



Statutory Purpose Monitoring Overview

Apprenticeship Programs

2023-24 Academic Year Review

March 18, 2025

Apprenticeship Programs

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

College Statutory Purposes

Fox Valley Technical College, consistent with statutorily mandated purposes, holds to the following purposes:

Focus on our Students

- Deliver (a) Associate Degree, Diploma, and (b) certificate-level educational programs which provide the skills and knowledge necessary to address occupational competencies from initial job-entry to advanced certification.
- Provide (a) basic skills programming and (b) counseling services necessary to enhance the success of students.
- Offer educational programming and supportive services for special populations to address barriers prohibiting participation in education and employment.

Focus on our Regional Employers

- Provide training and education to upgrade the occupational skills of individuals and the business and industry work force.
- Design and deliver customized training, consulting services, and technical assistance in partnership with public and private sector employers to further economic development.
- Offer related academic and technical support courses for joint labor/management apprenticeship programs.

Focus on our K-12 & Community Partners

- Provide community services and avocational or self-enrichment activities.
- Collaborate with secondary schools, colleges, and universities to enable students' smooth passage between educational systems.

Focus on our Regional Employers

Purpose:

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

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.

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. FVTC supports the educational experience of apprentices by partnering with district employers to offer theory and technical coursework, while the employers support on-the-job technical training.

For Whom

Apprenticeship employers are located throughout Wisconsin, with most apprenticeship completers working within the FVTC district. Employers and local advisory 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. Some employers hold instruction for their apprentices at off-campus training centers, while others have apprentices participate in instruction on the FVTC campus. All instruction is delivered by FVTC-certified instructors.

At What Cost

Apprenticeship costs include instructional supplies as well as instructional staff. Those costs are recovered with both district funds and tuition for apprenticeship coursework. 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 helps FVTC remain a leader among apprentice programs in the WTCS.

