

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: 1-18-00

BILL NO. SB279

OR

SUBJECT \_\_\_\_\_

Rep. Julie Lassa  
(NAME)

(Street Address or Route Number)

(City and Zip Code)

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

Please return this slip to a messenger PROMPTLY.

Senate Sergeant-At-Arms  
State Capitol - B35 South  
P.O. Box 7882  
Madison, WI 53707-7882

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: 1-18-00

BILL NO. 279

OR

SUBJECT Apprenticeship Funding

Bernard Kurezawa  
(NAME)

(Street Address or Route Number)

(City and Zip Code)

Apprenticeship Advisory Council  
(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

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Madison, WI 53707-7882

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: 1-18-00

BILL NO. SB279

OR

SUBJECT \_\_\_\_\_

Kathi Kilgore  
(NAME)

(Street Address or Route Number)

(City and Zip Code)

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

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Madison, WI 53707-7882

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: 1/18/00

BILL NO. SB 279

OR

SUBJECT \_\_\_\_\_

(NAME) Sen. Carol Russey

(Street Address or Route Number) \_\_\_\_\_

(City and Zip Code) \_\_\_\_\_

(Representing) \_\_\_\_\_

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

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**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: 1/18/00

BILL NO. SB 279

OR

SUBJECT \_\_\_\_\_

(NAME) Senator Robert Welch

(Street Address or Route Number) 404

(City and Zip Code) Madison 53703

(Representing) \_\_\_\_\_

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

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Madison, WI 53707-7882

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: 1/18/00

BILL NO. SB 279

OR

SUBJECT Apprenticeship & Funding

(NAME) Karen Mervyn

(Street Address or Route Number) \_\_\_\_\_

(City and Zip Code) MADISON

(Representing) Dept of Workforces Developer ment

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

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

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: 1/17/02

BILL NO. SB 279  
OR

SUBJECT \_\_\_\_\_

(NAME) Senator Arlita Pruling

(Street Address or Route Number) \_\_\_\_\_

(City and Zip Code) \_\_\_\_\_

(Representing) \_\_\_\_\_

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

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

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: 1/18/00

BILL NO. SB 279  
OR

SUBJECT \_\_\_\_\_

(NAME) Rep Speckert

(Street Address or Route Number) \_\_\_\_\_

(City and Zip Code) \_\_\_\_\_

(Representing) \_\_\_\_\_

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

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

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: 1/18/00

BILL NO. SB 279  
OR

SUBJECT \_\_\_\_\_

(NAME) James E. Hoagy

(Street Address or Route Number) 10 E. Doty St., Suite 500

(City and Zip Code) Madison, WI 53703

(Representing) Wis. Economic Development Assoc.

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

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Madison, WI 53707-7882

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: Jan. 18, 2000

BILL NO. SB 279

OR

SUBJECT \_\_\_\_\_

Susanne Ricca

(NAME)

6333 W. Bluemound Rd

(Street Address or Route Number)

Milwaukee, WI 53213

(City and Zip Code)

Wisconsin State AFL-CIO

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

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State Capitol - B35 South  
P.O.Box 7882  
Madison, WI 53707-7882

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: 18 January 2000

BILL NO. SB 279

OR

SUBJECT Apprenticeship Trade

Masters Pilot

Paul Gabriel

(NAME)

22 N. Carroll St., #103

(Street Address or Route Number)

Madison, WI 53703

(City and Zip Code)

WI Technical College District 1585.

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

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Senate Sergeant-At-Arms  
State Capitol - B35 South  
P.O.Box 7882  
Madison, WI 53707-7882

January 20, 2000

PAPER BALLOT

SENATE LABOR COMMITTEE - Senator Jim Baumgart, Chair

\*\*\*\*\*

**SENATE BILL 250**

Relating to: an annual report of the racial or ethnic background, gender and salary of each senior level management employe in this state and providing penalties.

By Senator Burke; cosponsored by Representative Berceau.

Motion by Chair that Senate Bill 250 be recommended for Passage:

AYE: \_\_\_\_\_ NO:   /  

**SENATE BILL 279**

Relating to: apprenticeship training and making appropriations.

By Senators Welch, Shibilski, Roessler, Rude, Darling and Drzewiecki; cosponsored by Representatives Lassa, Albers, Riley, Brandemuehl, Plouff, Hahn, Miller, Musser, Kelso, Ryba, Kreibich, Meyerhofer and Sykora.

Motion by Chair that Senate Bill 279 be recommended for Passage:

AYE:   /   NO: \_\_\_\_\_

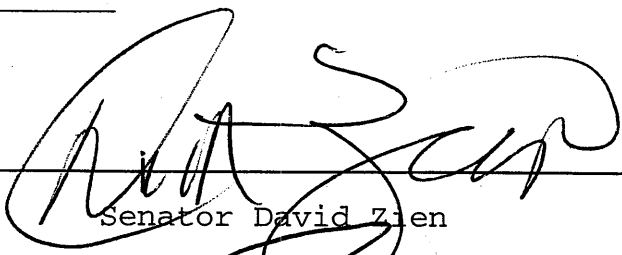
**SENATE BILL 297**

Relating to: membership of the employe trust funds board and the Wisconsin retirement board.

By Senators Wirch, Rude, Grobschmidt and Roessler; cosponsored by Representatives Kaufert, Musser, Black, J. Lehman, Ryba and Waukau.

Motion by Chair that Senate Bill 297 be recommended for Passage:

AYE:   /   NO: \_\_\_\_\_

  
\_\_\_\_\_  
Senator David Zien

January 20, 2000

PAPER BALLOT

SENATE LABOR COMMITTEE - Senator Jim Baumgart, Chair

\*\*\*\*\*

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By Senator Burke; cosponsored by Representative Berceau.

Motion by Chair that Senate Bill 250 be recommended for Passage:

AYE: \_\_\_\_\_ NO: X \_\_\_\_\_

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By Senators Welch, Shibilski, Roessler, Rude, Darling and Drzewiecki; cosponsored by Representatives Lassa, Albers, Riley, Brandemuehl, Plouff, Hahn, Miller, Musser, Kelso, Ryba, Kreibich, Meyerhofer and Sykora.

Motion by Chair that Senate Bill 279 be recommended for Passage:

AYE: X \_\_\_\_\_ NO: \_\_\_\_\_

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Motion by Chair that Senate Bill 297 be recommended for Passage:

AYE: X \_\_\_\_\_ NO: \_\_\_\_\_

  
\_\_\_\_\_  
Senator Margaret Farrow

January 20, 2000

PAPER BALLOT

SENATE LABOR COMMITTEE - Senator Jim Baumgart, Chair

\*\*\*\*\*

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AYE: ✓ NO: \_\_\_\_\_

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Motion by Chair that Senate Bill 279 be recommended for Passage:

AYE: ✓ NO: \_\_\_\_\_

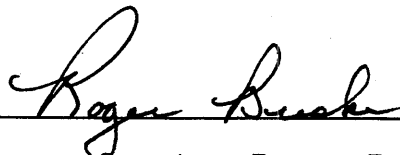
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Motion by Chair that Senate Bill 297 be recommended for Passage:

AYE: ✓ NO: \_\_\_\_\_

  
\_\_\_\_\_  
Senator Roger Breske

January 20, 2000

PAPER BALLOT

SENATE LABOR COMMITTEE - Senator Jim Baumgart, Chair

\*\*\*\*\*

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AYE:   ✓   NO:           

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By Senators Welch, Shibilski, Roessler, Rude, Darling and Drzewiecki; cosponsored by Representatives Lassa, Albers, Riley, Brandemuehl, Plouff, Hahn, Miller, Musser, Kelso, Ryba, Kreibich, Meyerhofer and Sykora.

