

A man with dreadlocks, wearing a black beanie and safety glasses, is smiling while working on a car engine. He is holding a tablet computer in his left hand and a pen in his right hand. The background is a workshop setting with various tools and equipment. The text "WISCONSIN TECHNICAL COLLEGE SYSTEM" is overlaid in the top left corner. The title "APPRENTICESHIP COMPLETION" is overlaid in large, outlined letters across the middle. Below the title, the text "Employment and Salary Data for 2021-22 Apprentices" is displayed. The bottom right corner features three horizontal orange bars.

WISCONSIN
TECHNICAL
COLLEGE
SYSTEM

APPRENTICESHIP COMPLETION

Employment and Salary Data
for 2021-22 Apprentices



“ Apprenticeship students earn family-supporting wages while acquiring industry-specific skills, making them sought after in high demand job markets. ”

DR. MORNA K. FOY, PRESIDENT,
WISCONSIN TECHNICAL COLLEGE SYSTEM



JANUARY 2024

WISCONSIN TECHNICAL COLLEGE SYSTEM
4622 UNIVERSITY AVENUE
MADISON, WISCONSIN 53705

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Access this report online: [WTCSsystem.edu/ApprenticeshipReport](https://www.wtcsystem.edu/ApprenticeshipReport)

If you have questions regarding the information in this report, contact hilary.barker@wtcsystem.edu

HIGHLIGHTS



2021-22 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 Bureau of Apprenticeship Standards (DWD-BAS) to meet employer needs in the area of apprenticeship, providing the classroom instruction for apprenticeship programs in the industrial, construction and all other sectors.

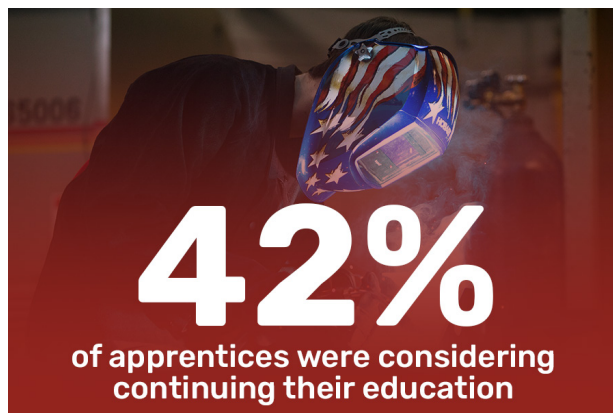
With an overall annual median salary of \$85,000 for individuals who completed an apprenticeship in 2021-22, and who received their apprentice-related instruction at a Wisconsin technical college, it's easy to see why participation has increased about 19% over the past five years. To ensure equitable access to these valuable and growing opportunities, efforts to engage historically underrepresented populations - including women and people of color - are ramping up subsequent to recently revised federal and state Affirmative Action/Equal Employment Opportunity (AA/EEO) guidance and improved tools to assist with broad community engagement.

This report is based on a recent survey of 1,540 individuals who received an apprenticeship completion certificate in 2021-22, with 489 (31.8%) responding.