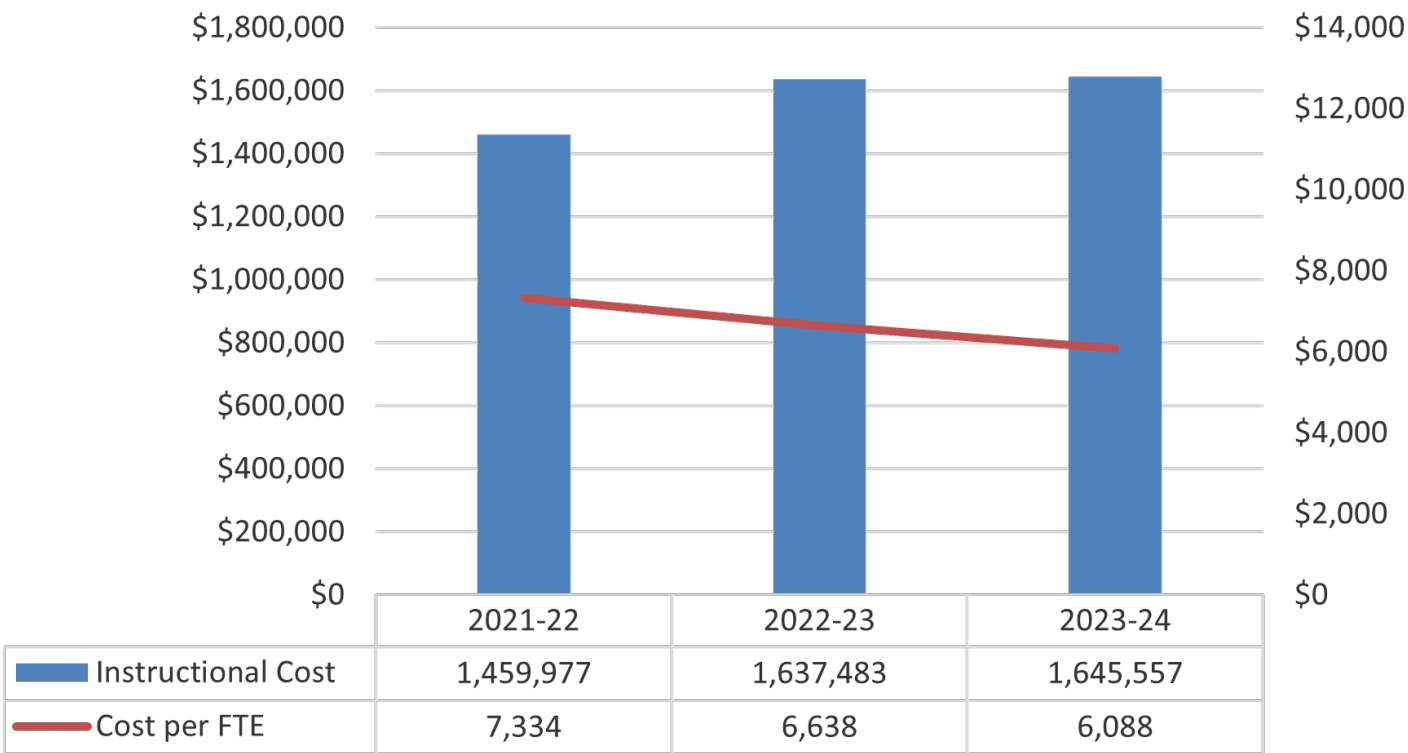
Fast Facts - Apprenticeships

Focus on our **Students**:

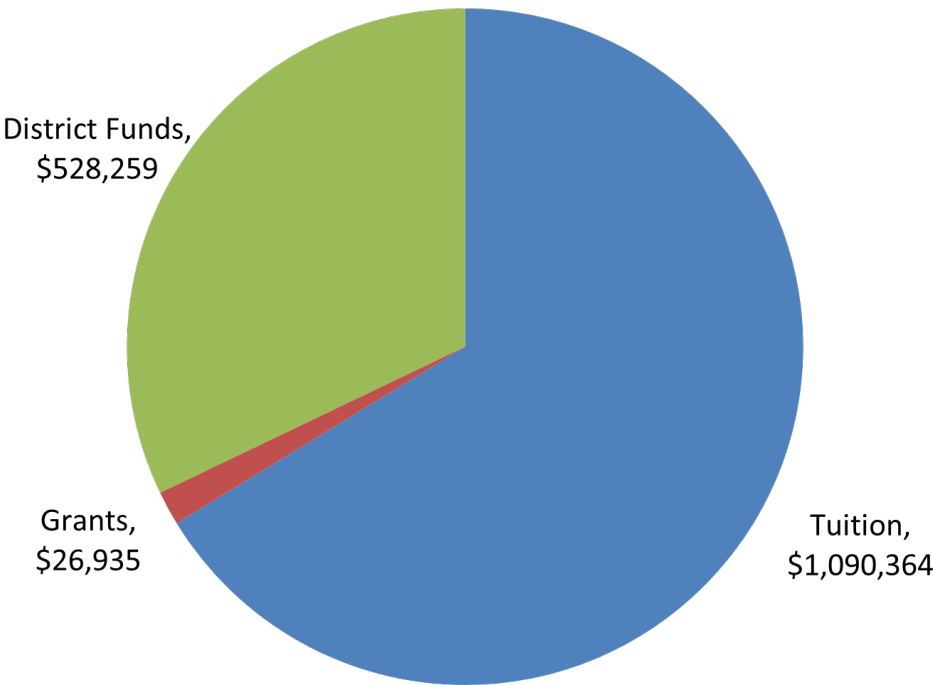
| Apprenticeship Programs | Students | | | Employers |
|---|--------------|--------------|--------------|------------|
| | 2021-22 | 2022-23 | 2023-24 | 2023-24 |
| 50-502-1 - Cosmetology | 21 | 20 | 19 | 15 |
| 50-502-1 - Barbering | N/A | N/A | 11 | 9 |
| Service Trade Subtotal | 21 | 20 | 30 | 24 |
| 50-413-9 - Electrician (ABC) | 159 | 236 | 257 | 52 |
| 50-447-1 - Operating Engineer | 530 | 717 | 826 | 211 |
| 50-442-2 - Pipe Fabricator | 55 | 54 | 53 | 10 |
| 50-427-5 - Plumbing | 167 | 165 | 176 | 90 |
| 50-435-2 - Steamfitter (Construction) | 72 | 74 | 82 | 16 |
| 50-435-4 - Steamfitter (Service) | 30 | 34 | 37 | 10 |
| Construction Trades Subtotal | 1013 | 1280 | 1431 | 389 |
| 50-414-2 - Electrical & Instrumentation | 21 | 38 | 40 | 8 |
| 50-413-1 - Industrial Electrician | 113 | 103 | 105 | 44 |
| 50-420-9 - Industrial Manufacturing Tech | 27 | 19 | 11 | 3 |
| 50-623-2 - Industrial Metrology Technician | N/A | 2 | 4 | 2 |
| 50-423-7 - Lubrication Technician | 2 | 0 | 1 | 1 |
| 50-420-2 - Machinist | 37 | 39 | 36 | 19 |
| 50-423-1 - Maintenance Mechanic/Millwright | 119 | 111 | 101 | 37 |
| 50-464-1 - Maintenance Technician | 56 | 50 | 56 | 23 |
| 50-423-3 - Millwright – Pipefitter (not on web) | 22 | 16 | 21 | 2 |
| 50-435-1 - Industrial Pipefitter | 5 | 7 | 13 | 6 |
| 50-439-3 - Tool & Die Maker | 2 | 3 | 3 | 1 |
| Industrial Trades Subtotal | 404 | 388 | 391 | 146 |
| Grand Total | 1,438 | 1,688 | 1,852 | 559 |