Motion by Chair that Senate Bill 279 be recommended for Passage:

AYE:   ✓   NO:           

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Relating to: membership of the employe trust funds board and the Wisconsin retirement board.

By Senators Wirch, Rude, Grobschmidt and Roessler; cosponsored by Representatives Kaufert, Musser, Black, J. Lehman, Ryba and Waukau.

Motion by Chair that Senate Bill 297 be recommended for Passage:

AYE:   ✓   NO:           

  
\_\_\_\_\_

Senator Russell Decker



January 20, 2000

PAPER BALLOT

SENATE LABOR COMMITTEE - Senator Jim Baumgart, Chair

\*\*\*\*\*

**SENATE BILL 250**

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By Senator Burke; cosponsored by Representative Berceau.

Motion by Chair that Senate Bill 250 be recommended for Passage:

AYE:  \_\_\_\_\_ NO: \_\_\_\_\_

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Relating to: apprenticeship training and making appropriations.

By Senators Welch, Shibilski, Roessler, Rude, Darling and Drzewiecki; cosponsored by Representatives Lassa, Albers, Riley, Brandemuehl, Plouff, Hahn, Miller, Musser, Kelso, Ryba, Kreibich, Meyerhofer and Sykora.

Motion by Chair that Senate Bill 279 be recommended for Passage:

AYE:  \_\_\_\_\_ NO: \_\_\_\_\_

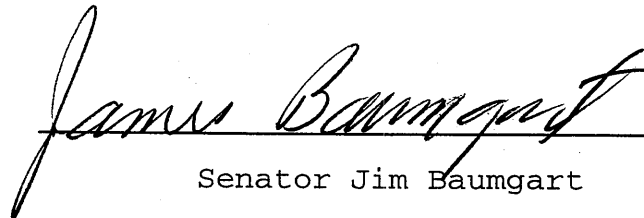
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Motion by Chair that Senate Bill 297 be recommended for Passage:

AYE:  \_\_\_\_\_ NO: \_\_\_\_\_

  
\_\_\_\_\_  
Senator Jim Baumgart

# Wisconsin State AFL-CIO

CHARTERED 1958

6333 W. BLUE MOUND RD., MILWAUKEE, WISCONSIN 53213    PHONE (414) 771-0700    FAX (414) 771-1715

David Newby, President • Sara J. Rogers, Exec. Vice President • Phillip L. Neuenfeldt, Secretary-Treasurer

January 17, 2000

To:            Members of Senate Labor Committee

From:         Phil Neuenfeldt, Secretary-Treasurer

Re:            Support for Senate Bill 279

The Wisconsin State AFL-CIO supports Senate Bill 279 on promotion of apprenticeship training to youth and advanced skills training.

The labor community welcomes a formalized system of advancing worker's skills through the Bureau of Apprenticeship Training, Department of Workforce Development in cooperation with the Wisconsin Technical College System Board. Labor representatives, as members of the Trade Masters Subcommittee of the Wisconsin Apprenticeship Advisory Council, participated with the Bureau in drafting suggested guidelines for the advanced skills training. State apprenticeship trade committees that advise the Bureau on matters relating to apprenticeship have, in some cases, endorsed the trade masters for their craft; others are in the process of exploring the potential for a trades masters program in their craft. We in labor look forward to the opportunity to participate in the chosen pilot programs.

We also support the allocation of funding to both the advanced skills program and the promotional program of the Bureau of Apprenticeship. The representatives of labor who participated in the Marketing Subcommittee of the Wisconsin Apprenticeship Advisory Council support the promotion of apprenticeship to employers, and the pool of potential candidates for apprenticeship. There is great agreement that it is imperative apprenticeship opportunities be marketed to Wisconsin's youth. We are committed to continuing our participation in the development and implementation of these promotional programs.

We urge your support for SB 279.

Tommy G. Thompson  
Governor

Linda Stewart, Ph.D.  
Secretary



State of Wisconsin

Department of Workforce Development

OFFICE OF THE SECRETARY  
201 East Washington Avenue  
P.O. Box 7946  
Madison, WI 53707-7946  
Telephone: (608) 266-7552  
Fax: (608) 266-1784  
<http://www.dwd.state.wi.us/>  
e-mail: [DWDSEC@dwd.state.wi.us](mailto:DWDSEC@dwd.state.wi.us)

January 7, 2000

The Honorable James Baumgart, Chair  
Senate Committee on Labor  
306 South, State Capitol  
P.O. Box 7882  
Madison, WI 53707-7882

Dear Senator Baumgart:

I am writing in support of Senate Bill 279 that was referred to the Senate Committee on Labor for consideration.

The Department of Workforce Development (DWD) supports the enhancement of Wisconsin's apprenticeship programs by implementing a trade masters pilot program. DWD has the primary responsibility for monitoring apprenticeship programs in the state.

As you know, Wisconsin is facing a labor shortage and the trades are increasingly looking for skilled employees. These jobs often pay very good wages, especially after an apprenticeship has been completed. A trade masters program will offer an official advanced training program for apprentices to further their training and progress in their career.

I respectfully request that a hearing be scheduled on SB 279. Please feel free to contact Kimberly Markham, DWD Legislative Liaison, at 267-3200 if you have any questions.

Sincerely,

A handwritten signature in black ink that reads "Linda Stewart". The signature is fluid and cursive, written over the typed name and title.

Linda Stewart, Ph.D.  
Secretary

Cc: Senator Welch



**JULIE LASSA**  
**STATE REPRESENTATIVE**

**Testimony for Senate Bill 279**  
**Senate Committee on Labor**  
**Tuesday, January 18, 2000**

Good morning Chairman Baumgart and committee members. Thank you for this opportunity to testify in support of Senate Bill 279 which would create a pilot program for an Advanced Journey Worker (Trade Masters) Credential and provide funds for apprenticeship promotional materials.

Wisconsin's apprenticeship program has been in existence since 1911 and serves as a partnership between federal and state government, employers and representatives of labor, a number of departments within our state government and the Wisconsin Technical College System. The goal is to prepare highly skilled workers for Wisconsin industries through on the job training and related classroom instruction. With today's tight labor market there is a need to recruit, train, and retain highly skilled workers in order for Wisconsin's businesses to remain competitive and our economy to continue to grow. SB 279 was recommended by the Joint Legislative Council's Special Committee on State Strategies for Economic Development, The Governor's Task Force on Technical Education and the Wisconsin Apprenticeship Advisory Council to meet this need.

