

Performance Monitoring Report: Apprenticeship

Apprenticeship Purpose Statement

Offer related academic and technical support courses for joint labor/management apprenticeship programs.

February 18, 2020

This report serves as partial evidence of FVTC compliance with HLC Criterion 2C.

APPRENTICESHIP

What We Do / For Whom 2018-19



Industrial Trades
10 Program Offerings
318 students



Construction Trades
6 Program Offerings
961 students



Service Trades
1 Program Offering
14 students



438
Employers Served

At What Cost?

Apprenticeship Cost Per FTE

2016-17	\$7,742
2017-18	\$7,287
2018-19	\$6,244

Local & State Impact



20%

of 2018-19 WTCS
apprenticeship students
attended FVTC

4.9
OF
5.0

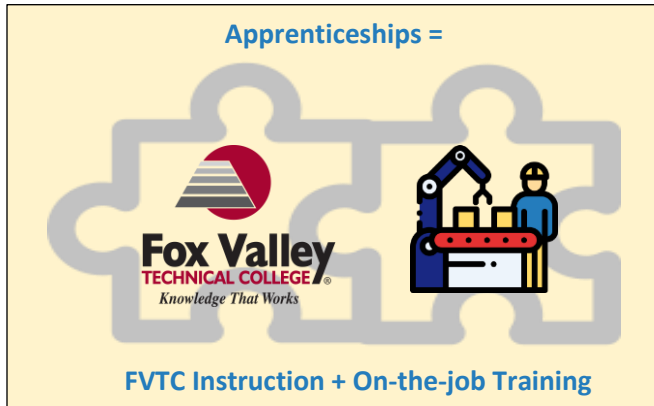
**FVTC Board Rating
of Performance**

(February 2019)

Apprenticeship Report Details

Overview

Apprenticeship has been a cornerstone of technical education and a viable post-secondary learning option in Wisconsin for over a century. “On-the-job learning” of an employed apprentice, coupled with applied learning at the technical college, continues to be a productive way for employers to train their workforce and for employees to gain crucial knowledge and skills in their career field.



Total enrollments increased by 117 students in 2018-19 as compared to 2017-18. The projected data for 2019-20 shows increasing enrollments. Efforts to increase the awareness of the value of apprenticeship across the trades are among many contributing factors to the forecasted growth, as well as, the 2017 Wisconsin Act 273 allowing high school seniors to work as apprentices.

What We Do

The Bureau of Apprenticeship Standards (BAS), a branch of the Wisconsin Department of Workforce Development, regulates the training and certification for apprenticed trades in conjunction with employers, the Wisconsin Technical College System and trade advisory committees. Employers and Joint Apprenticeship Committees sponsor apprentices in selected industrial, construction and service trades for two to six years as paid employees and are responsible for teaching trade skills on the job.

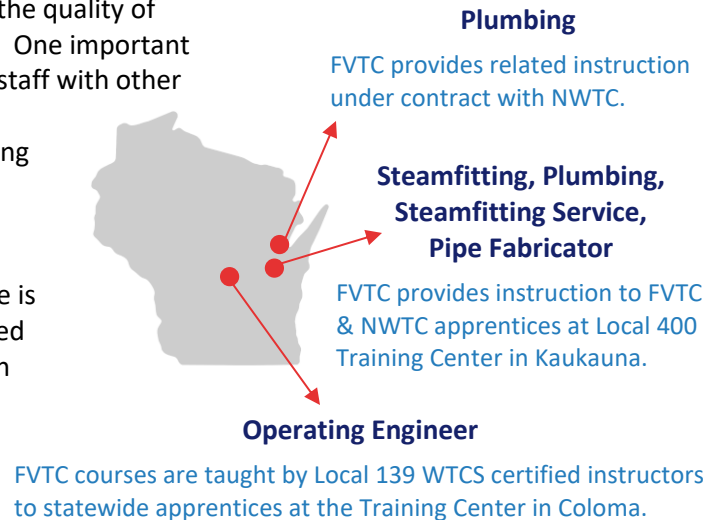
Additional FVTC Apprenticeship facts:

