



ROB STAFSHOLT

STATE SENATOR • 10th SENATE DISTRICT

(608) 266-7745
Toll Free: (800) 862-1092
Sen.Stafsholt@legis.wi.gov

P.O. Box 7882
Madison, WI 53707-7882

TO: Senate Committee on Economic and Workforce Development
FROM: Senator Rob Stafsholt
DATE: February 23, 2022
SUBJECT: Testimony in Favor of Senate Bills 931 and 981

Thank you, Chairman Feyen and members of the Senate Committee on Economic and Workforce Development for allowing me to testify in favor of Senate Bills 931 and 981.

The number of people going into the trades has been steadily declining for years and it has become increasingly more difficult for employers to find and hire skilled workers. Many in the industry are reporting difficulty with recruiting youth into the trades as high schools and parents are still focused on preparing students for 4-year universities. The pandemic has only made this shortage more apparent due to the increased demand for home services and government incentives for workers to stay home.

Senate Bill 981 would expand the deductibility of postsecondary tuition to apprenticeship instruction. The expansion will include tools and other materials, as well as travel costs in apprenticeship programs. This provides parity for the deduction for tuition and materials paid in an apprenticeship program like in other DWD-approved schooling programs.

In addition, this legislation includes an increase of \$2 million for the Apprenticeship Completion Award Program (ACAP) and \$550,000 for the creation of Youth Apprenticeship Completion Award Program (YACAP). These programs partially reimburse eligible apprentices or sponsors for the costs associated with a registered apprenticeship or youth apprenticeship.

Furthermore, it includes an additional \$2.5 million for Career and Technical Education Incentive grants to encourage school districts to offer high-quality career and technical education programs to mitigate workforce shortages. It also includes changes to provide certainty to students who complete a Technical College System Board-approved apprenticeship course in high school will also receive technical college credit for that course.

The second bill, Senate Bill 931, would utilize \$20 million in federal American Rescue Plan Act (ARPA) funds to increase the number of approved apprenticeship programs, promote the Youth Apprenticeship program in schools that currently have little or no participation, direct additional funding to the Apprenticeship Completion Award Program, and provide funding to bridge the connections between the Youth Apprenticeship Program and apprenticeship programs.

These are common sense bills that will encourage more people to enter the trades. An increase in resources for apprenticeship programs for youth and adults alike will help get the individuals who seek those pathways into solid, family-supporting careers.

Thank you, members. I ask for your support and would be happy to discuss these bills.



LOREN OLDENBURG

STATE REPRESENTATIVE • 96th ASSEMBLY DISTRICT

Senate Bill 981

Relating to: apprenticeship and youth apprenticeship completion awards, career and technical education incentive grants and completion awards, technical preparation programs in school districts and technical colleges, creating an individual income tax subtraction for expenses paid for apprenticeship programs, and making an appropriation

Senate Committee on Economic and Workforce Development

February 23, 2022

Good morning, Chairman Feyen and committee members. I want to thank you for your willingness to hear Senate Bill 981.

Last session, and this session, it was my honor to work with members of this committee, and my local CESA's to increase the funding for Wisconsin's Youth Apprenticeship Program. These increases were needed so that we could meet the demand of the students who wanted to participate in the youth apprenticeship program.

Wisconsin is facing a workforce shortage, and among the hardest hit industries are the trades. We can see that this is a clear issue as this was reported by Staffing Industry Analysts; as of September 2021, 68% of tradespeople have struggled to hire skilled workers, and more than one-third are slightly, or extremely understaffed. Thankfully, Wisconsin has two great recourses for training skilled workers for the trades, and other understaffed industries: the Youth Apprenticeship and Registered Apprenticeship programs.

Senate Bill 981 updates various aspects of Wisconsin's Youth Apprenticeship and Registered Apprenticeship programs. First, this bill includes a \$2 million expansion for the Apprenticeship Completion Award, and the creation of a \$550,000 Youth Apprenticeship Completion Award Program. The money dedicated to these programs is used to help reimburse eligible apprentices or sponsors for costs associated with participating in the Registered and Youth Apprenticeship programs. This change will help to attract more individuals to participate in these valuable programs, and work in fields like the trades.