SB 279 seeks to build on the current apprenticeship program in two ways. First, it provides \$125,000 GPR in one time funding for promotional materials to encourage

middle and high school youth to participate in apprenticeship programs. It seems that today, parents and schools emphasize the advantages of a university education following high school without exploring other possible alternatives like apprenticeship. This funding, in concert with other partners in the apprenticeship community, will allow the department to inform students and parents about the value of technical education and careers, especially in apprenticeship. As an apprentice, a young man or woman receives on the job training and classroom instruction while earning a progressively increasing hbwage. This instruction is provided throughout the term of the apprenticeship and teaches apprentices all aspects of a specific trade or occupation.

Second, SB 279 seeks to establish a pilot program to create an Advanced Journey Worker Trade Master Credential, as an optional and voluntary program to recognize the post-apprenticeship achievements of individual journey level workers. The credential would be based on a combination of advanced practical experience (on the job) and education that will emphasize the importance of the role of trainer or mentor. The pilot would involve three trades, crafts or businesses, one of which must be in the industrial sector, one in the construction sector, and one in the service sector of the economy.

There are a number of benefits for both Wisconsin journey workers and businesses.

- Credential encourages lifelong learning
- Provide an additional credential to journey workers beyond their journey worker credential
- Provide a structured/visible career path for young people who may be interested in the skilled trades
- Potential to raise the overall skill level of people who are working the trades, thus making them more efficient which will improve their employer's bottom line

- Provide for a credential for people who are interested in lifelong learning but are not necessarily interested in an academic degree
- Society, today, is interested in credentials and this gives skilled trades people that opportunity to gain additional credentials
- Can help employers with retention of their employees by assisting in investing and improving their current workforce
- This credential fits into pay for performance and tuition reimbursement often used by employers
- An outside credential that is recognized outside a specific employer speaks to portability
- Requirement details are formulated by industry in conjunction with the Wisconsin Apprenticeship Advisory Council and the Bureau of Apprenticeship Standards
- Builds upon industry setting standards for their skilled trades as they do in regular apprenticeship

This credential is one way to identify those experienced journey workers who desire to continually learn and grow in their trade, and take the additional task of passing that knowledge and expertise along to the new apprentice.

SB 279 would be a one time investment of \$300,000 GPR in the apprenticeship program. You may be interested to know that the Federal/State Liaison Committee conducted a survey in 1994 to measure the economic impact apprenticeship and government investment. The Committee found that for every \$1 invested by government, apprentices paid an average of \$20.60 in federal and state income taxes that year. In addition, the same \$1 invested by government leveraged over \$134 in wages paid to apprentices by employers.

SB 279 represents an investment in our state's future economic growth and one that I hope you will support. Thank you.



State Senator  
**Kevin Shibilski**

---

To the Members of the Senate Committee on Labor:

First, I am sorry that I am unable to speak to you in person on SB 279. I introduced this proposal as a budget amendment to the Joint Finance Committee and although it did not pass, I still feel there is a great need for this program.

As you know, SB 279 directs the Department of Workforce Development to provide a Trade Masters' Pilot Program. This program is to recognize advanced training and post-apprenticeship achievements in three trades, crafts or businesses, one of which must be in the industrial sector, one in the construction sector and one in the service sector of the economy. SB 279 also provides funding for the provision of that program and for promotional materials directed at encouraging youth to participate in apprenticeship programs.

Wisconsin was the first state in the United States to pass the first regulated apprenticeship law in 1911.

In 1987, the program promotion/development function of the apprenticeship program was eliminated. With the severe shortage of skilled workers Wisconsin now faces, it is important that program promotion and development be given a higher priority. Over the past 10 years apprenticeship programs in Wisconsin have seen dramatic increase-50 percent from 7,216 in 1988 to 10,850 in January of 1999.

In the proposal before you, the Trade Master is both a coach and mentor who knows a specific industry and who is willing and capable of creating a structured, supportive environment for learning and growth. This program can provide one of the answers to employers' need for skilled labor.

From discussions I've had with my constituents in the business community, this is the program they need to help ease the shortage of skilled workers. Thank you for your support.

Sincerely,

KEVIN W. SHIBILSKI  
State Senator  
24<sup>th</sup> Senate District

**Tommy G. Thompson**  
Governor

**Linda Stewart, Ph.D.**  
Secretary

**Gene E. Kussart**  
Division Administrator



**State of Wisconsin**

**Department of Workforce Development**

**WORKFORCE EXCELLENCE**  
**Bureau of Apprenticeship Standards**  
201 East Washington Avenue  
P.O. Box 7972  
Madison, WI 53707-7972  
Telephone: (608) 266-3332  
Fax: (608) 266-0766  
<http://www.dwd.state.wi.us/>

January 18, 2000

Good Morning Chairperson Baumgart and Members. Thank you for the opportunity to testify in support of Senate Bill 279. I am Karen Morgan, Director of the Bureau of Apprenticeship Standards in the Department of Workforce Development.

Apprenticeship is a time-honored training system that involves a combination of classroom and hands-on training under the direction of a skilled worker. Although the apprenticeship method of training, with a skilled worker passing on craft knowledge to another, is almost as old as recorded history, Wisconsin became the first State in the Country to pass the first regulated apprenticeship law in 1911. With safeguards for both the apprentice and the employer, Wisconsin's law became a model for other states and for the federal government in developing their own systems.

Also, in 1911, the Wisconsin legislature established the state's vocational school system to provide the related classroom instruction to apprentices. The Wisconsin Technical College system continues to play a key role by providing the apprenticeship classroom instruction.

The apprenticeship program continues to remain very healthy in Wisconsin and is continuing to grow; as of January 1, 2000 Wisconsin had 11,534 registered apprentices and 3122 employers training apprentices. Ten years ago, there were 6727 apprentices for a 70% increase in apprentices. There were 2400 employers sponsoring the apprenticeship program for a 30% increase in employers.

The Department of Workforce Development, which has the primary responsibility for monitoring apprenticeship programs in the state, supports this bill for a number of reasons.

- 1) The use of Wisconsin's apprenticeship program is part of the answer to the growing shortage of skilled workers in Wisconsin. By providing employers with the opportunity to train employees to meet their company's special workforce needs, apprenticeship training will provide employers with the fully-trained employees that are key to a productive and successful business.
- 2) The trade masters program will offer an official advanced training program for journey workers to further their training and progress in their career thus raising the skill level of workers in that industry .



Testimony  
January 18, 2000  
Page 2

3) If Wisconsin is to continue leading the nation with unprecedented growth and a strong economy, we must place additional emphasis on bringing more young people into the technically skilled workforce. Often times, young people in Wisconsin are not aware of apprenticeship opportunities in the skilled trades. With additional funding allocated to marketing, we can inform young people and their parents about opportunities in the skilled trades and the apprenticeship training program.

Thank you again for the opportunity to testify. I would be happy to answer any questions you may have about Wisconsin's Apprenticeship Program.

