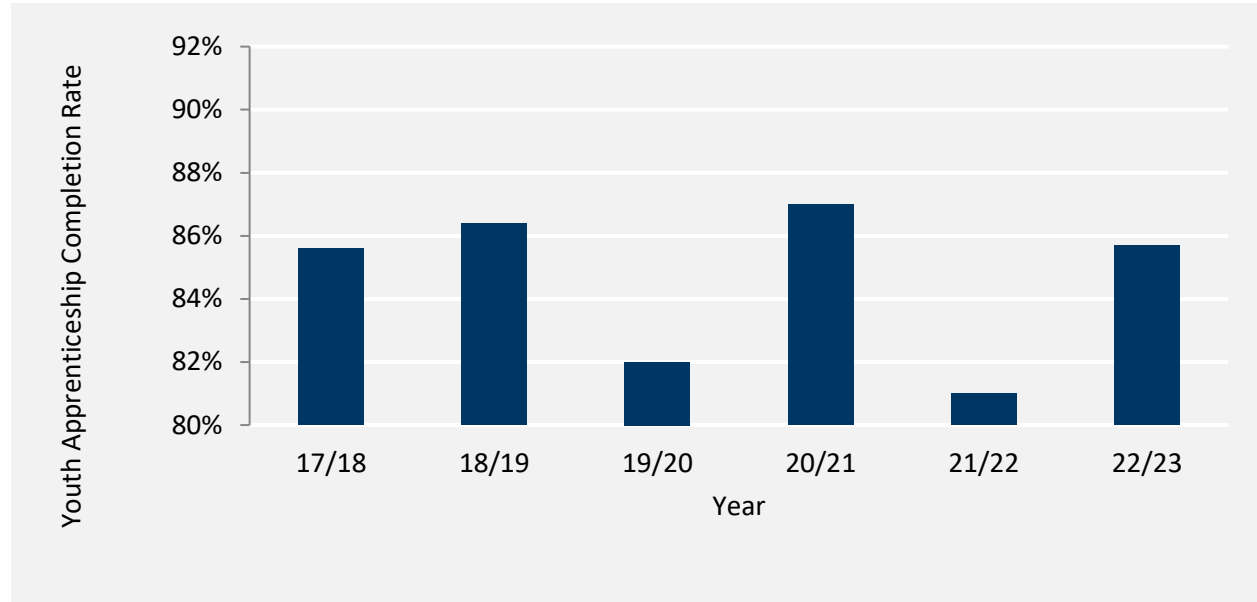


Figure 19: Employment offers to two-year completers.