TRAINING SATISFACTION



CONTINUING EDUCATION



MEDIAN SALARY FOR ALL APPRENTICES



MEDIAN ANNUAL SALARY BY INDUSTRY SECTOR

\$85,036

MEDIAN SALARY FOR CONSTRUCTION SECTOR

\$80,000

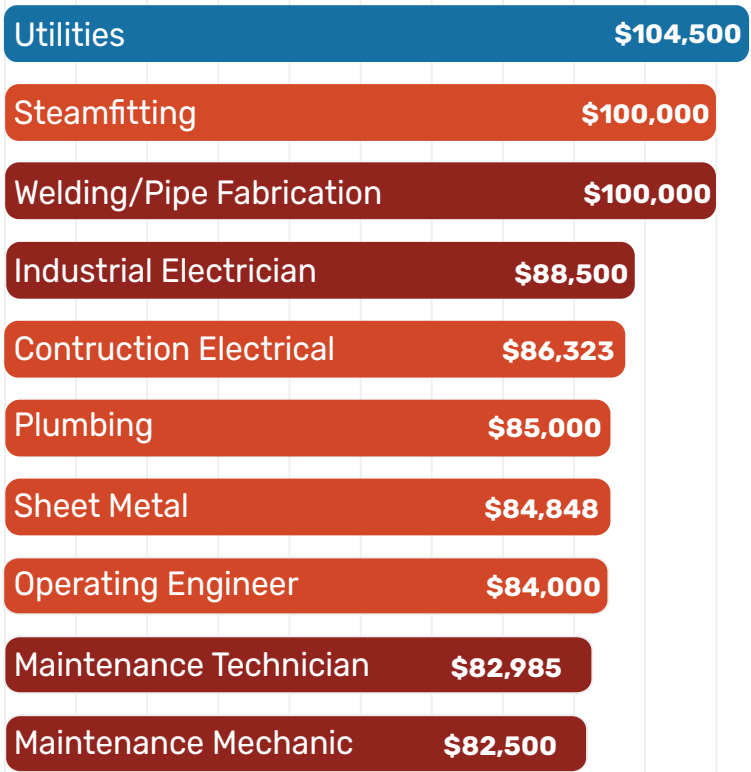
MEDIAN SALARY FOR INDUSTRIAL SECTOR

\$100,000

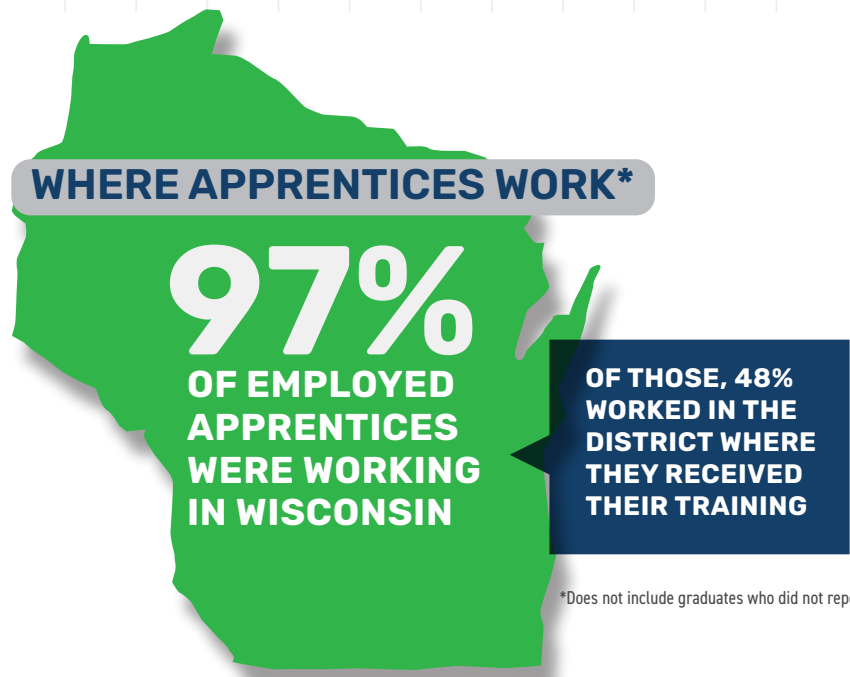
MEDIAN SALARY FOR ALL OTHER SECTORS

MEDIAN ANNUAL SALARY BY HIGHEST EARNING OCCUPATIONS

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



WHERE APPRENTICES WORK*



*Does not include graduates 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.

SECTOR-SPECIFIC APPRENTICESHIPS

Apprenticeships are typically grouped, including in this report, in categories established by the Wisconsin Department of Workforce Development: Construction, Industrial and All Other sectors. Within each sector, "Program" may include multiple apprenticeships with like curriculum for the apprentice-related instruction provided by Wisconsin's technical colleges. To provide additional detail, those "programs" are further broken out by individual apprenticeships in the final table: Apprenticeships, by WTCS Program Number.