My name is Bernard Kurzawa; I'm Chef and owner of Bernard's Country Inn in Stevens Point. I learned my trade by going through an apprenticeship program in Berlin, Germany. I have trained apprentices since the early '80s. I serve on the Apprenticeship Advisory Council at DWD since 1990. I chair a sub-committee that has developed a program of continuing education for journey workers leading to an advanced standing or Trade Masters certification.

The Apprenticeship Advisory Council has given this program its highest priority. Looking at the present severe shortage of skilled craftsmen particularly in metal working and manufacturing sector as well as other areas of our economy. It becomes apparent that changes have to be made to attract more young people into the trades.

The Apprenticeship programs of this State, which dates back to 1911 are still considered the best kept secret. The general public considers the trades as a dead-end job that do not have a structure in place to take craftsmen beyond journeymen level.

Therefore, it is vitally important that funds are made available to start a pilot program for continuing education of journey workers leading to an advanced standing or trade master certification. Such certification would not only recognize the journey worker for their advanced standing; it would open doors for higher paying jobs and management positions, or to become entrepreneurs. That in turn would elevate the public view of the trades and make the trades a lot more attractive to young people and their parents, and provide an excellent alternative for those young people who do not do well with abstract academic learning. The hands on instruction of an apprenticeship program can utilize the talents of those young people much better than a college education.

Knowing that the national average cost per year to the taxpayer for each college student is over \$17,000.00, apprenticeship is a real bargain. A study by the Federal Bureau of Apprenticeship and Training as well states that every dollar spent on apprenticeship pays back \$20.60 in taxes, because apprentices earn wages and pay taxes.

So we are not talking about spending more tax money, we are talking about an investment in the future for the young people of Wisconsin. A measure that will provide more and better educated skilled worker and a healthier and more prosperous economy.

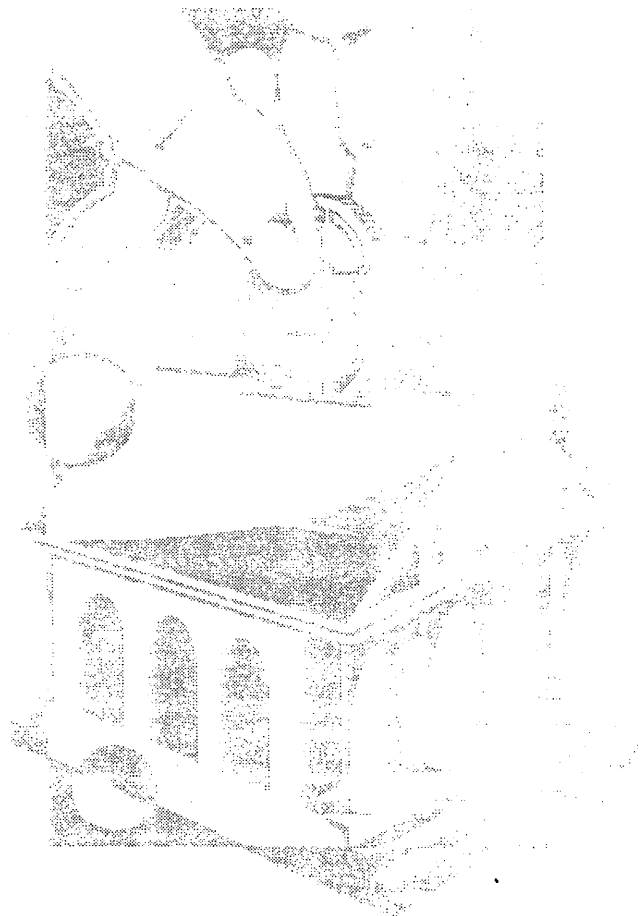
Thank you.

Enclosed:

1. B.T.A. Study on Economic Impact of Apprenticeship
2. Master Skilled Workers, State of Iowa
3. Funding Proposal for B.A.S.

# **ECONOMIC IMPACT of REGISTERED APPRENTICESHIP**

## **Costs and Benefits**



**Prepared by BAT/SAC Liaison Committee**

# ECONOMIC IMPACT OF APPRENTICESHIP

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## **COST BENEFIT SURVEY**

A survey of the economic impact of apprenticeship and government investment is being conducted by the BAT/SAC Liaison Committee. To date, 20 states and the Commonwealth of Puerto Rico have responded. The first phase of the survey looks at the expenditure of tax dollars for registration agencies, public-funded related instruction and the taxes apprentices pay while in the program. The survey covered approximately 170,000 apprentices in service, manufacturing and construction occupations.

The information collected included:

- Average wage of apprentices in each state based on research on the top 32 apprenticeships occupations.
- Average State and Federal taxes paid by apprentices.
- Total apprentices by state as of December 31, 1994.
- Employer investment as expressed in wages to apprentices.

## **RESULTS**

Of the 21 states surveyed (including Puerto Rico), apprentices averaged \$ 12.25 per hour for an average annual income of \$ 24,509 and paid an average of \$ 3,755 in State and Federal taxes per year.

For the apprentices surveyed, it is estimated that employers paid over \$ 4.2 Billion in wages. Apprentices paid over \$ 640 Million in State and Federal income taxes. Total investment by the Federal government and States was approximately \$ 31 million.

Expressed as ratios:

For every \$1 invested in apprenticeship by Government, apprentices pay an average of \$ 20.60 in State/Federal income taxes.

For that same \$1 invested by Government, employers invest over \$ 134 in wages paid to apprentices.

## **NEXT STEPS**

The BAT/SAC Liaison Committee will research the economic benefits for employers and apprentices in Phase II of the project.

*The BAT/SAC Liaison Committee is composed of 12 representatives from State Apprenticeship Agencies and the Bureau of Apprenticeship and Training working to enhance the operation of registered apprenticeship.*

## March 10, 1995 Economic Impact Workgroup

Present: Nick, Terry, Skip, Ron, Walt, Reuben, and Sandy

### I. Formula 1 - was changed as follows:

- a. **State Resources Contributed** (Total apprenticeship state budget includes costs for staff FTE's; Related instruction funds budgeted if known; and specific programs cost such as state council operations.
- b. **Total number of apprentices** (includes active, completed and cancelled apprentices for the period of January 1, 1990 - December 31, 1994)
- c. **Most Populous Occupations** (include the top 32 occupations populated with registered apprentices which may in fact be a state's full workload). Arrange in industry groups so they may be sub-divided by Service, Manufacturing and Building/Construction.
- d. **Average Hourly Wage** (the wage without fringe benefits at the beginning of the third year for all four and five year programs or the last wage progression [not the journey wage] for one and two year programs. Total the average hourly wage per occupation and divide by 32).
- e. **Average Gross Annual Wage** (the average hourly wage, without fringe benefits, multiplied by 2000 hours).
- f. **Gross Hourly Wages Paid By Employer** (the average annual multiplied by the number of apprentices).
- g. **Average Tax Contribution** (Contact the state tax service or economic development office to find the average state and federal tax rate for a single, no dependents, renter, standard deduction tax payer with the income of (e) above or another way to compute this is to use the easy (EZ) forms provided by the IRS and state tax departments. Examples are attached).

