



PATRICK TESTIN

STATE SENATOR

DATE: January 17, 2018

RE: Testimony on 2017 Senate Bill 628

TO: The Senate Com. on Workforce Development, Military Affairs and Senior Issues

FROM: Senator Patrick Testin

Thank you to the members of the committee for giving me this chance to present testimony on Senate Bill 628 (SB 628). This bill is part of the Rural Wisconsin Initiative's Focus on Workforce, and has earned support from both sides of the aisle. It enables high school seniors to receive credit toward apprenticeship completion while attending high school, as well as credit for high school graduation.

As elected officials, we are all familiar with yard signs. We try to get the most signs and place them in the best locations. While my opponent and I both had a lot of signs out in 2016, a casual observer might have thought that "Now Hiring" or "Help Wanted" was winning the race. Over the last seven years, we in Wisconsin have gone from facing high unemployment to dealing with the challenge of a workforce shortage.

We know that every student is unique – possessing different passions and skills. By letting students get credit towards their apprenticeships while in high school, we enable them to enter the workforce sooner after graduation. Additionally, by encouraging the development of meaningful partnerships between schools and businesses, we ensure that students are gaining skills that they can put to work locally. By allowing students to earn credit toward graduation through the pursuit of an apprenticeship, we demonstrate that the State of Wisconsin values all methods of learning and work.

Please join me in supporting this piece of legislation.



Romaine Quinn

STATE REPRESENTATIVE • 75th ASSEMBLY DISTRICT

January 17, 2018

Senate Committee on Workforce Development, Military Affairs and Senior Issues

Chairman Testin and Committee:

Thank you for the opportunity today to discuss Senate Bill 628, which will help encourage young people to consider an apprenticeship in a trade as a path to a family-supporting career. This is a perfect time to be talking about this bill, as Governor Walker was just in Eau Claire last week to discuss the importance of apprenticeship programs.

With our economy continuing to grow in Wisconsin, students have increasingly great options for pursuing their dreams. However, too often, students are being told that the only way to find a fulfilling, family-supporting career is to go to college, regardless of how much debt they accrue in the process. The truth is, , a wide range of careers in the trades that meet exactly these goals are going unfilled across rural Wisconsin, as students who feel more drawn to careers such as welding or carpentry are pushed away from their dreams by well-meaning adults.

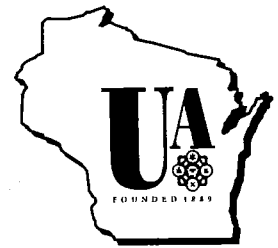
SB 628 will allow a high school senior in good standing to join an adult apprenticeship program and attend both the classroom and job-training portions of the apprenticeship. Under current law, high school students are only able to join the youth apprenticeship program, which gives a broad overview of careers in the trades, but does not teach young people the actual skills they need to join a trade after graduation. A full apprenticeship program involves a rigorous classroom portion, in which students are taught the math and science that underlie the skills relevant to their trade. The students also get in-depth, hands-on education in their chosen career. Finally, being able to enter an apprenticeship early gets a student in line to make the full post-apprenticeship salary more quickly. Giving students who know they want to work in a trade a leg up makes a student more likely to stay in his or her community.

It is time to confirm that all work has merit, worth, and dignity. Students who take advanced-placement math or history are rewarded in college by quicker time to graduation. We should treat advanced shop classes as equivalent to advanced-placement classes in other areas. Giving students the ability to work toward their post-graduation goals, regardless of whether that goal is further education or the workforce, will affirm that rewarding careers can be found in all sectors of the economy. When we affirm students' choices, they are more likely to find the best path for themselves; telling students they must fit into one box is restrictive and wrong-headed.

Thank you, and I am happy to take any questions at this time.

WISCONSIN PIPE TRADES ASSOCIATION

11175 West Parkland Avenue • Milwaukee, WI 53224-3135 • OFC: (414) 359-1310 • FAX (414) 359-1323



UA Affiliated
Unions:

Fox Valley
No. 400

Milwaukee-Madison
No. 75
No. 601

Milwaukee
No. 183

Northwest
No. 434

Racine-Kenosha
No. 118

Superior-Duluth
No. 11

Local 669
District 15
District 31

Toll Free
888-248-3392

Website
www.wipipetrades.org

SB-628 – HS Apprenticeship Participation

Senate Committee on Workforce Development, Military Affairs and Senior Issues

Public Hearing: January 17, 2018

Good Morning Chairman Testin and Members of the Senate Committee on Workforce Development, Military Affairs and Senior Issues.

My name is Terry Hayden and I am the President of the Wisconsin Pipe Trades Association, which advocates for the nearly 9000 working men and women in the plumbing, steamfitting, sprinklerfitting, HVAC service, and fabrication industries.