The second thing this legislation accomplishes builds on what was included in Senate Bill 125, and was ultimately vetoed by Governor Evers. This bill extends the apprenticeship expenses tax subtraction. This allows an individual filing income tax to deduct expenses deemed eligible by

the Department of Workforce Development (DWD) for an apprenticeship, that were paid for by the apprentice, or the apprentice's dependent. Access to these grants is expanded under this bill to include tools, other materials and travel costs that are associated with participating in an apprenticeship.

Next, this bill adds programs in construction work to the list on industry-recognized certification programs, and requires that DWD approves these programs. These programs would also be eligible to receive the incentive grants, and completion awards that are addressed by this bill.

Senate Bill 981 provides an additional \$2.5 million in funding for career and technical education incentive grants. These grants incentivize school districts to offer high-quality career and technical education programs, which help to mitigate workforce shortages.

The final thing that this legislation will accomplish makes sure that students who complete a Technical College System Board-approved apprenticeship course in high school do receive technical college credit for that course. By making sure that this program works efficiently we are accelerating number of skilled workers who are looking forward to working in the trades.

Thank you again for hearing Senate Bill 981.



To: Wisconsin State Senators
From: Andrew Disch
North Central States Regional Council of Carpenters
Date: February 21, 2022
RE: **Support for SB 981 incentives for apprenticeship and youth apprenticeship completion**

The skilled trades offer a financially lucrative and personally rewarding career with zero student loan debt through registered apprenticeship. Carpenters Union apprentices graduate with great wages, insurance, benefits and lifelong skills. However, apprentices are responsible for certain out-of-pocket expenses needed to equip them with the tools of the trade so they can achieve success on the construction site.

Senate Bill 981 will reduce cost burdens and pave the way for more Wisconsin residents to pursue these fulfilling careers in trades. Some key highlights in the bill that will assist Carpenter apprentices include:

Expanding the Apprenticeship Completion Award Program (ACAP)

- Expands ACAP grant eligibility so apprentices can receive reimbursement for out-of-pocket costs associated with their instruction for tools, jobsite clothing and safety equipment
- Expands the program to include youth apprenticeship (YA)

Career & Technical Education (CTE) Incentive Grants

- Adds construction work to the list of eligible high-need occupations for a one-time \$500 student completion grant award for high schoolers

Wisconsin State Income Tax Deduction

- Provides parity by allowing for a state income tax deduction for eligible out-of-pocket costs associated with registered apprenticeship like tools, jobsite clothing, safety equipment and travel to training centers

Dual Enrollment

- Require the technical college system to afford dual enrollment and dual credit for adult apprenticeship technical college courses taught to high school students to facilitate transition into adult apprenticeships.



My name is Terry McGowan, and I am the President and Business Manager of the Wisconsin Operating Engineers. I appreciate the opportunity to submit this testimony.

As everyone on the Committee is aware, finding the right worker with the right training can be a daunting task in today's competitive job environment.

Apprenticeships are time-tested, higher education programs that allow workers to earn good wages while learning on the job. Youth apprenticeships and pre-apprenticeship programs expose high school students to careers and are a bridge to entry into adult registered apprenticeship programs.

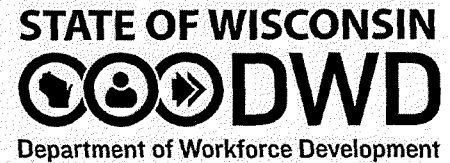
Wisconsin Operating Engineers' adult and youth apprentices have little direct tuition costs for their training. However, there are still costs that create a substantial barrier to entry into the trade, such as costs for tools, work boots, other safety materials, and transportation to and from the training center in Coloma, WI.

SB 981/AB 973 (as amended) expands the existing, successful Apprenticeship Completion Award Program to include reimbursement of costs other than tuition, such as tools, and costs incurred by youth apprentices. The bill also allows for an income deduction for tuition and other expenses incurred by apprentices. These changes will ensure that *all apprentices* who incur out-of-pocket costs have the opportunity to recoup a portion of those costs.

The bill also contains a provision that will incentivize high schools to offer classes and programs that prepare students to enter the workforce. It provides for technical college dual enrollment and credit for students when a high school offers apprenticeship curriculum that is aligned with the technical college course equivalent offered to adult apprentices. In other words, high school students get technical college credit just like the adult apprentices do for the same courses.