### B. Formula Methodology:

State Name expended \$ (a) to support apprentice training. There were (b) registered apprentices as of December 31, 1994. Of this number, (c) are in the 32 most populous occupational titles, accounting for \_\_\_\_\_% of our registered apprentices. These apprentices earn an average hourly wage of \$ (d) and an average gross annual wage of \$ (e). Employers contribute \$ (f) in average gross wages to apprentices while the average apprentices contributes \$ (g) in income taxes to the state's and federal economy.

# **SURVEY HIGHLIGHTS**

## **FOR THE 21 STATES SURVEYED**

- \* State and Federal Investment  
was: **\$31 Million**
- \* Employers Paid Wages to  
Apprentices of: **\$4.2 Billion**
- \* Survey Covered: **171,384 Apprentices**
- \* 3rd Year Apprentice Gross  
Average Hourly Wage: **\$ 12.25**
- \* An Apprentice Paid State &  
Federal 1994 Taxes Of: **\$3,755.00**
- \* Total State/Federal Taxes  
Paid by Apprentices: **\$ 643 Million**

# **IMPACT OF YOUR APPRENTICESHIP PROGRAM**

- \* Calculate Total Expenses of Training Program
- \* Total Apprentices in Program
- \* Divide Costs by Number of Apprentices  
=  
Cost per Apprentice

**FOR \$1.00 TAX DOLLAR INVESTED  
IN APPRENTICESHIP**

**THE EMPLOYER INVESTS**

**\$134.42**

**IN WAGES**

# IMPACT ON COMMUNITY

- \* Estimate Average Apprentice Wage

Example:

Average apprentice is at 60% of skilled work

Apprentices average 1800 work hours per year

Total Apprentices X 1800 X Average Apprentice Wage = total wages earned by apprentices

- \* Add Total Training Costs

+

Total Apprentice Wages

=

Money generated by Apprenticeship in Community



# **APPRENTICESHIP COST BENEFIT ANALYSIS SURVEY**

## **PARTICIPATING STATES**

<b>California</b>	<b>Montana</b>
<b>Hawaii</b>	<b>Nebraska</b>
<b>Illinois</b>	<b>New Mexico</b>
<b>Indiana</b>	<b>New York</b>
<b>Kansas</b>	<b>Ohio</b>
<b>Maine</b>	<b>Puerto Rico</b>
<b>Maryland</b>	<b>Texas</b>
<b>Massachusetts</b>	<b>Vermont</b>
<b>Michigan</b>	<b>Virginia</b>
<b>Minnesota</b>	<b>Washington</b>
<b>Missouri</b>	<b>Wisconsin</b>

1994 APPRENTICESHIP COST BENEFIT ANALYSIS

DRAFT ESTIMATES 9/24/95 All States STATE	1994 State & Fed Tax Dollars Expended	1994 State Dollar Expended	1994 BAT Dollars Expended	Registered Apprentices Served thru 12/31/94	Number of Apprentice Top 32
California	\$5,709,120	\$5,400,000	\$309,120	38,779	33,662
Hawaii	\$902,560	\$748,000	\$154,560	3,744	3,330
Illinois	\$772,800	\$0	\$772,800	9,350	9,350
Indiana	\$540,960	\$0	\$540,960	6,466	6,466
Kansas	\$312,085	\$80,245	\$231,840	960	940
Maine	\$188,400	\$111,120	\$77,280	1,012	1,000
Maryland	\$731,840	\$500,000	\$231,840	6,280	5,979
Massachusetts	\$472,840	\$241,000	\$231,840	5,862	4,452
Michigan	\$772,800	\$0	\$772,800	9,162	9,162
Minnesota	\$496,840	\$265,000	\$231,840	3,500	3,110
Missouri	\$576,680	\$113,000	\$463,680	9,365	8,428
Montana	\$417,280	\$340,000	\$77,280	685	685
Nebraska	\$154,560	\$0	\$154,560	1,043	1,043
New Mexico	\$754,560	\$600,000	\$154,560	1,672	1,672
New York	\$4,862,300	\$4,475,900	\$386,400	22,300	13,720
Ohio	\$967,360	\$40,000	\$927,360	12,057	9,651
Puerto Rico	\$526,788	\$526,788	\$0	1,618	1,432
Texas	\$4,081,920	\$3,540,960	\$540,960	7,503	6,694
Vermont	\$392,280	\$315,000	\$77,280	675	600
Virginia	\$1,909,120	\$1,600,000	\$309,120	11,411	9,070
Washington	\$774,560	\$620,000	\$154,560	11,149	9,142
Wisconsin	\$5,231,840	\$5,000,000	\$231,840	7,803	7,203
<b>TOTAL</b>	<b>\$31,549,493</b>	<b>\$24,517,013</b>	<b>\$7,032,480</b>	<b>172,396</b>	<b>146,791</b>

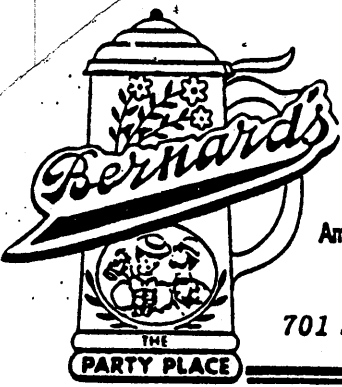
1994 APPRENTICESHIP COST BENEFIT ANALYSIS

DRAFT ESTIMATES 9/24/95 All States STATE	% of all Apprentic	Average Hourly Wage	Gross Annual Wage	Employer Paid Gross Annual Wages	Average Apprentice State/Fed Taxes
California	87%	\$13.89	\$27,780	\$1,077,280,620	\$4,138
Hawaii	89%	\$17.28	\$34,560	\$129,392,640	\$7,974
Illinois	100%	\$14.50	\$29,000	\$271,150,000	\$4,099
Indiana	100%	\$10.30	\$20,600	\$133,199,600	\$2,896
Kansas	98%	\$11.81	\$23,620	\$22,675,200	\$3,371
Maine	99%	\$11.03	\$22,060	\$22,324,720	\$3,311
Maryland	95%	\$9.02	\$18,040	\$113,291,200	\$2,120
Massachusetts	76%	\$9.36	\$18,720	\$109,736,640	\$3,922
Michigan	100%	\$15.98	\$31,960	\$292,817,520	\$5,408
Minnesota	89%	\$14.00	\$28,000	\$98,000,000	\$4,676
Missouri	90%	\$12.70	\$25,400	\$237,871,000	\$5,350
Montana	100%	\$13.14	\$26,280	\$18,001,800	\$5,958
Nebraska	100%	\$11.00	\$22,000	\$22,946,000	\$2,948
New Mexico	100%	\$9.59	\$19,180	\$32,068,960	\$2,309
New York	62%	\$12.52	\$25,040	\$558,392,000	\$3,935
Ohio	80%	\$10.99	\$21,980	\$265,012,860	\$3,057
Puerto Rico	89%	\$4.59	\$10,538	\$17,050,484	\$903
Texas	89%	\$11.29	\$22,580	\$169,417,740	\$2,449
Vermont	89%	\$10.50	\$21,000	\$14,175,000	\$2,500
Virginia	79%	\$9.12	\$18,240	\$208,136,640	\$2,265
Washington	82%	\$11.53	\$23,060	\$257,095,940	\$2,524
Wisconsin	92%	\$9.79	\$19,580	\$152,782,740	\$3,787
<b>TOTAL</b>	<b>85%</b>	<b>\$12.25</b>	<b>\$24,495</b>	<b>\$4,222,819,304</b>	<b>\$3,753</b>