CONSTRUCTION

| Program Title | Program | Number of Completers | Responses | In Labor Force | Employed | | Employed Related | | Seeking Employment | Median Salary | | Avg Hours/Week |
|----------------------------------|----------|----------------------|------------|----------------|------------|------------|------------------|------------|--------------------|----------------|--------------------|----------------|
| | | | | | # | % | # | % | | Hourly | Annual | |
| MASONRY | 50-408-0 | 13 | 2 | 2 | 2 | 100% | 2 | 100% | 0 | * | * | * |
| CARPENTRY | 50-410-0 | 114 | 25 | 25 | 25 | 100% | 23 | 92% | 0 | \$35.00 | \$80,000.00 | 42 |
| CONSTRUCTION ELECTRICAL | 50-413-0 | 219 | 62 | 62 | 61 | 98% | 61 | 100% | 1 | \$40.60 | \$86,323.75 | 43 |
| GLAZIER (CONSTRUCTION) | 50-417-1 | 5 | 0 | * | * | * | * | * | * | * | * | * |
| PAINTING AND DECORATING | 50-424-0 | 9 | 0 | * | * | * | * | * | * | * | * | * |
| PLUMBING | 50-427-0 | 183 | 72 | 70 | 70 | 100% | 69 | 98% | 0 | \$38.95 | \$85,000.00 | 44 |
| SHEET METAL | 50-432-0 | 127 | 19 | 19 | 19 | 100% | 19 | 100% | 0 | \$40.80 | \$84,848.90 | 43 |
| STEAMFITTING | 50-435-0 | 134 | 29 | 28 | 28 | 100% | 27 | 96% | 0 | \$48.08 | \$100,000.00 | 41 |
| IRONWORKING | 50-437-1 | 8 | 2 | 2 | 2 | 100% | 2 | 100% | 0 | * | * | * |
| OPERATING ENGINEER | 50-447-0 | 197 | 102 | 97 | 94 | 96% | 90 | 95% | 3 | \$42.57 | \$84,000.00 | 54 |
| TELE/DATA INSTALLER | 50-451-2 | * | * | * | * | * | * | * | * | * | * | * |
| Construction Sector Total | | 1,010 | 314 | 306 | 302 | 98% | 294 | 97% | 4 | \$42.00 | \$85,036.00 | 43 |

Note: *Indicates fewer than 5 reported graduates, or fewer than 3 graduates with reported wage information.