Finally, I would like to point out that many industries, not just the construction industry, will benefit from this bill. This bill is a bipartisan win, win for Wisconsin workers and employers across all sectors of the economy. The Wisconsin Operating Engineers ask you to vote in favor of SB 981/AB 973 (as amended).

Department of Workforce Development
Secretary's Office
201 E. Washington Avenue
P.O. Box 7946
Madison, WI 53707
Telephone: (608) 266-3131
Fax: (608) 266-1784
Email: sec@dwd.wisconsin.gov



Tony Evers, Governor
Amy Pechacek, Secretary-designee

Date: Wednesday, February 23, 2022

To: Chair Feyen, Vice-Chair Testin, and Members of the Senate Committee on Economic and Workforce Development

From: Department of Workforce Development Secretary-designee Amy Pechacek

Written Testimony Regarding SB 981

Thank you, Chair Feyen, Vice-Chair Testin, and Committee Members, thank you for the opportunity to provide written testimony for information only on Senate Bill 981.

As you are well aware, industries and employers across the state and the nation are struggling to fill essential positions. The preliminary December 2021 jobs report showed a record-low unemployment rate of 2.8% and the number of people counted as unemployed dropped to 86,200—the lowest number of unemployed Wisconsinites in state history. Meanwhile, the 66.4 percent labor force participation rate, which is a measure of the population actively working or seeking work, remains 4.5 percentage points above the national rate, and is among the best in the nation.

These favorable economic trends are now intersecting with demographic challenges that have been decades in the making. The result is that employers in all sectors are finding it difficult to fill jobs. Demographic factors contributing to the workforce gap include low birthrates, high retirement rates, and low, if not negative, net migration and immigration flows. Beyond the workforce gap, there is also a skills gap – that is, available workers may not possess the skills that growing Wisconsin employers need.

While Wisconsin is not alone in these challenges, the state's innovative responses—made possible by Governor Evers' historic investment in workforce development and DWD's long-standing commitment to apprenticeship—make Wisconsin a leader in addressing them. In particular, the strength of Wisconsin's apprenticeship programs can help elevate the current labor market from a zero-sum game into a league with broader, deeper talent for every employer's team. At the same time, Wisconsin's apprenticeship programs can provide a path forward to help the unemployed and underemployed achieve family-sustaining employment and career advancement. Importantly, apprenticeships also can be a tool for increasing equity, diversity, and inclusion for employers while connecting underserved community members with new opportunities. That's because Registered Apprenticeship is not only an excellent method to upskill an employer's current workforce, but also attract new workers to the industry through the talent pipelines of Youth Apprenticeship and Certified Pre-Apprenticeship.

Apprenticeship is an industry-driven training model that combines on-the-job learning with job-related instruction. As an "earn while you learn" model, apprentices are employed and earn wages from the first day on the job. Apprenticeship training is simple and straight forward in its structure, yet incredibly effective. Apprenticeship opportunities are available in the traditional construction, manufacturing, utility, and service sectors, as well as emerging areas like health care, information technology, finance, transportation, biotech, and agriculture.

SB 981 would expand elements of DWD's Registered Apprenticeship (RA) and Youth Apprenticeship (YA) programs to help employers, sponsors, and apprentices by:

- Expanding the Career and Technical Education incentive grants and completion award program to include construction work;
- Expanding the Apprenticeship Completion Award Program to include Youth Apprenticeship Completion Awards;
- Expanding technical preparation programs in school districts and technical colleges (Dual Enrollment);
- Providing for reimbursement of additional eligible costs in apprenticeship programs;
- Creating tax credits related to costs for participation in these programs; and
- Increasing funding by \$2.5 million for career and technical grants and awards and \$2.5 million for apprenticeship completion awards in additional General Purpose Revenue (GPR) funding in the second year of the biennium. Because the additional funding provided under the bill is added to the second year of the biennium, this will be an ongoing increase to base funding for the two programs.

As some background, the Apprenticeship Completion Award Program (ACAP) reimburses registered apprentices and their sponsors up to 25 percent of the tuition costs associated with apprenticeship classroom instruction. Instructional costs for an individual apprentice can amount to thousands of dollars throughout their contract. ACAP eligibility occurs twice during the apprenticeship program: first, upon the successful completion of the first year, and then, upon the successful completion of the apprentice contract. The reimbursements are capped at \$250 for first year eligibility, and \$1,000 for completion.

ACAP is a direct benefit to registered apprentices who oftentimes pay their own tuition to help defray the costs of the post-secondary education associated with their apprenticeship training. Although registered apprenticeship is a paid training program, apprentice wages increase throughout their contract on a scale commensurate with their experience, so they do not achieve full wages until completion. This makes the first year ACAP reimbursement especially helpful, because it comes when apprentices are at their lowest earning potential. Meanwhile, ACAP is a benefit to those sponsors who have taken it upon themselves to invest in their apprentices and cover the costs of their tuition.

The increase in funding, as proposed in SB 981, would allow a greater number of registered apprentices and sponsors to seek reimbursement of tuition costs and the additional allowable expenses. The addition of a Youth Apprenticeship Completion Award Program (YACAP) would help offset costs to employers as well as provide a significant incentive to students to participate in YA by addressing a funding gap or funding barrier for potential enrollees. The funding would also incentivize employers who have not participated in YA before, or RA employers who have not been a YA sponsor so that they can begin a future talent pipeline in their industry.

In particular, the bill targets the fields of architecture and construction for the YACAP, which will help address the largest barriers to YA program growth. Allowing for reimbursement of worksite mentor expenses will be of benefit to employers new to the YA program and who do not initially see a return on investment. The costs incurred by employers when starting up are heavy on investments like tools, and other materials used in the youth apprentice's trade, craft, or business, including basics like boots or books.

Another major barrier to youth participation in the YA program is transportation. SB 981 would allow students or sponsors to seek reimbursements for travel costs. The expansion of allowing reimbursement of travel costs for ACAP aims to remediate barriers to adult participation in apprenticeship as well.

DWD would like to raise a few issues for the authors' consideration. The bill does not provide emergency rule promulgation authority. However, DWD would need to engage in rule promulgation to amend Ch. DWD 295 with the changes that SB 981 would make to the apprenticeship programs. Without emergency rule authority, implementation of the new provisions could experience delays through the permanent rule

promulgation process. Note, a substitute amendment (Substitute Amendment 1, LRBs0374/1) to the companion bill, Assembly Bill 973, which was adopted by the Assembly, resolves this issue by granting DWD the authority to promulgate administrative rules.

Second, DWD understands the intent of SB 981 is to allow a variety of apprenticeship- and youth apprenticeship-related expenses to be eligible for reimbursement under ACAP and YACAP. However, as drafted, the bill would not accomplish this intent. As drafted, the Department would continue to find the following types of expenses ineligible for reimbursement: work-related costs, such as clothing, safety equipment, union dues or initiation fees, and commuting costs; education expenses not related to apprenticeship-related instruction; class materials including books, notebooks, class supplies; journey worker or practitioner exam fees; parking fees or transcript fees; paid related instruction wages paid by the employer; licenses and credentials; and expenses incurred outside of the contract period. If it is the intent of the bill authors to include any, if not all, of these expenses, clarification in the proposed legislation would be needed for successful implementation of the changes to the completion awards programs.

Note, Substitute Amendment 1 to the companion bill, Assembly Bill 973, was adopted by the Assembly and provides clarification about the allowable expenses that could be reimbursed under the expanded completion awards programs. The adopted amendment helps accomplish the intent of the bill by explicitly allowing books and instructional guides and parking costs to be reimbursed under the ACAP and YACAP. It also allows for the reimbursement of worksite mentor expenses under YACAP. In addition, the Assembly's adopted substitute amendment clarifies that costs incurred by non-sponsor employers can be reimbursed under the ACAP. These same clarifications would be helpful for DWD's implementation and administration of the expanded completion awards programs proposed by SB 981.

While the clarifications proposed in the Assembly's substitute amendment are supported by DWD, the Assembly also adopted an amendment that would make expanding ACAP and adding YACAP a tremendous challenge for the Department and the apprenticeship programs that rely on completion awards as part of the ways to attract and retain apprentices to their apprenticeship programs. Assembly Amendment 2 (LRBa1344/2) to Substitute Amendment 1 removes the proposed funding increase of \$2.5 million for career and technical grants and awards and \$2.5 million for apprenticeship completion awards in additional GPR funding. The proposed expansion of ACAP and the addition of YACAP, without an increase in funding, limits DWD's ability to issue awards to a greatly expanded number of eligible program participants. In the 2021-2023 Biennial Budget, the RA ACAP state funding increased from \$225,000 up to \$500,000 per State Fiscal Year (SFY). Presently, RA is on track to expend the ACAP Budget Expenditures by the end of SFY2022 for the apprentices and sponsors that are eligible for partial tuition reimbursement under current state law. Without the support of increased funding, DWD's current \$500,000 appropriation would not be enough to serve the expanded program, and the completion awards programs would likely be forced to pro-rate reimbursements and even turn down eligible program participants and currently enrolled apprentices for reimbursements that recognize their achievements in completing the first year and the final completion of their apprenticeship program.

Thank you for the opportunity to provide this information.

Wisconsin Department of Workforce Development
 January 15, 2020

Students at KUSD know that #youthapprenticeship is the opportunity to learn a skill while exploring careers. What they're learning: https://youtu.be/V_qUoU...



CG Schmidt, Inc.
 January 21 at 2:14 PM

We are proud to announce our first youth apprentice, Jamarion Cooks, will join CG Schmidt. Jamarion attends Horlick High School with an emphasis in construction. He will be working at the Horlick Malted Milk Company project, Belle City Square, under the mentorship of our carpenter experts.

Thank you to Racine Unified Schools, Racine Area Manufacturers and Commerce, Southeast Wisconsin Carpentry Training Center and Building2Learn for being a part of this event.

#youthappren... See more



Wisconsin Department of Workforce Development
 February 17

know that Wisconsin offers three different apprenticeship program areas? Our pre-apprenticeship, and registered apprenticeship programs combine on-the-job learning with job-related instruction. Under this "earn and learn" model, apprentices earn wages their first year on the job. To learn more, visit <https://wisconsin.gov/apprenticeship>. #InvestmentThatWorks



Wisconsin Department of Workforce Development
 January 14, 2020

Thanks to the Beaver Dam Daily Citizen for highlighting our expanding #YouthApprenticeship program at Horizon High School. Programs are always looking for sponsors. https://www.wiscnews.com/education/youth-apprenticeships/article_11ec6a5d-8749-59cc-8c...



Wisconsin Department of Workforce Development
 January 5

Congrats to #Wisconsin's newest youth apprentices from the Community Action, Inc. Beloit Fresh Start YouthBuild AmeriCorps program!

Sec. Pechacek was excited to join the 10 new YA construction program students as they showed off the house they're building in Beloit!

Learn more about #YouthApprenticeship today at ya.wi.gov.

School District of New London
 November 25, 2021

Students at New London High School in the Youth Apprenticeship (YA) program were featured on the Student Spotlight wall to showcase their contributions to their places of employment. Youth Apprenticeship provides opportunities to earn work experience in fields of interest while still in high school. Pictured is Grant Roe, Easton Sievert and Jane Johnston, all of whom are current YA students.



NEWS8000.COM

Wisconsin construction company offers high school graduates apprenticeships

WESTBY, Wis. (WKBT) — Miron Construction offers students a youth apprenticeship program i...



Findorff
 @findorff

It's Youth Apprenticeship Signing Day! Devin, a senior at Memorial High School @jmm Spartans, just signed on as a Youth Apprentice working on CUNA Mutual's new building, The Lighthouse. Congrats Devin, and welcome to the #findorfffamily! #YAworks #construction #youthapprentice





Testimony – 2021 SB 981
Layla Merrifield
February 23, 2022

Members of the Senate Economic and Workforce Development Committee:

I appreciate the opportunity to testify today. Technical colleges respectfully request the following modifications to SB 981 (bill section 3).

Eliminate language to require partial credit for apprenticeship courses.

The bill would require technical colleges to award partial credit for apprenticeship courses. WTCS colleges do not award partial credit for any courses, regardless of the subject area. The substitute amendment to AB 973 made this change.

Eliminate language to require high school pupils be awarded technical college course credit for youth apprenticeship courses.

The bill would require that a high school pupil's successful completion of a youth apprenticeship course, even one that is offered outside the college by a non-college instructor, be awarded technical college course credit. Youth apprentices can be awarded advanced standing when and if the student progresses into the related registered apprenticeship. Credits apply upon enrollment at the college, allowing the student to avoid unnecessary duplication of effort.

However, the college must first verify and align the course content and rigor to the equivalent college course. The bill's requirement -- that all high school youth apprenticeship courses receive technical college course credit -- is unworkable.

I am happy to answer questions.

HIGHLIGHTS

2019-20 APPRENTICESHIP COMPLETION

Registered Apprenticeship combines structured, on-the-job training with classroom instruction. Apprentices learn the theory and practice of a highly skilled occupation in one to six years and are paid for their time on the job and in the classroom.

Wisconsin's technical colleges work closely with the Wisconsin Department of Workforce Development (DWD)-Bureau of Apprenticeship Standards (BAS) to meet employer needs in the area of apprenticeship, providing the classroom instruction for apprenticeship programs in industrial, construction and all other sectors.

This report is based on a recent survey of 1,220 individuals who received an apprenticeship completion certificate in 2019-20, and who received their apprentice-related instruction at a Wisconsin technical college, with 343 (28%) responding.

With an overall median annual earnings of \$80,000 for individuals who completed an apprenticeship in 2019-20 and responded to the survey, it's easy to see why apprenticeship participation has increased about 29% over the past five years. Given Wisconsin's workforce challenges, it is also clear why it is increasingly important to promote interest in apprenticeship and assure access for historically underrepresented populations, including women and people of color. This is a priority at the federal level and for all Wisconsin program partners.



Photo courtesy of WI Dept. of Workforce Development-Bureau of Apprenticeship Standards



TRAINING SATISFACTION



CONTINUING EDUCATION



MEDIAN ANNUAL EARNINGS

FOR ALL APPRENTICES



MEDIAN ANNUAL EARNINGS BY INDUSTRY SECTOR

\$89,100

MEDIAN ANNUAL EARNINGS FOR ALL OTHER SECTORS

\$81,114

MEDIAN ANNUAL EARNINGS FOR CONSTRUCTION SECTOR

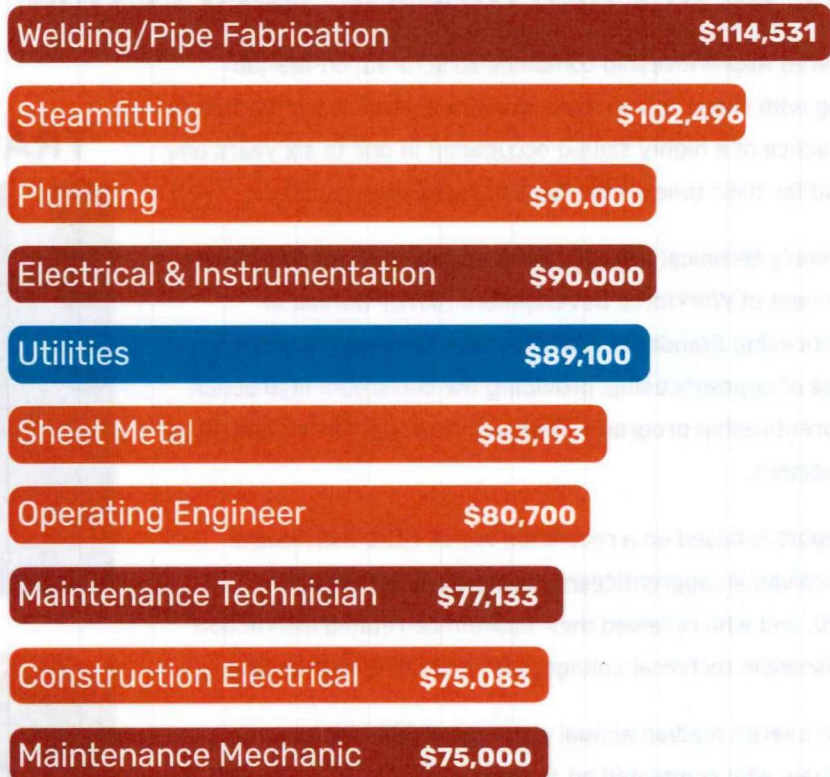
\$74,633

MEDIAN ANNUAL EARNINGS FOR INDUSTRIAL SECTOR

In this report, for the first time, apprentices were asked to self-report both annual earnings and hourly wage data to assure comparison of like data. For some sectors, this resulted in notable changes in median annual earnings. Median earnings listed are for 2019-20 Apprentices who were employed in a job related to the training they received.