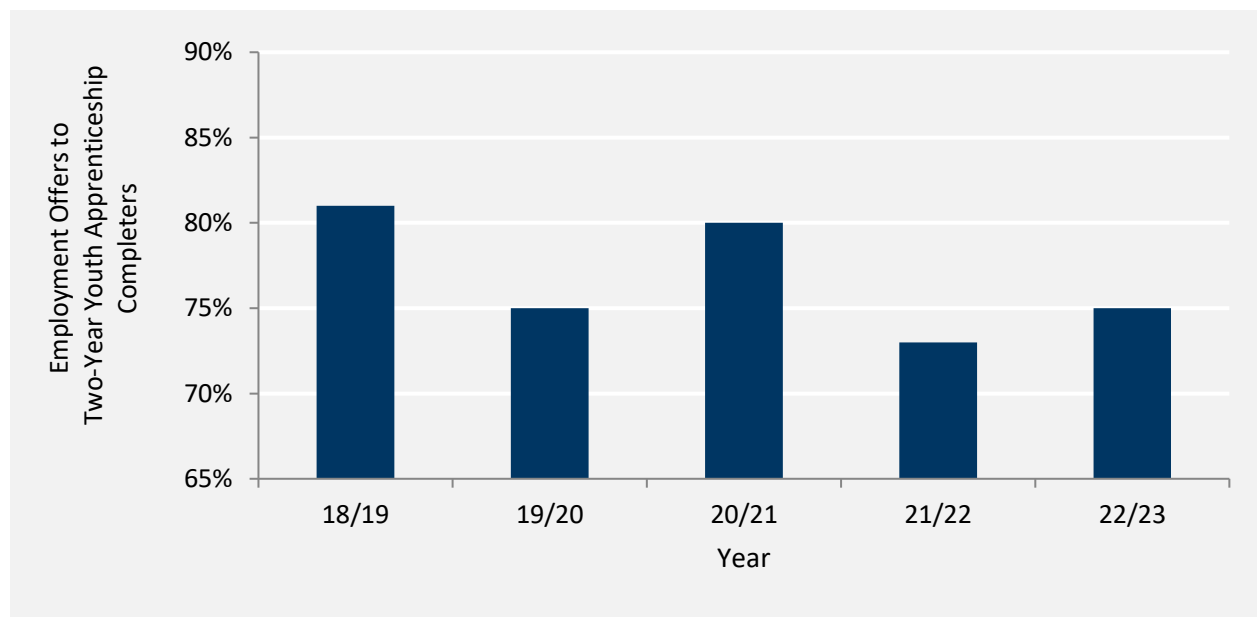
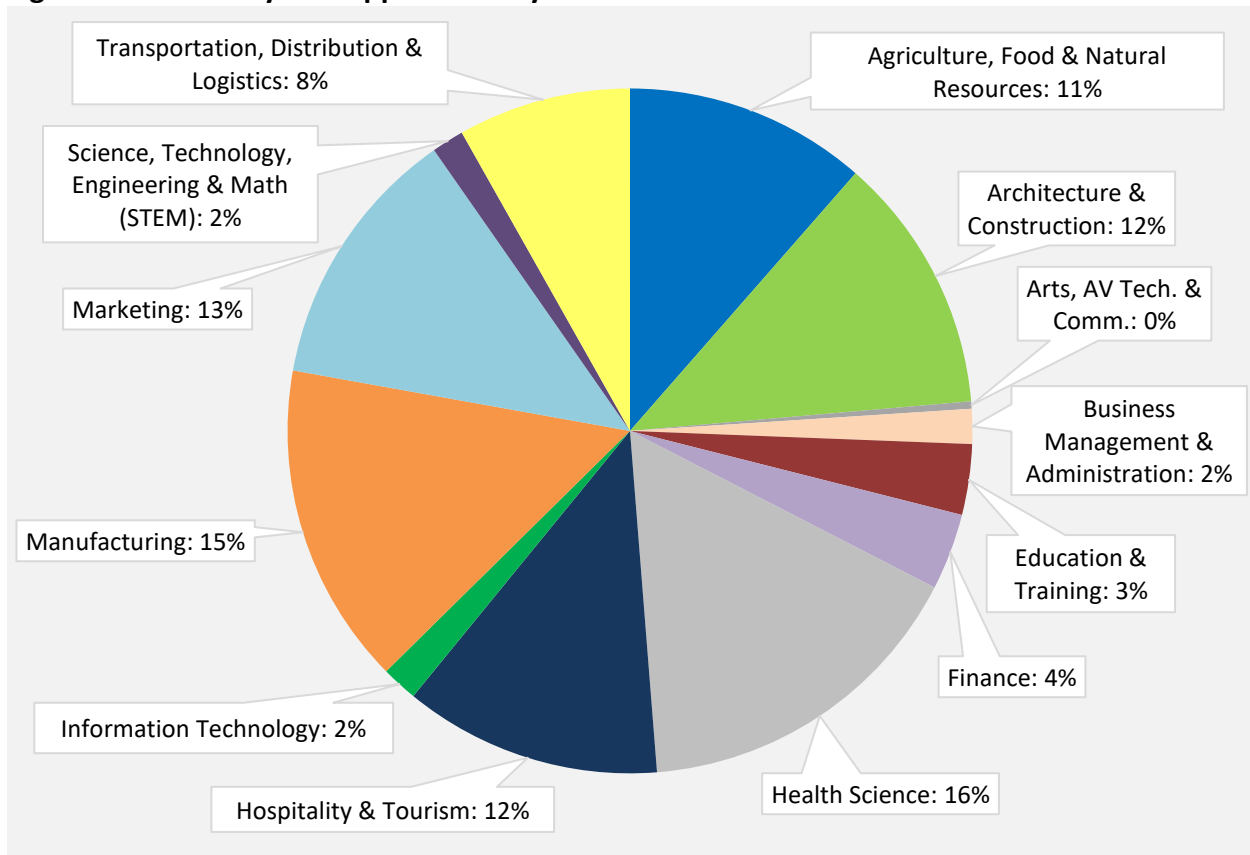


Figure 20: Enrolled youth apprentices by career cluster.