1994 APPRENTICESHIP COST BENEFIT ANALYSIS

DRAFT ESTIMATES 9/24/95 All States STATE	For \$1 tax Dollar, Employers Invest	For \$1 tax Dollar, Apprentices Contribute	Total Tax Paid by Apprentices	Sqe/ BAT Staff	Reg. Agency
California	\$188.69	\$28.11	\$160,467,502	4	SAC
Hawaii	\$143.36	\$33.08	\$29,854,656	2	SAC
Illinois	\$350.87	\$49.59	\$38,325,650	10	BAT
Indiana	\$246.23	\$34.62	\$18,725,536	7	BAT
Kansas	\$72.66	\$10.37	\$3,236,160	3	SAC
Maine	\$118.50	\$17.79	\$3,350,732	1	SAC
Maryland	\$154.80	\$18.19	\$13,313,600	3	SAC
Massachusetts	\$232.08	\$48.62	\$22,990,764	3	SAC
Michigan	\$378.90	\$64.12	\$49,548,096	10	BAT
Minnesota	\$197.25	\$32.94	\$16,366,000	3	SAC
Missouri	\$412.48	\$86.88	\$50,102,750	6	BAT
Montana	\$43.14	\$9.78	\$4,081,230	1	SAC
Nebraska	\$148.46	\$19.89	\$3,074,764	2	BAT
New Mexico	\$42.50	\$5.12	\$3,860,648	2	SAC
New York	\$114.84	\$18.05	\$87,750,500	5	SAC
Ohio	\$273.95	\$38.10	\$36,858,249	12	SAC
Puerto Rico	\$32.37	\$2.77	\$1,461,054	0	SAC
Texas	\$41.50	\$4.50	\$18,374,847	7	BAT
Vermont	\$36.13	\$4.30	\$1,687,500	1	SAC
Virginia	\$109.02	\$13.54	\$25,845,915	4	SAC
Washington	\$331.93	\$36.33	\$28,140,076	2	SAC
Wisconsin	\$29.20	\$5.65	\$29,549,961	3	SAC
<b>TOTAL</b>	<b>\$133.85</b>	<b>\$20.51</b>	<b>\$646,966,190</b>	<b>91</b>	

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## WISCONSIN APPRENTICESHIP

Wisconsin was the first State in the Union to pass a regulated apprenticeship law in 1911. The Apprenticeship Law is designed to protect the interest of the apprentices and to assure quality and standardized training throughout an industry and across the State. Department of Workforce Development administers Chapter 106.01 of the Statutes and DWD 295 & 296 through the Bureau of Apprenticeship Standards. The mission of the Division is to develop and maintain apprenticeship standards to assure a continuing supply of skilled workers for Wisconsin's businesses and industries and career training for the State's citizens.

In the early to mid-1980's apprenticeship numbers faced a big decline in Wisconsin due to the recession. However, these numbers continue to grow.

Over the past 10 years, apprenticeship programs in Wisconsin have experienced a dramatic growth. In 1988, the total number of apprentices was 7216. As of January, 1999 we have over 10,850 apprentices for a 50% increase.

In 1988, there were 2200 sponsors training apprentices. Today there are 3080 for a 40% increase.

Wisconsin currently faces a severe shortage of skilled workers. Historically, Apprenticeship training has been one of the strategies that employers use to assist in training of skilled workers. Apprenticeship training can continue to provide one of the answers to employers need for skilled labor.

## WHAT IS APPRENTICESHIP TRAINING

Apprenticeship Training is a formal arrangement involving employers, labor unions, employer associations, state government, technical colleges and the individual who wants to learn a skilled trade. Apprenticeship programs are a combination of on-the-job training supervised by highly skilled workers at the job site for an employer and related classroom instruction. This instruction is provided throughout the term of the apprenticeship and teaches apprentices the theoretical aspects of their trade.

Since 1911, the Bureau has recognized over 300 occupations as apprenticeable. New trades are added as the need arises. The apprenticeship approach has been especially successful in new occupations in skilled maintenance, the installation and service of environmental control systems, and a variety of other technical jobs.

In 1987, the program promotion/development function was eliminated due to lack of staffing. The highest priority work activities in the Bureau are registration of apprentices, technical assistance and to a lesser degree affirmative action. With the growth of apprenticeship, Bureau staff are unable to provide timely technical assistance to our sponsors and even affirmative action activities have been curtailed to a certain degree.

With the severe shortage of skilled workers, it is very important that program promotion and development be given a higher priority. However, in order to meet that priority, additional funding for this effort is required.

## IMPACT OF APPRENTICESHIP ON STATE

### 1. Fiscal Impact

In looking at the fiscal impact of the State's Apprenticeship Program, employers are paying apprentices while they are apprentices and thus revenue is being generated within the State. During 1996, apprentices paid an estimated \$10,500,000 in State income taxes.

In addition to wages, apprentices may also be eligible for veterans' benefits. Veterans in the Apprenticeship Program receive an average of \$7,000.00 in veterans' benefits during the period of their contracts. Approximately 600 apprentices qualify for these benefits.

Upon completion of an apprenticeship, an apprentice can be expected to make the journey worker rate of pay for his or her respective trade, which ranges from approximately \$14-15 per hour to a high of \$32.00 per hour.

In addition to receiving increased wages, apprentices also have a fiscal impact on the State's Technical College system by paying tuition and fees for receiving related training.

### 2. Social and Economic Impact

Twenty-six years before the passing of the National Apprenticeship Law, Wisconsin enacted in 1911 the first legislation to promote an organized system

of apprenticeship. The Wisconsin law is designed to fill two needs:

- a) To assist in the development of better trained workers for the States industries
- b) To provide an opportunity for the State's youth to learn a skilled trade in an organized manner.

The law assures quality and standardized training throughout an industry and across the state. By assuring quality training, the State is able to attract and retain industries.

By providing training in skilled occupations, the apprentices have greater opportunities for high wages throughout their working live. Skilled workers are the first hired, the first promoted, and the least affected by layoffs.

## FUNDING REQUEST

Funding is requested for program promotion/development, which was previously eliminated.

### General Promotional Efforts (Geared to Employers)

Printed Materials & Video \$ 50,000

### Promotional Materials (Geared to the K-12 System)

Printed Materials, etc. \$ 75,000

## TRADE MASTERS PROGRAM

The Trade Masters Program is a new program being developed which will provide recognition for lifelong pursuit of excellence in the skilled trade occupations. This program is one way to identify those experienced journey workers who continually learn and grow in their craft, but take on the additional task of passing that knowledge and expertise along. A Master is both a coach and a mentor, who knows a specific industry and who is willing and capable of creating a structured, supportive environment for learning and growth.