INDUSTRIAL

| Program Title | Program | Number of Completers | Responses | In Labor Force | Employed | | Employed Related | | Seeking Employment | Median Salary | | Avg Hours/Week |
|-------------------------------------|----------|----------------------|------------|----------------|------------|------------|------------------|------------|--------------------|----------------|-----------------|----------------|
| | | | | | # | % | # | % | | Hourly | Annual | |
| INDUSTRIAL ELECTRICIAN | 50-413-1 | 71 | 25 | 24 | 24 | 100% | 24 | 100% | 0 | \$37.40 | \$88,500.00 | 48 |
| ELECTRICAL & INSTRUMENTATION | 50-414-2 | 28 | 12 | 12 | 12 | 100% | 11 | 92% | 0 | \$36.40 | \$80,000.00 | 41 |
| MAINTENANCE TECHNICIAN | 50-464-1 | 47 | 15 | 14 | 14 | 100% | 11 | 79% | 0 | \$36.76 | \$82,985.00 | 44 |
| INJECTION MOLD SET-UP (PLASTIC) | 50-420-1 | * | * | * | * | * | * | * | * | * | * | * |
| MACHINIST | 50-420-2 | 55 | 19 | 18 | 18 | 100% | 16 | 89% | 0 | \$32.63 | \$75,000.00 | 44 |
| INDUSTRIAL MANUFACTURING TECHNICIAN | 50-420-9 | 12 | 4 | 3 | 3 | 100% | 3 | 100% | 0 | \$24.95 | \$50,000.00 | 42 |
| MAINTENANCE MECHANIC | 50-423-0 | 166 | 43 | 43 | 43 | 100% | 39 | 90% | 0 | \$35.75 | \$82,500.00 | 47 |
| TOOL & DIE | 50-439-0 | 43 | 16 | 16 | 15 | 93% | 15 | 100% | 1 | \$34.00 | \$72,794.40 | 45 |
| WELDING/PIPE FABRICATION | 50-442-0 | 21 | 5 | 5 | 5 | 100% | 5 | 100% | 0 | \$46.69 | \$100,000.00 | 45 |
| METAL FABRICATION | 50-457-2 | * | * | * | * | * | * | * | * | * | * | * |
| MECHATRONICS | 50-620-1 | 10 | 1 | 1 | 1 | 100% | 1 | 100% | 0 | * | * | * |
| INDUSTRIAL TRADE GROUP TOTAL | | 456 | 141 | 137 | 136 | 99% | 125 | 91% | 1 | \$35.75 | \$80,000 | 44 |

Note: *Indicates fewer than 5 reported graduates, or fewer than 3 graduates with reported wage information.



ALL OTHER SECTORS

| Program Title | Program | Number of Completers | Responses | In Labor Force | Employed | | Employed Related | | Seeking Employment | Median Salary | | Avg Hours/Week |
|--------------------------------|----------|----------------------|-----------|----------------|-----------|-------------|------------------|-------------|--------------------|----------------|---------------------|----------------|
| | | | | | # | % | # | % | | Hourly | Annual | |
| AGRICULTURE/NATURAL RESOURCES | 50-0XX-0 | * | * | * | * | * | * | * | * | * | * | * |
| DATA ANALYST | 50-156-1 | * | * | * | * | * | * | * | * | * | * | * |
| UTILITIES | 50-468-0 | 46 | 25 | 25 | 25 | 100% | 25 | 100% | 0 | \$46.75 | \$104,500.00 | 42 |
| BARBER/COSMETOLOGY | 50-502-0 | 18 | 7 | 7 | 7 | 100% | 7 | 100% | 0 | \$25.67 | \$70,000.00 | 40 |
| HEALTH | 50-5XX-0 | 9 | 1 | 1 | 1 | 100% | 1 | 100% | 0 | * | * | * |
| All Other Sectors Total | | 77 | 34 | 34 | 34 | 100% | 34 | 100% | 0 | \$45.60 | \$100,000.00 | 41 |

Note: *Indicates fewer than 5 reported graduates, or fewer than 3 graduates with reported wage information.

TOTAL

| Program Title | Number of Completers | Responses | In Labor Force | Employed | | Employed Related | | Seeking Employment | Median Salary | | Avg Hours/Week |
|---------------------|----------------------|-----------|----------------|----------|-----|------------------|-----|--------------------|---------------|-------------|----------------|
| | | | | # | % | # | % | | Hourly | Annual | |
| TOTAL- ALL PROGRAMS | 1,543 | 489 | 477 | 472 | 98% | 453 | 95% | 5 | \$40.00 | \$85,000.00 | 43 |

Note : This total is three completers higher than the demographic data on page 7 because it includes three students who completed two different programs at two Wisconsin technical colleges.