CERTIFIED PRE-APPRENTICESHIP

Certified Pre-Apprenticeship helps job seekers gain the necessary skills for Registered Apprenticeship and helps employers find qualified applicants. Programs are delivered by employers, community organizations, educational partners and more. Wisconsin has certified 39 pre-apprenticeship programs across 26 training providers. A list of the training providers with at least one completer in 2023 is displayed in **Figure 21**.

Figure 21: Certified Pre-Apprenticeship programs completing at least one cohort in 2023.

Program	# of Completers
Bricklayers and Allied Craftworkers	1
Career and College Academy	9
Community Relations-SDC - Absolute Adv	107
Community Relations-SDC - ChefStart	35
Employ Milwaukee - Fresh Coast Tech Up	14
Ezekiel Community Development Corporation	4
Human Asset Development Corporation	17
Mindful Staffing Solutions LLC	21
Next Door Foundation - Early Childhood Educator Pathways	12
Operation Fresh Start - Carpentry	22
Operation Fresh Start - Forestry	19
Wauwatosa East High School	19
Wisconsin Department of Corrections - Building Maintenance and Construction	8
Wisconsin Operating Engineers - Youth	13
Wisconsin Pipe Trades United Association	2
WisDOT	149
WRTP/BIG STEP - Apprentice Construction Readiness	581
WRTP/BIG STEP - ELCST	23
WRTP/BIG STEP - Industrial Readiness	20
Wisconsin Technical College Healthcare Consortium	4
Employ Milwaukee - BankWork\$	9
TOTAL	1,089

Figure 22: Certified Pre-Apprenticeship participants by race/ethnic group.