I have also had the honor of serving on Wisconsin's Apprenticeship Advisory Council for the past 13 years and currently serve as the Council Co-Chair.

The history of apprenticeships in the Wisconsin Pipe Trades Association dates back to the beginning of Wisconsin's Apprenticeship Law of 1911, which is the oldest apprenticeship law in the nation.

The Wisconsin Pipe Trades Association takes apprenticeship seriously. The success and growth of apprenticeship, as a method of workforce development, is important to our organization because "apprenticeship" is how we develop the skilled workforce that our contractor employers need and expect.

Because of this, Wisconsin Pipe Trades Association **supports SB-628**, as well as other policies that will enhance the quality and provide meaningful growth of apprenticeships in Wisconsin.

SB-628 allows a high school senior to enter into a "Registered" Apprenticeship Program and begin their journey toward a life-long career, in a meaningful way, even before they graduate.

Because of this bill, high school seniors will be able to participate in related instruction and on the job training months earlier than they otherwise would have, which then translates into them becoming a journeyman much sooner.

SB-628 will enhance the outreach and recruitment that the Wisconsin Pipe Trades and other building trades unions already do in our Wisconsin high schools, by showing Wisconsin students a viable career pathway while they are making career choices in high school. It will also be a natural fit with the youth apprenticeship programs that we sponsor.

I would also like to add that if Wisconsin really wants to grow and expand apprenticeship exponentially, then we need to consider policies that either incentivize or require Wisconsin employers to train more apprentices.

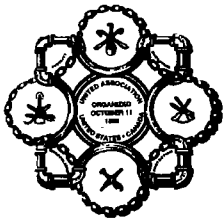
The Wisconsin Construction Industry is a prime example where only 11% of the construction employers actually train apprentices, and the large majority of those who do are not training as many apprentices as their current journeyman/apprentice ratios allow.

In Wisconsin, it is our employers who decide when and if someone begins an apprenticeship. So again, we should consider some type of tax credit or deduction that incentivizes our employers to train more apprentices.

With that I will end my testimony, welcome any questions, and urge all of you to support SB-628.

Thank you

Terry Hayden
President of the Wisconsin Pipe Trades Association



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



Scott Walker, Governor
Ray Allen, Secretary

Senate Committee on Workforce Development, Military Affairs, and Senior Issues
Testimony on Senate Bill 628
Andrew Evenson, Policy Advisor, Department of Workforce Development

Chairperson Testin and members of the Senate Committee:

I am Andrew Evenson, the Policy Advisor for the Department of Workforce Development (DWD). On behalf of DWD, I would like to thank you for allowing me to testify for information only.

For over 100 years, the Wisconsin Registered Apprenticeship Program has provided training to rigorous industry standards in a variety of occupations. While registered apprenticeship remains a unique on the job training option that benefits apprentices and employers alike, its future growth and continued success required that it adapt and reflect changes in the Wisconsin workplace and the American workplace. Wisconsin has done this by creating pathways in several new, in-demand industries over the past two years.

Between October 1, 2016 and September 30, 2017, 2,096 new apprentices were registered and as of October 1, 2017, Wisconsin had a total of 10,097 registered apprentices working with Wisconsin companies located throughout the state. Additionally, the state's Youth Apprenticeship program issued \$3.2 million in grants for the 2016-2017 school year to 32 local partnerships and enrollment reached an all-time high with 3,559 youth from 293 school districts working at 2,540 businesses. For the 2016-2017 school year, 85 percent of youth apprentices in their final year of the program successfully completed the program and received a state skill certificate. DWD continued to work with our apprenticeship partners to bridge the Youth and Registered Apprenticeship programs, to allow students to transition seamlessly from high school into a full-time registered apprenticeship career. Bridges have been created in 10 different occupations in the Construction and Manufacturing sectors, including Machinist, Welder, Carpenter, Plumber, Electrician, and more. Additional bridges will be constructed in the IT sector in the coming year.

This bill, Senate Bill 628, allows a high school senior to enter into an apprentice contract if the school district in which the student is enrolled meets certain conditions. First, that the student is on track to graduate high school no later than the end of the current school year. Next, the student's proposed on-the-job training schedule allows sufficient time for the student to complete any high school graduation requirements to graduate during the current school year. Finally, the school district agrees to award high school credit to the student for hours of related instruction and on-the-job training the student completes during the first contract year. The student must earn his or her diploma or equivalent by the end of the first year of the contract to continue. The student must complete 450 hours of on-the-job training during the first contract year.

DWD estimates that if SB 628 became law there would be no fiscal effect. The program would take effect during the 2018-19 school year.

I would be happy to answer any technical questions you may have. Thank you again for your time and for the opportunity to testify today.