Curriculum \$ 25,000

Establishing three pilots: one each for industrial, construction and service.  
\$100,000

Promotional Materials, including printed materials, mailings, etc.  
\$ 50,000

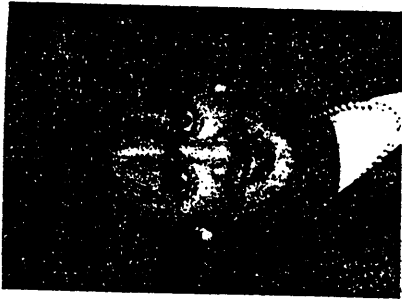
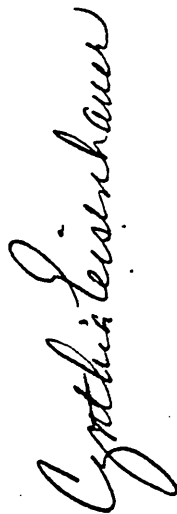
## Iowa Employers,

**TARGET Alliance** has developed a program for Iowa that provides recognition for lifelong pursuit of excellence in the skilled trade occupations, the Master Skilled Worker Award.

Throughout history, people have used some form of apprenticeship training to transfer skills from one generation to another. Modern apprenticeship is a formal, voluntary system of employee training, supervised by skilled journeyman craftworkers, with related technical instruction.

The Master Skilled Worker Award is one way to identify those experienced journeypersons who continually learn and grow in their craft, but take on the additional task of passing that knowledge and expertise along. A Master is both coach and mentor, who knows a specific industry from "A-Z", and who is capable of creating a structured, supportive environment for learning and growth.

The Master Skilled Worker Award recipient is recognized in the fall after the nominations have been reviewed by members of the Bureau of Apprenticeship and Training, Education officials and Labor leaders.



Cynthia Eisenhauer  
DES Director

## The Iowa MASTER SKILLED WORKER Awards

**What is an "apprenticeable occupation"?** Here's a list of more than 800 occupations which have been designated as "officially recognized apprenticeable occupations" by the Bureau of Apprenticeship and Training (BAT).

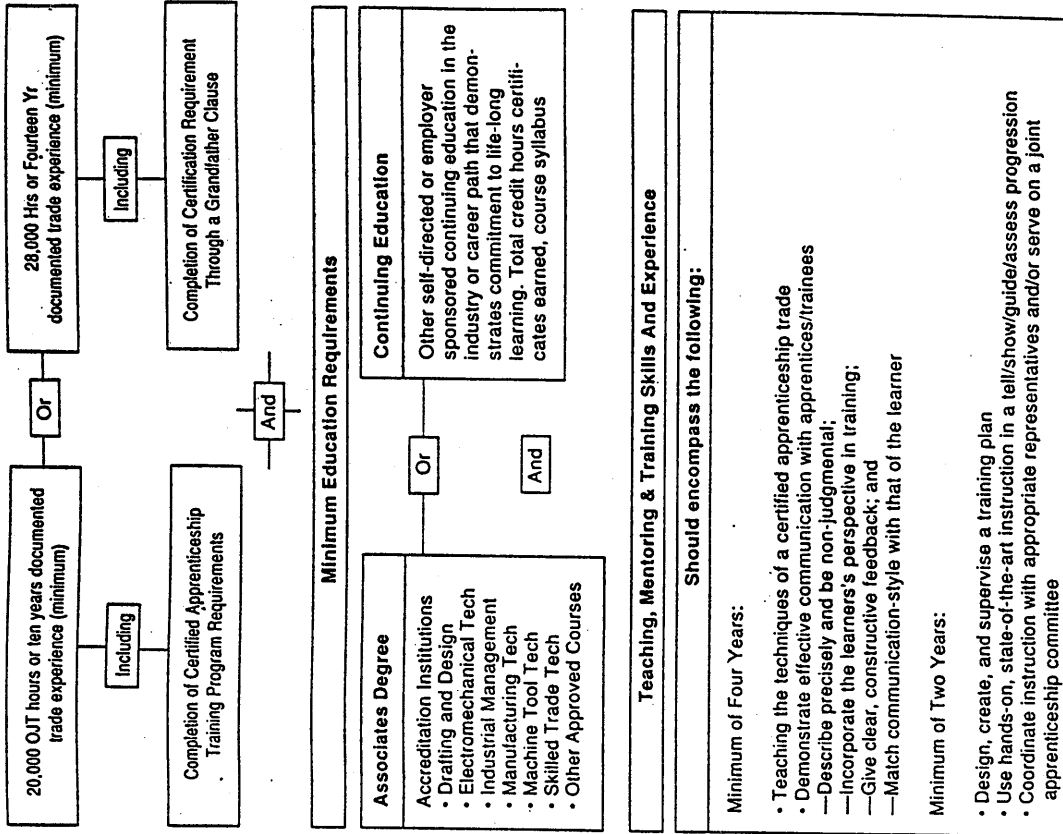
Keep in mind that apprenticeships are not limited to these occupations. If you are an employer who employs someone in a new or emerging occupation, or an occupation you feel may have been overlooked, you can contact the BAT for information on how to set up an apprenticeship for your staff members.

Contact **Mike Harcourt** at the **Bureau of Apprenticeship and Training**, Room 715, Federal Building, 210 Walnut, Des Moines, Iowa 50309. Or, phone the **BAT** at (515) 284-4690.

These occupations have been designated as "officially apprenticeable" -

- ACCORDION MAKER
- ACOUSTICAL CARPENTER
- ACTOR
- AIR & HYDRONIC BALANCING TECHNICIAN
- AIR-COND MECH (audio)
- AIR-COND INSTALLER, WINDOW
- AIRCRAFT MECH; ARMAMENT
- AIRCRAFT MECH; ELECTRICAL
- AIRCRAFT MECH; PLUMB & HYDRA
- AIRCRAFT-ARMAMENT MECHANIC
- AIRCRAFT-PHOTOGRAPH-EQUIP
- AIRFRAME & POWER PLANT MECH
- AIRPLANE COVERER
- AIRPLANE INSPECTOR
- ALARM OPERATOR (gov service)
- ALTERNATION TAILOR
- AMBULANCE ATTENDANT (EMT)
- ANIMAL TRAINER
- ARCHITECTURAL COATINGS FINISHER
- ARSON AND BOMB INVESTIGATOR
- ARTIFICIAL-GLASS-EYE MAKER
- ARTIFICIAL-PLASTIC-EYE MAKER
- ASPHALT-PAVING MACHINE OPER
- ASSEMBLER-INSTALLER, GENERAL
- ASSEMBLER, AIRCRAFT, POWER
- ASSEMBLER, ELECTROMECHANICAL
- ASSEMBLER, METAL BUILDING
- ASSEMBLY TECHNICIAN
- ASSISTANT PRESS OPERATOR
- AUDIO OPERATOR
- AUDIO-VIDEO REPAIRER
- AUGER PRESS OPR, MAN CONTR
- AUTO COOLING SYS DIAG TECH
- AUTO-MAINT-EQUIP SERVICER
- AUTO-RADIATOR MECHANIC
- AUTOMATED EQUIP ENGR-TECH
- AUTOMATIC-EQUIP TECHNICIAN
- AUTOMOBILE MECHANIC
- AUTOMOBILE TESTER
- AUTOMOBILE UPHOLSTERER
- AUTOMOBILE-BODY REPAIRER
- AUTOMOBILE-REPAIR SERV EST
- AUTOMOTIVE-GEN-& START REP
- AVIATION SAFETY EQUIP TECH
- AVIATION SUPPORT EQUIP REP
- AVIONICS TECHNICIAN
- BAKER (bakery)
- BAKER (hotel & rest)
- BAKER, PIZZA (hotel & rest)
- BAKERY-MACHINE MECHANIC
- BANK-NOTE DESIGNER
- BARBER
- BARTENDER
- BATCH-AND FURNACE OPERATOR
- BATTERY REPAIRER
- BEEKEEPER
- BEN DAY ARTIST
- BENCH HAND (jewelry-silver)
- BINDERY WORKER
- BINDERY-MACHINE SETTER
- BIOMEDICAL EQUIPMENT TECH
- BLACKSMITH
- BLOCKER & CUTTER, CONTACT LENSE
- BOATBUILDER, WOOD