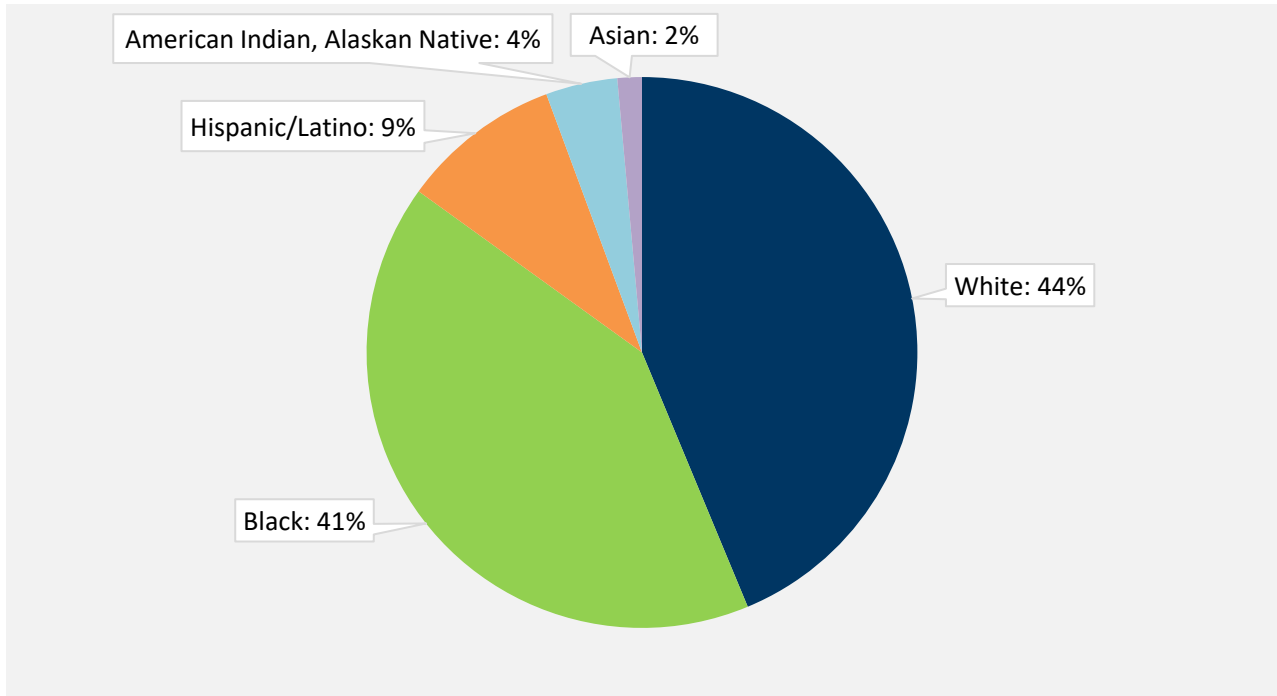
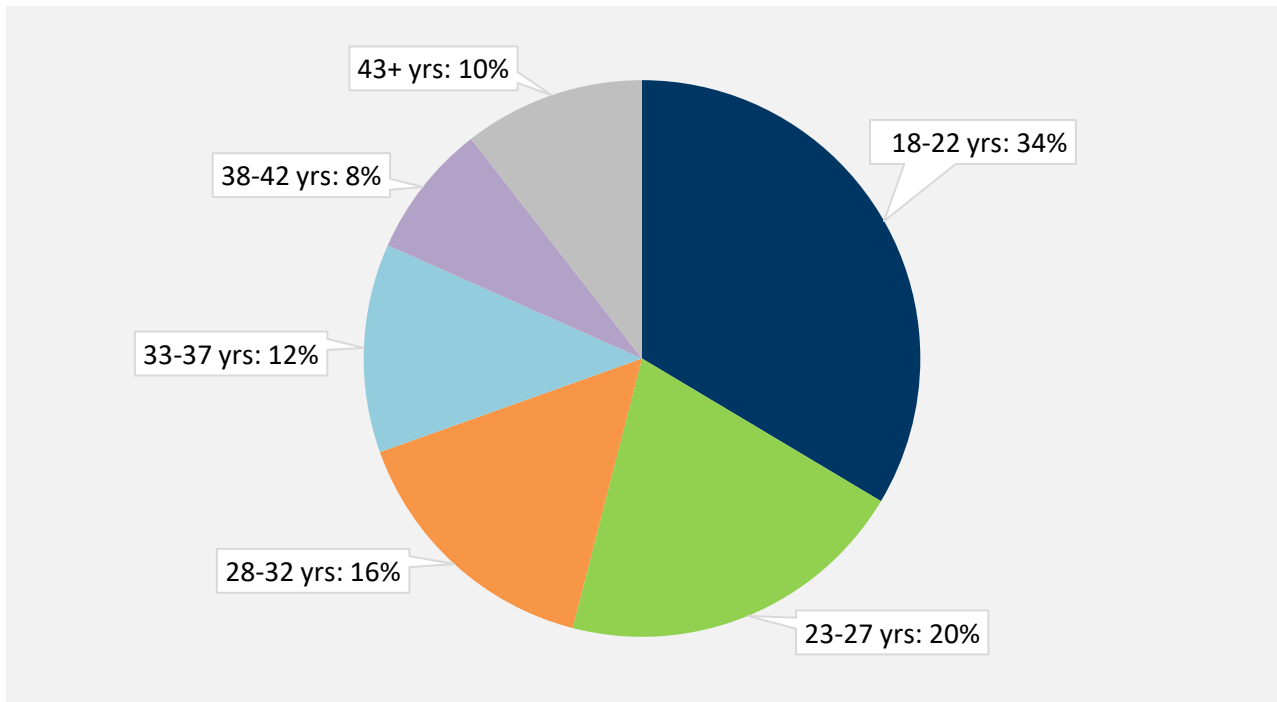


Figure 23: Certified Pre-Apprenticeship participants by age.



Certified Pre-Apprenticeship has an 85.6% program completion rate. 18.3% of certified pre-apprentices move into Registered Apprenticeship.