Focus on our **Teams & Organization**:

Apprenticeship Instructional Cost and Cost Per FTE



2023-24 Apprenticeship Funding
(\$1.6 million)



Fast Facts - Apprenticeships

Focus on our *Regional Employers*:

| Employers with Apprentice Instruction at Training Centers | Number of Apprentices |
|--|-----------------------|
| Payne and Dolan Inc. | 35 |
| Northeast Asphalt Inc. | 34 |
| Edgerton Contractors | 34 |
| Bassett Mechanical | 33 |
| River View Construction, Inc. | 31 |
| August Winter and Sons | 29 |
| AZCO, Inc | 27 |
| Michels Road & Stone, Inc. | 22 |
| Five Star Energy Services, LLC | 21 |
| American Asphalt WI | 21 |
| J.F. Ahern Company | 20 |
| Team Industries | 20 |

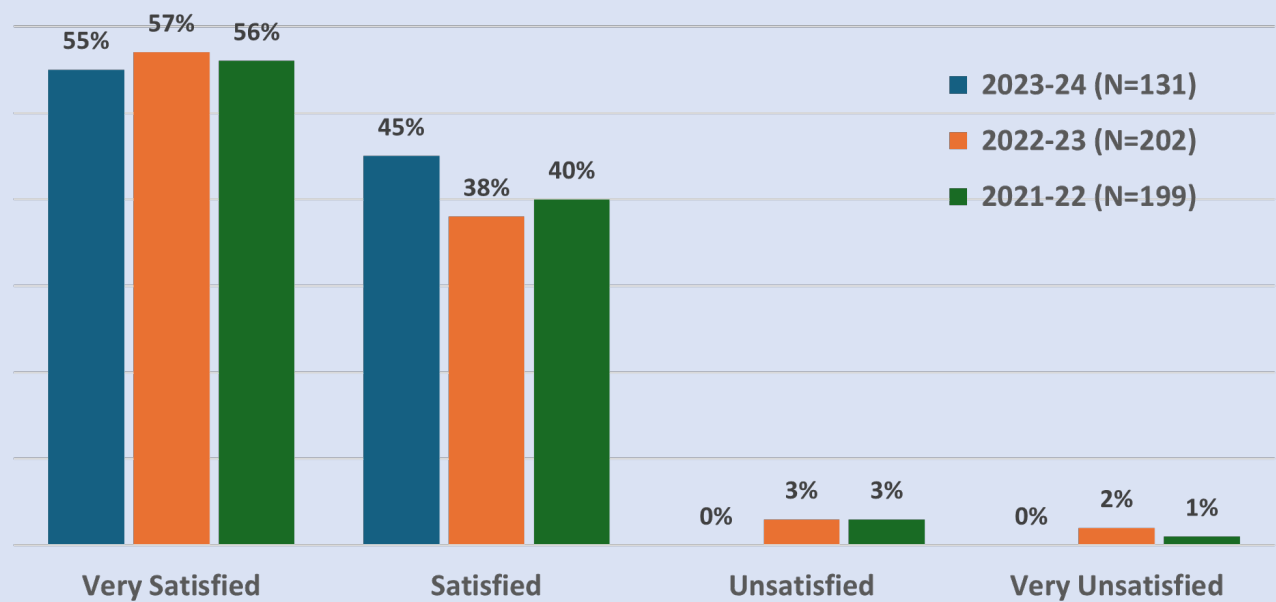
| Employers with Apprentice Instruction on Campus | Number of Apprentices |
|--|-----------------------|
| Suburban Enterprises, Inc. | 49 |
| Northland Electrical Services, LLC | 27 |
| Ahlstrom-Munksjo | 19 |
| Essity | 18 |
| Kimberly Clark | 18 |
| Northern Electric, Inc | 16 |
| Quad | 15 |
| Walker Forge | 14 |
| Miller Electric | 11 |
| McKinley Paper | 9 |