# Master Skilled Worker Award Requirements



And

Additional skills and competencies developed

A written evaluation and recommendation detailing the candidates history and body of work as an apprentice, journey person, and/or supervisory personnel. Some areas of consideration should be given to size of the organization as to their job description:

- Demonstrate high personal and ethical standards for quality of work product
- Demonstrate multiple skills and versatility
- Demonstrate leadership, ambition and pride in their craft/skill
- Ability to carry out the employer's policies regarding E.E.O. and affirmative action requirements in the work environment



Iowa's Master Skilled Worker Awards were begun in 1993. The idea of a Master's award program is based on the historical relationship that has existed for years between an accomplished crafts person and an apprentice.

Today's Masters may work as much with personal computers and high-speed communications as their historical counterparts did with papyrus and memorization, but the idea is still the same; competence and dedication in the skilled transfer of knowledge.

The concept of apprenticeship, as we know it today, was institutionalized in the United States in 1937 when Congress passed the National Apprenticeship Act, popularly known as the Fitzgerald Act.

Apprenticeship is generally recognized as the best method for teaching people to become skilled craftworkers, apprentices have advantages over less structured methods. These opportunities include: learning their trade/craft more quickly and effectively; hands-on training, offers the apprentice the unique advantage to make decision in a work environment that will impact the employer and to deal effectively with the pressures of making those decisions.

TARGET Alliance developed this program for Iowa, so a person's lifelong pursuit of excellence in their chosen craft/industry and dedication to the passing of their knowledge and expertise to an apprentice would be recognized in the highest manner possible.

The criteria for the Award is rigorous. The candidate must have at least ten years experience in their career area and must demonstrate lifelong learning through their own personal education/growth in their craft. Finally and most importantly, the candidate must have proven abilities as a mentor, coach, instructor or teacher within that career field.

## Master Skilled Worker Award Program

TARGET Alliance  
 150 Des Moines Street  
 Des Moines, IA 50309-5563  
 (515) 281-9322





Date: January 18, 2000

To: Senate Committee on Labor  
Senator Jim Baumgart, Chairman

From: Kathleen Kilgore, Government Relations Specialist  
Wisconsin Restaurant Association

Re: Support of Senate Bill 279

---

The current shortage of skilled employees has hit the restaurant industry hard with a lack of well-trained chefs, cooks and managers. It is expected, by the year 2005, the restaurant industry will need an additional 1.2 million skilled employees. Over half of these new positions will be high-paying, management-level positions. Apprenticeship is one of the solutions to this staffing problem by assisting in the training of skilled workers.

While the state of Wisconsin has many exceptional two and four year post-secondary institutions that offer degrees in hospitality management and/or culinary arts, the state has very few that are able to offer culinary arts apprenticeship programs. Why? Because there has not been support for recruiting both students and employers for these programs. Is the lack of recruits an indication of interest? Absolutely not!

For example, in today's high school environment, guidance counselors are no longer able to conduct the career counseling they once did. They lack the time necessary to help students explore the vast number of career options because they must devote more time to social and student behavior issues. This leaves promoting career opportunities to government workforce development agencies, trade associations and labor unions.

In 1987, the program promotion/development function was eliminated due to lack of staffing. Currently, the Department of Workforce Development does not have the funds available to promote apprenticeships to students, school districts and employers around the state. DWD also does not have adequate funding to develop the needed Trade Masters Program for the industrial, construction and service industries. Senate Bill 279 would provide funding for both promotion and development of the apprenticeship program.

Apprenticeship programs are one of the most beneficial ways for students to learn highly skilled careers in real-life environments and earn a wage at the same time. However, many prospective students and employers are not aware of the program as an option. Senate Bill 279 would provide the additional funds that are needed to develop promotional materials aimed at schools and employers across the state to market the apprenticeship program.

In addition, the need to recognize experienced individuals in skilled trades is also imperative to the success of any apprenticeship program. DWD already has a Trade Masters program in place for some industries to recognize those individuals who are not only skilled, but are capable of being a new apprentice's mentor. This bill would provide additional funding to allow the department to develop a Trade Masters Program for the industrial, construction and service industries. This would allow individuals who have reached the pinnacle of their craft to be recognized for their pursuit of excellence and who are willing to pass on their knowledge to a student.

With these points in mind, the Wisconsin Restaurant Association asks for your support of Senate Bill 279. A vote of support for this bill is an investment in our state's future.



MEMORANDUM  
State Senator

**Robert T. Welch**

TO: Chairman Baumgart

FR: Bob Welch *BW*

RE: **SB 279**

Relating to: apprenticeship training and making appropriations.

By Senators Welch, Shibilski, Roessler, Rude, Darling and Drzewiecki; cosponsored by Representatives Lassa, Albers, Riley, Brandemuehl, Plouff, Hahn, Miller, Musser, Kelso, Ryba, Kreibich, Meyerhofer and Sykora.

DT: January 18, 1999

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Honorable Chairman Baumgart, I would like to thank you for allowing my aide, Shayne Clausen to register me in favor of this proposal and for me to submit these brief written comments into the committee record.

This bill directs DWD to provide a trade masters pilot program to recognize advanced training and post-apprenticeship achievements in three trades, crafts or businesses, one of which must be in the industrial sector, one in the construction sector and one in the service sector of the economy. In addition, the bill provides funding for the provision of that program and for promotional materials directed at encouraging youth to participate in apprenticeship programs.

I have spent the past year serving as Chairman of a Special Legislative Council Committee on State Strategies for Economic Development. In this capacity, I spent hundreds of hours analyzing Wisconsin's economic competitiveness. This legislation addresses an area of key concern for the future of economic development in the state: Creating a highly skilled workforce.

As evidenced by its broad support within the trade and business communities, this bi-partisan effort to enhance the educational opportunities for Wisconsin workers deserves the opportunity to advance to the floor of the Senate.

I appreciate your due consideration, and thank you for your time.