Figure 24: Percent of Certified Pre-Apprenticeship participants in Registered Apprenticeship, by occupation.

Trade	Participants	Percent
Construction craft laborer	41	16.9%
Steamfitter (construction)	37	15.2%
Steamfitter (service/refrigeration)	24	9.9%
Carpenter (construction)	20	8.2%
Sheet metal worker	17	7.0%
Plumber	15	6.2%
Cement mason	12	4.9%
Painter and decorator	10	4.1%
Sprinklerfitter	10	4.1%
Bricklayer	8	3.3%
Iron worker	7	2.9%

APPRENTICESHIP GRANTS

APPRENTICESHIP STATE EXPANSION GRANT (ROUND 3)

Performance period: July 1, 2019, to June 30, 2023.

Total award amount: \$2,822,058.12 (fully expended).

Participants served: 856 as of Dec. 31, 2023.

Participants served goal: 800.

Major 2023 Activities:

Successfully closed the Apprenticeship State Expansion grant on June 30, 2023, having spent the full grant amount and served more than the required number of participants.

Major Goals/Deliverables:

- Partnership with Worldwide Instructional Design System.
 - Develop standards for five transportation occupations.
- Partnership with Wisconsin Department of Corrections:
 - Develop two Registered Apprenticeship programs and five Certified Pre-Apprenticeship programs to be implemented in several Wisconsin correctional institutions.
- Partnerships with workforce development areas two and 10.
 - Provide reimbursements to sponsors for on-the-job learning and related technical instruction and supportive services to apprentices.
- Youth Apprenticeship expansion.
 - Increase in Youth to Registered Apprenticeship bridging rates.

STATE APPRENTICESHIP EXPANSION 2020 GRANT, TIER 1 & 2 (ROUND 4)

Performance period: July 1, 2020, to June 30, 2024.

Total award amount: \$9,000,000.

Participants served: 2,699 as of Dec. 31, 2023.

Participants served goal: 3,500 by June 30, 2024.

Major 2023 Activities

- Wisconsin Technical College System partnership.
 - Served nearly 1,000 registered apprentices and youth apprentices in technical colleges all over the state, through student services and cohort funding.
- Curriculum development.
 - Completed curriculum development for 11 occupations, including several occupations in emerging sectors.
 - The 11 occupations are:
 1. Caregiver.
 2. Pharmacy technician.
 3. Early childhood educator.
 4. Facility maintenance technician.
 5. Laboratory animal technician.
 6. Medical lab technician.
 7. Software analyst.
 8. Human resources specialist.
 9. Registered nurse.

- 10. Respiratory therapist.
- 11. Sterilization technician.
- On-the-job learning reimbursements.
 - As of Dec. 31, 2023, 413 registered apprentices have received reimbursements from 103 companies.
 - More than \$1 million has been paid to sponsors.
- Supportive service reimbursements.
 - As of Dec. 31, 2023, 734 apprentices have received reimbursements totaling more than \$423,000.

Additional grant initiatives for final year, July 1, 2023, to June 30, 2024.

All contracts executed in late 2023.

- UW Health partnership.
 - Launch registered nurse apprenticeship program.
 - 16 registered nurse registered apprentices in first cohort.
 - First time this has been attempted.
 - National healthcare initiative, in which Wisconsin is a leader.
- EmpowHER initiative.
 - Support women in the trades.
- MENTOR Greater Milwaukee.
 - Produce a statewide apprenticeship mentoring training guide and modules.
- Wisconsin Department of Corrections partnership and initiative.
 - Serve individuals during their reentry planning for release.
- New positions.
 - Develop and fund three apprenticeship outreach representative positions to promote and advance emerging sector occupation apprentices and sponsors.
 - These positions were highly effective, and apprentice and sponsor counts in emerging sectors advanced rapidly due to their efforts.
 - As of Dec. 31, 2023, 340 participants have been served by these staff members.
- Partnership with Wisconsin Technical College System and Worldwide Instructional Design System.
 - Develop and implement standards and curriculum for 11 occupations.
 - Fund apprenticeship cohorts in Wisconsin Technical Colleges.
 - Offer additional student services and supports to increase retention and completion rates.
 - As of Dec. 31, 2023, 734 participants have been served through this initiative.
- Partnerships with workforce development area 10.
 - Provide reimbursements to sponsors for on-the-job learning and related technical instruction and supportive services to apprentices.
 - As of Dec. 31, 2023, 1,081 participants have been served through this partnership.
- YA expansion and Youth to Registered Apprenticeship bridging.
 - Increase the number of sponsors who are enrolled in both Youth and Registered Apprenticeship.
 - Increase Youth to Registered Apprenticeship bridging rates.
 - As of Feb. 28, 2024, 463 participants have been served through this initiative.
- Certified Pre-Apprenticeship program expansion and Certified Pre-Apprenticeship to Registered Apprenticeship bridging.