- Coursework is state-approved with an 80% common core curriculum.
- Employer advisory committees meet at least twice a year to discuss enrollments, curriculum, technology, and equipment purchases.
- Apprenticeship instruction is provided in 17 active programs.
- Construction trades have local and/or regional Joint Apprenticeship Committees (JACs) who review the progress of current apprentices toward the successful completion of requirements of their apprenticeship, review curriculum, discuss enrollments, and advise equipment purchases.
- FVTC faculty and staff participates with the local JACs that are composed of equal numbers of employees (labor) and employers (contractors).
- Union training organizations that are directly involved with FVTC apprenticeships include Local 400 (plumbers and steamfitters) and Local 139 (Wisconsin Operating Engineers).
- FVTC has served both union and non-union affiliated apprenticeships since 1987 with the organization of the Association of Builders and Contractors (ABC) of Wisconsin as a non-union organization focused on the construction trades.

Collaborations

FVTC apprenticeship staff work to enhance the quality of apprenticeship through active partnerships. One important collaboration involves sharing instructional staff with other technical college districts. FVTC is also an active partner with training centers enhancing and maximizing the resources available for apprenticeship training.

Sustaining and growing the future workforce is a focal point in today's apprenticeship related trades. The replacement of aging workers in local companies looms as a critical concern voiced by representatives at program advisory and Joint Apprenticeship Committee meetings and is evident in state policy directions.



For Whom

In 2018-19, FVTC had a 9.9% increase in the number of apprenticeship students served. Table A shows the enrollment details of each apprenticeship program for the past three years. For the 2018-19 school year, 438 distinct employers had apprentices in the various trades at FVTC.

Table A: Number of FVTC Apprenticeship Students & Employers by Program

Apprenticeship Programs	Students				Employers
	2016-17	2017-18	2018-19	2019-20 YTD	2018-19
50-502-1 Cosmetology	19	19	14	17	15
Service Trade Subtotal	19	19	14	17	15
50-413-9 Electrician (ABC)	166	156	120	136	23
50-414-2 Electrical & Instrumentation	-	-	-	13	-
50-427-5 Plumbing	90	104	124	134	59
50-435-2 Steamfitter (Construction)	78	92	97	94	22
50-435-4 Steamfitter (Service)	28	32	26	32	11
50-442-2 Pipe Fabricator	121	98	85	68	7
50-447-1 Operating Engineer	314	353	509	500 (est.)	174
Construction Trades Subtotal	803	835	961	977	296
50-413-1 Industrial Electrician	82	101	99	105	31
50-420-2 Machinist	44	50	45	34	22
50-420-9 Industrial Manufacturing Technician	-	-	-	6	-
50-439-3 Tool & Die Maker	11	12	2	7	7
50-423-1* Maintenance Mechanic/Millwright	101	107	100	116	39
50-423-7 Lubrication Technician	-	11	-	1	-
50-435-1 Industrial Pipefitter	8	11	10	4	4
50-464-1 Maintenance Technician	36	41	62	71	24
Industrial Trades Subtotal	282	322	318	344	127
Grand Total	1,104	1,176	1,293	1,338	438

Source: Student counts from WTCS Report CLI330 as of November 20, 2019. Employer counts provided by FVTC's Apprenticeship Administrative Assistant. 2016-17 total includes 6 Electronic System Technician apprentices not listed in the details. * 50-423-3 Millwright – Pipefitter is reported under 50-423-1 in the WTCS reporting system.

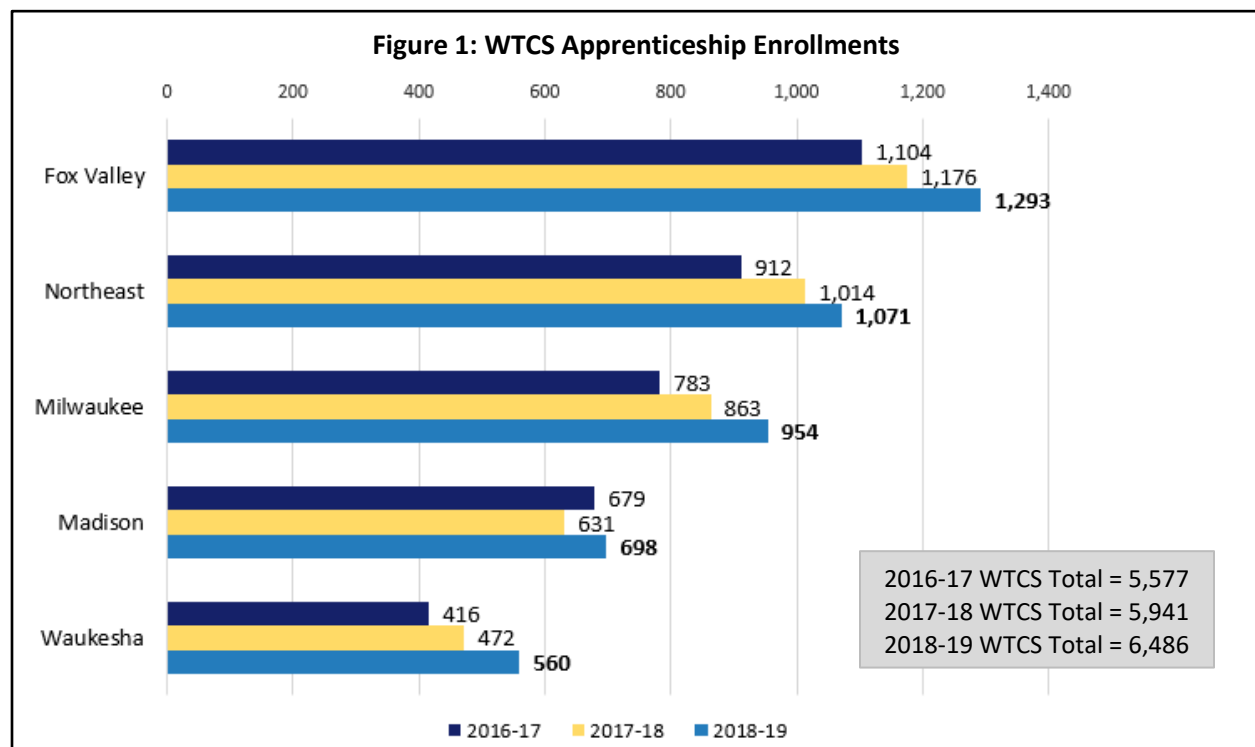
Table B highlights the employers that have the highest number of apprentices. The left side of the table lists employers that hold instruction for their apprentices at off-campus training centers while the right-side lists employers that have apprentices participate in instruction on the FVTC campus. All instruction is delivered by FVTC certified instructors.

Table B: Employers with the Highest Number of Apprentices (2018-19)

Instruction at Training Centers		Instruction on Campus	
Employer	Number of Apprentices	Employer	Number of Apprentices
Team Industries	44	Suburban Electrical Engineers	47
Hoffman Construction	34	Neenah Foundry	26
Payne & Dolan, Inc.	27	Northland Electrical Services	22
JF Ahern	25	Ahlstrom Munksjo	18
K & S Energy Services	23	Neenah Paper	15
Bassett Mechanical	22	Northern Electric	15
Michels Corporation	22	Kingsbury	13
Northeast Asphalt	19	Quad	13
A.W. Oaks & Sons	17	Walker Forge	12

Source: FVTC's Apprenticeship Administrative Assistant

FVTC continues to serve more total apprentices than peer benchmark colleges (Figure 1). Nearly all the benchmark colleges, and the state as a whole, are experiencing an upward trend in apprentice enrollments which mirror the strong economy in many areas of Wisconsin. Apprenticeship enrollments at FVTC increased by 9.9% compared with the statewide overall increase of 9.2% from 2017-18 to 2018-19. The larger Wisconsin urban centers served by Milwaukee Area Technical College and Madison College combined had 25% of the total WTCS apprenticeship enrollments with Milwaukee at 954 and Madison at 698. At 1,293 students, FVTC had 20% of the statewide apprenticeship enrollments.



Source: WTCS Portal Report – CLI330

Student Satisfaction and Wage Information

FVTC apprenticeship completers are reporting wages averaging \$72,523 annually, with an average workweek of approximately 48 hours. Wages and workhours are particularly high for Operating Engineer Apprentices, which is by far FVTC's largest group of apprenticeship completers. Excluding this program, the average wages drop to \$67,377, and the average weekly workhours is 44. Details by program are presented in Table C.

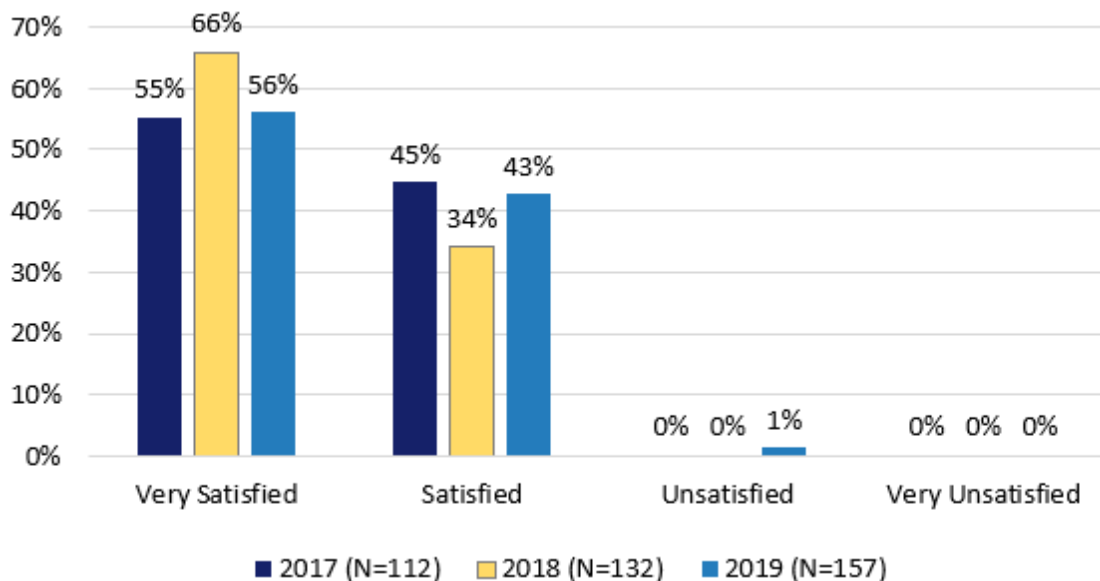
Apprenticeship completers continue to be satisfied with the training they receive through FVTC (Figure 2). Workers trained through FVTC apprenticeship programs end up with jobs across the state; however, a large number stay in the Fox Cities. Of the completers surveyed in Fall 2019, 47% were employed in the FVTC district.

Table C: 2018-19 Wage Data for Apprenticeship Completers

Apprenticeship Programs	Hourly Wage	Annual Wage	Hours Per Week
Operating Engineer Apprentice	\$37.77	\$78,569	53
Electrician Apprentice (ABC)	\$33.23	\$69,125	44
Machinist Apprentice	\$28.29	\$58,835	45
Maintenance Mechanic/Millwright	\$30.94	\$64,348	45
Industrial Electrician Apprentice	\$34.39	\$71,522	46
Maintenance Technician Apprentice	\$27.71	\$57,628	46
Pipe Fabricator	\$43.11	\$89,669	40
Plumbing Apprentice	\$32.17	\$66,907	46
Tool & Die Apprentice	\$30.10	\$62,608	41

Source: Apprenticeship Graduate Survey conducted Fall 2019

Figure 2: Apprenticeship Completer Satisfaction



Source = 2017, 2018 & 2019 Apprenticeship Surveys

At What Cost

Figure 3: 2018-19 Apprenticeship Funding
(\$1.26 million)