MEDIAN ANNUAL SELF-REPORTED EARNINGS BY HIGHEST EARNING OCCUPATIONS

● Industrial Sector 40k 60k 80k 100k
 ● Construction Sector
 ● All Other Sectors



WHERE APPRENTICES WORK*

96%

OF EMPLOYED APPRENTICES WERE WORKING IN WISCONSIN.

OF THOSE, 61% WORKED IN THE DISTRICT WHERE THEY RECEIVED THEIR TRAINING.

*Does not include apprentices who did not report location.

Wisconsin's technical colleges recognize successful completion of many apprenticeships as 39 credits towards the 60-credit Technical Studies — Journey Worker Associate Degree

Access this report online: WTCSsystem.edu

February 23, 2022

Baker Tilly Virchow Krause, LLP
Ten Terrace Ct; PO Box 7398
Madison, WI 53707-7398
United States of America

T: +1 (608) 249 6622
F: +1 (608) 249 8532

bakertilly.com

My name is Laura Cataldo. I am Senior Manager, Construction & Real Estate at Baker Tilly US, and I am a member (and past chair) of Workforce Development Board of South Central Wisconsin. I am testifying today on behalf of the Wisconsin Operating Engineers, one of my clients.

Apprenticeship is recognized as one of the most successful workforce training models. In Wisconsin, the DWD Bureau of Apprenticeship Standards provides oversight to this partnership between an apprentice, an employer and a training/education provider. A construction apprentice attends an average of 400 hours of trade-specific classroom instruction and receives an average of 4000 hours of paid on-the-job training with an employer. Nationally, there has been a 70% increase in apprenticeships over the last 10 years likely because the ‘earn-while-you-learn’ approach is more sustainable than the burden of student loan debt – today averaging over \$37,000.

Since 1911, Wisconsin has been recognized nationally as a leader in apprenticeship because of the focus on providing a continual supply of highly skilled workers to Wisconsin employers, providing additional career opportunities for youth, and the commitment to skilled trades training. The focus in recent years on the expansion of pre-apprenticeship and youth apprenticeship is critical as it allows individuals the opportunity to gain work experience and related instruction prior to becoming registered apprentices.

SB 981/AB 973 (as amended) provides support for future apprentices and their employers to ensure they have access to the resources that support their career pathway pursuits.

Expanding the Apprenticeship Completion Award Program (ACAP)

- Access to and the cost of reliable transportation is an obstacle for some. The nature of the construction industry requires workers to travel, sometimes extensively, to a jobsite. Providing funding may encourage an individual to pursue apprenticeship if transportation is a concern.
- Apprenticeship is a common means of training for skilled trades, such as construction, that requires an apprentice to have the appropriate tools, educational materials and protective equipment. Assisting with funding for these costs is an added incentive to complete apprenticeship.
- Assisting youth apprentices or employers for expenses incurred is an added motivator to support this important pipeline of talent for registered apprenticeship.

Career & Technical Education (CTE) Incentive Grants

- Adding construction to the list of eligible programs aligns with our State workforce projections. According to WisConomy employment projections from 2018-2028, 11 of the top 30 in-demand occupations are construction- related.

Dual Enrollment

- As a State, we need to be as supportive to students pursuing a technical career path as we are to students pursuing a four-year career path.
- As a State, we need to strengthen the message that apprenticeship, because of its alignment with the Wisconsin Technical College System, is a path of continuing education.
- If pre-apprenticeship curriculum is identical to registered apprenticeship curriculum, there should be no difference in the award of credits within the WTCS.
- Instructors eligible to teach registered apprenticeship curriculum offered through WTCS, are also eligible to teach the identical curriculum offered through pre-apprenticeship.

Thank you for considering this important investment in Wisconsin's skilled workforce.

Sincerely,

BAKER TILLY US, LLP



Laura C Cataldo

Senior Manager

+1 (608) 240 2488

laura.cataldo@bakertilly.com