- Increase Certified Pre-Apprenticeship program quality, approval rates, and funding to well-functioning Certified Pre-Apprenticeship programs.
- 59 participants will be served by June 30, 2024.
- Apprenticeship outreach campaign.
 - Campaign to inform and promote emerging sector occupations and apprenticeship opportunities.
- IT data upgrades.
 - Improve the aBASERS, BASIS, and ASSET systems for apprenticeship and sponsor communication.
 - Improve grant data reporting capabilities.

STATE APPRENTICESHIP EXPANSION FORMULA FUNDING (STATE FISCAL YEAR 2020)

Performance period: July 1, 2023, to June 30, 2024, first of five years of funding.

Fiscal year award amount: \$806,379.

Participants served: not applicable.

Major 2023 Activities

- Five-year apprenticeship work plan connection.
 - Formula funding to support capacity building efforts to prepare for additional apprenticeship expansion.
- Addition of three full-time positions.
 - One apprenticeship training representative position.
 - Two program and policy advanced positions.
- Information technology data upgrades.
 - Funding will improve information distribution system to facilitate electronic communication with apprentices, employers, sponsors, and related instruction providers.
 - Improvements will also assist with fully integrating the State Apprenticeship Agency data (housed in BASIS) into the RAPIDS portal, expanding current data reporting, and streamlining the process.
- Certified Pre-Apprenticeship technical assistance and expansion.
 - Provide oversight and assistance to improve the training and completion rates for Certified Pre-Apprenticeship programs around Wisconsin.
 - Provide sponsorship connections to improve Certified Pre-Apprenticeship to Registered Apprenticeship bridging rates.
- Development of reciprocity policy and procedure.
 - Bureau of Apprenticeship Standards staff are revising/drafting a reciprocity policy and process for achieving reciprocity of Registered Apprenticeship credentials from other states, namely Illinois to start with, and vice versa.
- Affirmative action compliance and plan assistance.
 - Funding will provide affirmative action discrimination and harassment training, free of charge, to Registered Apprenticeship sponsors.
 - Funding will also help deliver technical assistance and training to Bureau of Apprenticeship Standards staff and sponsors of Equal Employment Opportunity Commission principles and regulatory responsibilities to apprenticeship committees and committee members.
- Continuation of outreach campaign.

- Apprenticeship outreach efforts will be continued from the State Apprenticeship Expansion 2020 grant. State Apprenticeship Expansion Formula funding will assist with covering outreach advertising and materials at events to increase awareness of apprenticeship opportunities for engagement with potential sponsors and apprentices.
- Expansion of Youth Apprenticeship programs.
 - State Apprenticeship Expansion Formula funding will continue to support Youth Apprenticeship expansion efforts.
 - Youth Apprenticeship has grown exponentially since the Bureau of Apprenticeship Standards received the Apprenticeship State Expansion and State Apprenticeship Expansion 2020 grant funding.
- Certified Pre-Apprenticeship and Registered Apprenticeship partnership with the Wisconsin Department of Corrections.
 - Efforts will build on the State Apprenticeship Expansion 2020 grant efforts to expand apprenticeship offerings for justice involved individuals and provide apprenticeship training.
 - Apprenticeship will support the Wisconsin Department of Corrections' reentry efforts.

WISCONSINAPPRENTICESHIP.ORG

STATE OF WISCONSIN



Department of Workforce Development