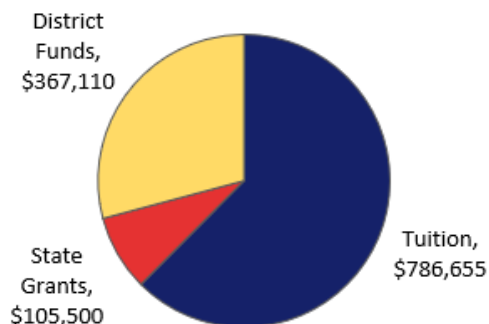
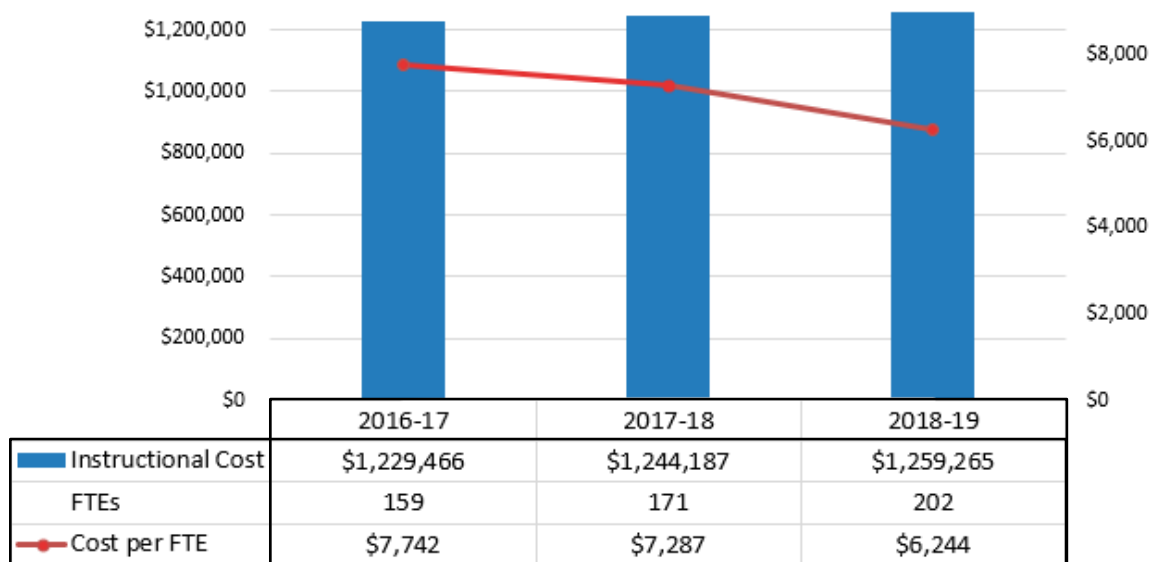


Figure 3 is a representation of apprenticeship funding and the combination of state and district funds and tuition.

Figure 4 indicates a 1.2% increase in instructional costs for apprenticeship. From 2017-18 to 2018-19, there was an 18.1% increase in FTEs, from 171 FTE to 202 FTEs. The cost per FTE declined 14.3% from the previous year. Instructional cost per FTE declined because enrollments increased and classes ran closer to capacity, on average, than in the prior year.

Source: FVTC Financial Services

Figure 4: Apprenticeship Instructional Cost and Cost Per FTE



Source: Internal Staff Accounting (Instructional Expenditures)

Costs reflect the following instructional staff who teach in a variety of the apprenticeship programs:

- 9 FVTC full-time apprenticeship instructors
- 11 FVTC full-time instructors with apprenticeship classes as part of their teaching load
- 40 instructors employed through training centers supported through a reimbursement arrangement (Local 139 and Local 400) and certified with FVTC

FVTC supports ongoing investments to maintain state-of-the-art dedicated laboratory facilities for apprenticeship programs. This level of service for district apprentice trades is frequently referenced as an effective model of apprenticeships and, therefore, helps FVTC remain a leader among apprentice programs in the WTCS.