| Average Annual Wage | |
|------------------------------|------------|
| Plumbing | \$ 115,077 |
| Operating Engineer | \$ 113,435 |
| Pipe Fabricator | \$ 110,000 |
| Maintenance Technician | \$ 100,834 |
| Steamfitter (Service) | \$ 99,920 |
| Electrical & Instrumentation | \$ 94,145 |
| Maintenance | \$ 89,550 |

Data Source: 2023-24 Apprenticeship 6-Month Follow-Up Survey

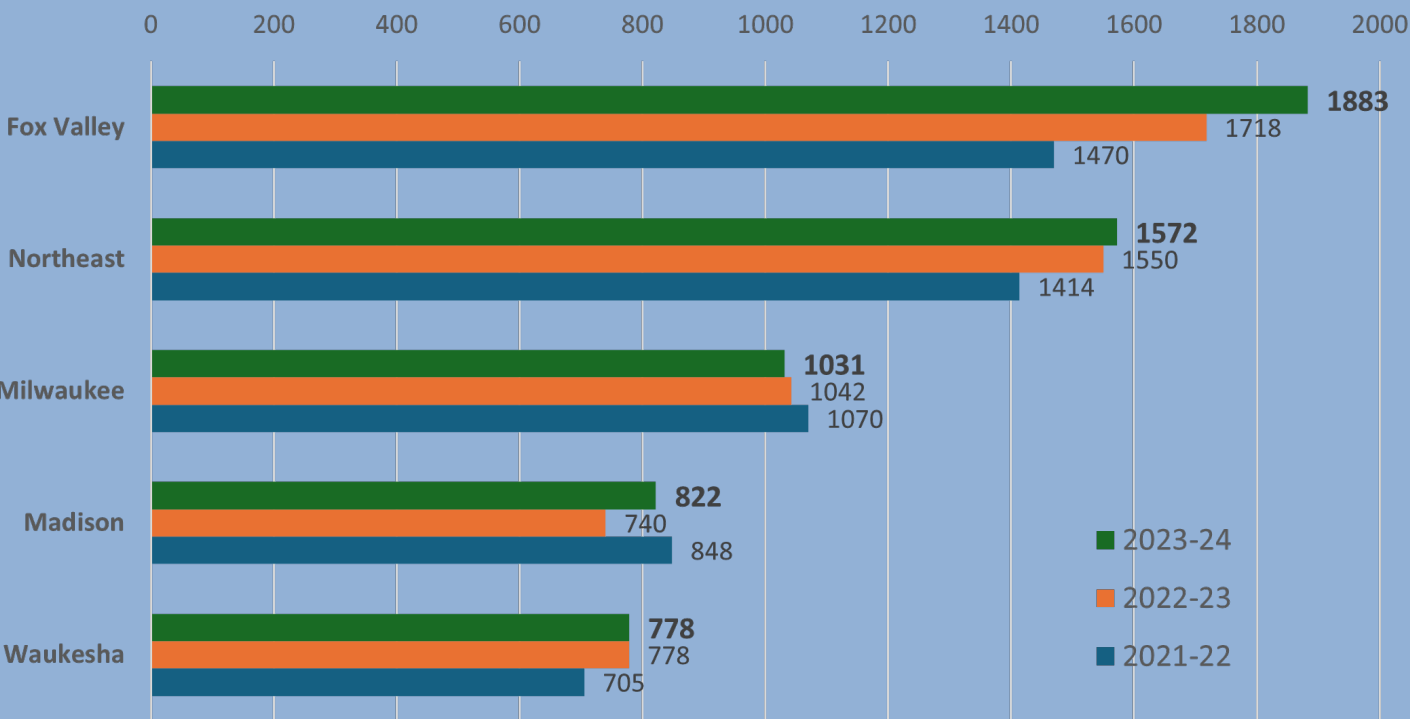
Focus on our Students

Apprenticeship Completer Satisfaction



Apprenticeships 2023-24 Academic Year

WTCS Apprenticeship Student Counts



Focus on our *Teams and Organization*

Apprenticeships
2023-24 Academic Year

38% of FVTC
Apprenticeship
students work
in FVTC District
(37 Students)



443

Employers
sponsored
apprentices in
2023-24



60% of FVTC Apprenticeship students
work outside of the FVTC District
(58 Students)



Board Monitoring Feedback – Prior Year’s Performance

Purpose: Apprenticeships

Board Meeting Date: March 18, 2025

Instructions: As you consider the past year’s performance related to this purpose, please rate the prior year’s performance as follows:

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Rating Descriptions:

- ☐ 1 = The College did not fulfill the statutory requirements of this purpose.
- ☐ 2 = The College somewhat fulfilled the statutory requirements of this purpose.
- ☐ 3 = The College fulfilled the statutory requirements of this purpose.
- ☐ 4 = The College somewhat exceeded the statutory requirements of this purpose.
- ☐ 5 = The College is a best practice leader in this purpose.

Comments/Observations on prior year’s performance:

Board Monitoring Feedback – Strategic Importance

Purpose: Apprenticeships

Board Meeting Date: March 18, 2025

Instructions: As we consider College strategic efforts in the coming years, please rate the level of effort and resource you feel is needed to successfully meet our communities' needs going forward.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Rating Descriptions:

- ☐ 1 = There is no further need as described and resources should be completely repurposed.
- ☐ 2 = The need could be met if some resources were reallocated to other purposes.
- ☐ 3 = The effort and resources dedicated to the purpose are sufficient for meeting the needs.
- ☐ 4 = Somewhat more effort and resources should be placed here to meet emerging needs.
- ☐ 5 = Significant additional effort and resources should be applied to meet critical needs.

Comments/Observations on strategic importance:

Board Monitoring Feedback – College Strategic Analysis

Purpose: Apprenticeships

Board Meeting Date: March 18, 2025

Instructions: As we consider the topic discussion and presentation of the associated analysis to fulfill the College Strategic Plan and anticipate future needs, please rate the College's analysis of proposed strategy(ies) for this purpose.

1

2

3

4

5

Rating Descriptions:

The presentation/panel discussion:

- 1 = did not relate to the purpose or identify anticipated future trends and needs impacting this purpose.
- 2 = related to the purpose but could have more clearly identified anticipated future trends and needs impacting this purpose.
- 3 = identified anticipated future trends, needs, and environmental factors impacting this purpose.
- 4 = adequately identified anticipated future trends and environmental factors impacting this purpose, and possible plans or strategies for addressing these factors.
- 5 = adequately identified anticipated future trends and environmental factors impacting this purpose and possible plans for addressing these factors, which are clearly linked to the College's Strategic Plan.

Comments/Observations on strategic analysis: