

The following report is a summary of the major issues facing the State Machine Tool Apprenticeship Advisory Committee (SMTAAC).

**Number of Apprentices:** Since March of 2010 the twelve trades that are tracked by the State of WI and considered to be under the guidance of the SMTAAC have increased by 3.75%. As of November 2010 state records indicate there are 249 apprentices in metal working trades and 156 employer sponsors. Of the 249 the top 90.8% of all metal working trades are represented by the following specific trades, Tool & Die Maker = 94, Machinist = 89, Mold Maker (Die Cast & Plastic) = 13, Machinist (Tool Room) = 13, and Machinist (CNC) = 13. This is a significant change since 1998 when we had 1032 apprentices in metalworking trades in the State of WI. (See TDMAW web site for current and historical statistics). Everyone will see this differently but I see this as a real opportunity for someone interested in getting paid to learn when college tuitions seem to be raising every semester. Over the next ten years employers will need replacements for all those retiring boomers. Anyone having a metal working career as a solid foundation will be well on his or her way to having financial independence.

**Manufacturing Skill Standards Council:** The SMTAAC has suggested that the WTCS look at the quality and safety modules and has recommended using this curriculum as a guideline to their existing apprenticeship curriculum if they do not already included similar content.

**Department Of Labor:** Implementation of Federal Law changes in Wisconsin is as follows:

Wisconsin Chapter 106 changes include adding two general public seats to the Wisconsin Apprenticeship Advisory Council, updating definitions and modernizing apprenticeship procedures.

DWD 295 Policy changes and proposed revisions include:

- Adding provisional registration
- Allowing three options for terms of Apprenticeship including competency, time and hybrid
- Interim credentials for competency based on hybrid programs
- Transfer of apprentices without creating a new contract
- Must conform with DWD 296 policy
- Requires standards for every program (Current consideration is NIMS for metal working trades)
- Educational requirements include use of electronic media
- Requires instructors to have training in teaching techniques and adult learning styles
- Allows for cancellation of an apprentice during probation without having an adverse affect on sponsors completion rate
- Expands DWD's handling of complaints
- Adding procedure in dealing with deregistration of a program

Chapter 106 law changes were approved in April 2010 and Chapter 295 revisions were approved by the Wisconsin legislature in fall of 2010. The next step is to revise the apprenticeship manual used as the guideline for all apprenticeship programs.

So what does this mean for WI Apprenticeship? Your SMTAAC has unanimously recommended that the Bureau of Apprenticeship Standards embrace the National Institute of Metalworking Standards (NIMS) for metal working trades; embrace a Hybrid apprenticeship which includes time and competency standards opening the door for transferable modular training and fast track completion due to demonstrated competencies. For a better understanding of NIMS I have included information from the last apprenticeship report below regarding NIMS and where to go for more information.

**National Institute of Metalworking Standards (NIMS):** There have been a couple meetings dedicated to understanding the NIMS credentialing and its connection to a National Competency Based Apprenticeship System for the Metalworking Industry. I will be the first to admit that my previous understanding of the NIMS system was flawed and inaccurate. If you are interested in learning more about NIMS, this web site does a very good job with some Q&A regarding what it is: <https://www.nims-skills.org/web/nims/39>. The following is a sample from the Q&A site.

**Question:** What is the difference between accreditation and certification?

**Answer:** We accredit training programs. We certify individuals and issue credentials as proof of that certification.

NIMS estimates certification fees for Levels II, III, & I. and to be fully credentialed in an accredited program would be between \$600 and \$700 dollars.

During the committees discussions it was pointed out that some of the Technical Colleges are already using portions of the NIMS curriculum but at this time no one is aware of credentialing in WI. It was my former belief that everyone had to travel long distances to get certified. That is incorrect, any one can be set up to do the certification and the credentialing comes from demonstrating during the certification process that you know what your doing. The process seems very adaptable to apprenticeship and gives confidence to employers and apprentices that the training was consistent and everyone was certified to known benchmarks. Under NIMS there is less of the apprenticeship left to interpretation since it is competency based. On the TDMAW web site is a sample of “Core Competency Requirements” for Machinist.

**Apprenticeship Conference:** The next apprenticeship conference will be June 13<sup>th</sup>, 14<sup>th</sup>, and 15<sup>th</sup> 2011 at the Monona Terrace Community and Convention Center in Madison Wisconsin. This conference will be a celebration of 100 years of Apprenticeship in Wisconsin and has been promised to be a celebration to remember. As more information of this conference becomes available I will post to the TDMAW web site, for now just reserve the dates on your calendar.

**Green Training Funds:** The BAS has received a budget of \$600K to spend on green training and asked the committee for training recommendations. Not having any time to prepare for discussion (This was “Other” on agenda) the committee recommended that the best way to a sustainable green investment in apprenticeship was to offer a train the trainer course in ISO1400. Training every apprentice about green principles at the WI Technical College level is an event that would not guarantee any sustainability. Teaching Business leaders and designated Industry Apprenticeship Trainers made more sense for continued implementation of green practices across the entire state of Wisconsin.

Respectfully Submitted,  
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Apprenticeship Committee