

Trade Masters Machine Tool

Our first exposure to Trade Masters was in 1997 when the State Machine Tool Committee received notification that a Trade Masters subcommittee of the Apprenticeship Advisory Council was recommending development of a Trade Masters Program, which was to be optional and voluntary with a purpose of recognizing post-apprenticeship achievements of individual journey level workers. The proposed Trade Masters would be based on the combination of practical experience and education and would emphasize the importance of the role of trainer or mentor.

Apprenticeship Advisory Council Recommendations

Trade Masters Program Requirements for individuals:

- Completion of a Wisconsin Bureau of Apprenticeship Standards (BAS) apprenticeship program, other registered apprenticeship program equivalent to the Wisconsin program or equivalent schooling and work experience.
- At least five years of additional job experience directly related to or a continuation of the individual's apprenticeship training.
- Practical experience as a trainer and mentor of apprentices on the job or in a non-work setting.
- Completion of necessary educational requirements.
- Pass a final program evaluation.

Trade Masters Career Paths envisioned for Machine Tool Program:

- Supervision/Management
- Master craftsperson/Specialized skills
- Instructor/Trainer

Trade Masters Educational Requirements:

The Trade Masters will be built on a defined course of instruction including both core and specialty courses. Courses taken within the past ten (10) years may be approved provided they successfully completed with a grade of "C" or better.

Core Mandatory courses are:

- Written Communications
- Oral Communications
- Labor/Management relations
- Basic Economics
- Role of the Journey Worker in Apprenticeship Training

Core Optional Courses: (At least one must be selected)

- Business Law
- Psychology of Human Relations
- Labor Law
- Leadership Development
- Safety
- Environmental Law

Career path specialty courses:

Courses would be drawn from a list of approved courses identified by the industry as relating to the selected Trade Masters career path. The final course selection would be approved by the employer, technical college, and the BAS and would not include training that was part of normal job duties such as, vendor training.

Administrative Responsibilities:

- DWD-BAS will administer the Trade Masters, at least initially, and provide the completion certificate.
- State Trade Committees will determine the appropriate specialty courses for the career paths, type of final evaluation for their Trade Masters, and process for administering the evaluation.
- Technical colleges will provide course instruction and advanced standing as appropriate. Equivalent instruction will be considered.
- The employer will provide a letter of recommendation or confirmation concerning the related job experience at the end of the program.
- Individuals are responsible for providing their transcripts and other documentation of the training and experience.

Trade Masters Program has been a vision of the State Apprenticeship Advisory Council for several years and more recently is gaining momentum towards actual implementation. The State Machine Tool Trade Masters Subcommittee envisions three possible career paths:

- Supervision/management
- Master craftsperson/Specialized skills
- Instructor/Trainer

The Trade Masters will be built on a defined course of instruction including both core and specialty courses. Courses taken within the past ten years may be approved provided they successfully completed with a grade of “C” or better. Work experience to qualify would be a minimum of 10,000 hours with an assessment to be done to determine how much actual credit would be given.

The Machine Tool Trade Masters Sub Committee envisions a possible career lattice for Journey Workers to look like this:

- Apprenticeship
- Journey Worker
- Master Craftsperson
- Associate Degree
- Bachelors Degree

In October of 2002 the Wisconsin Department of Workforce Development sponsored an all day DACUM made up of leaders from the Machine Tool Industry and Education for the purpose of beginning the process of developing a curriculum, which would fit within the framework design laid out by the Apprenticeship Advisory Council. Upon completion of the DACUM we then began the process of validation by sending out surveys to Industry Leaders asking them to consider two factors: the importance of the task for a person working in the Trade Master program, and the difficulty of the task for a person working on the Trade Master program.

Our surveys produced three data charts; average importance, average difficulty, and the final chart applied a Pareto value, representing a combined score and an indicator of priority. This data was presented to the State Machine Tool Committee in December of 2002 and the Trade Masters Subcommittee received unanimous support to continue its work in developing a career path for a Master Craftsperson.