APPRENTICESHIPS, BY WTCS PROGRAM NUMBER

| Program Groupings | Program Group Number | Included Programs (programs with completers) |
|-------------------------------|----------------------|---|
| MASONRY | 50-408-0 | 50-408-1 BRICKLAYING/MASONRY APPRENTICE, 50-429-9 CONCRETE FINISHER APPRENTICE (ABC) |
| CARPENTRY | 50-410-0 | 50-410-1 CARPENTRY APPRENTICE, 50-410-9 CARPENTRY APPRENTICE (ABC) |
| CONSTRUCTION ELECTRICAL | 50-413-0 | 50-413-2 ELECTRICITY (CONSTRUCTION) APPRENTICE, 50-413-3 ELECTRICAL CONSTRUCTION APPRENTICE, 50-413-4 RESIDENTIAL WIRER APPRENTICE, 50-413-9 ELECTRICIAN APPRENTICE (ABC) |
| PLUMBING | 50-427-0 | 50-427-3 PLUMBING APPRENTICE (JAC), 50-427-5 PLUMBING APPRENTICE, 50-427-9 PLUMBING APPRENTICE (ABC) |
| SHEET METAL | 50-432-0 | 50-401-1 ENVIRONMENTAL SERVICE APPRENTICE, 50-432-1 SHEET METAL CONSTRUCTION, 50-432-2 SHEET METAL - INDUSTRIAL, 50-432-3 ENVIRONMENTAL SERVICE TECHNICIAN |
| STEAMFITTING | 50-435-0 | 50-435-2 STEAMFITTING APPRENTICE, 50-435-3 STEAMFITTING-CONSTRUCTION APPRENTICE, 50-435-4 STEAMFITTING SERVICE APPRENTICE, 50-435-9 ABC STEAMFITTING APPRENTICESHIP |
| OPERATING ENGINEER | 50-447-0 | 50-477-1 OPERATING ENGINEER APPRENTICE, 50-447-9 HEAVY EQUIPMENT OPERATOR APPRENTICE (ABC) |
| MAINTENANCE MECHANIC | 50-423-0 | 50-423-1 MAINTENANCE MECHANIC/MILLWRIGHT APPRENTICE, 50-423-3 MILLWRIGHT - PIPEFITTER, 50-423-7 LUBRICATION TECHNICIAN |
| TOOL & DIE | 50-439-0 | 50-439-3 TOOL & DIE APPRENTICE, 40-430-4 TOOL & DIE TECHNOLOGIES APPRENTICE |
| WELDING/PIPE FABRICATION | 50-442-0 | 50-435-1 PIPEFITTING APPRENTICE, 50-442-1 WELDING APPRENTICE, 50-442-4 PIPE FABRICATOR |
| UTILITIES | 50-468-0 | 50-413-6 ELECTRIC LINE APPRENTICE, 50-413-7 METERING TECHNICIAN APPRENTICE, 50-468-1 SUBSTATION ELECTRICAL APPRENTICE |
| BARBER/COSMETOLOGY | 50-502-0 | 50-502-1 COSMETOLOGY APPRENTICE, 50-502-5 BARBERING APPRENTICE |
| HEALTH | 50-5XX-0 | 50-509-1 MEDICAL ASSISTANT APPRENTICE, 50-536-1 PHARMACY TECHNICIAN APPRENTICE |
| AGRICULTURE/NATURAL RESOURCES | 50-0XX-0 | 50-001-1 ARBORIST APPRENTICE, 50-090-1 ORGANIC VEGETABLE MANAGER APPRENTICE |

EMERGING NEW APPRENTICE OCCUPATIONS, NOT YET REFLECTED IN THE WTCS APPRENTICESHIP COMPLETION REPORT:

ASSOCIATE DEGREE - NURSING/RN

LABORATORY ANIMAL CARETAKER TECHNICIAN

AUTOMOTIVE COLLISION TECHNICIAN

OPHTHALMIC ASSISTANT

AUTOMOTIVE SERVICE CONSULTANT

RESPIRATORY THERAPY

CNC MACHINE OPERATOR

STERILIZATION PROCESSING TECHNICIAN

INDUSTRIAL SHIPBUILDER/WELDER

TRUCK DRIVING

DEMOGRAPHIC COMPOSITION OF WTCS APPRENTICES

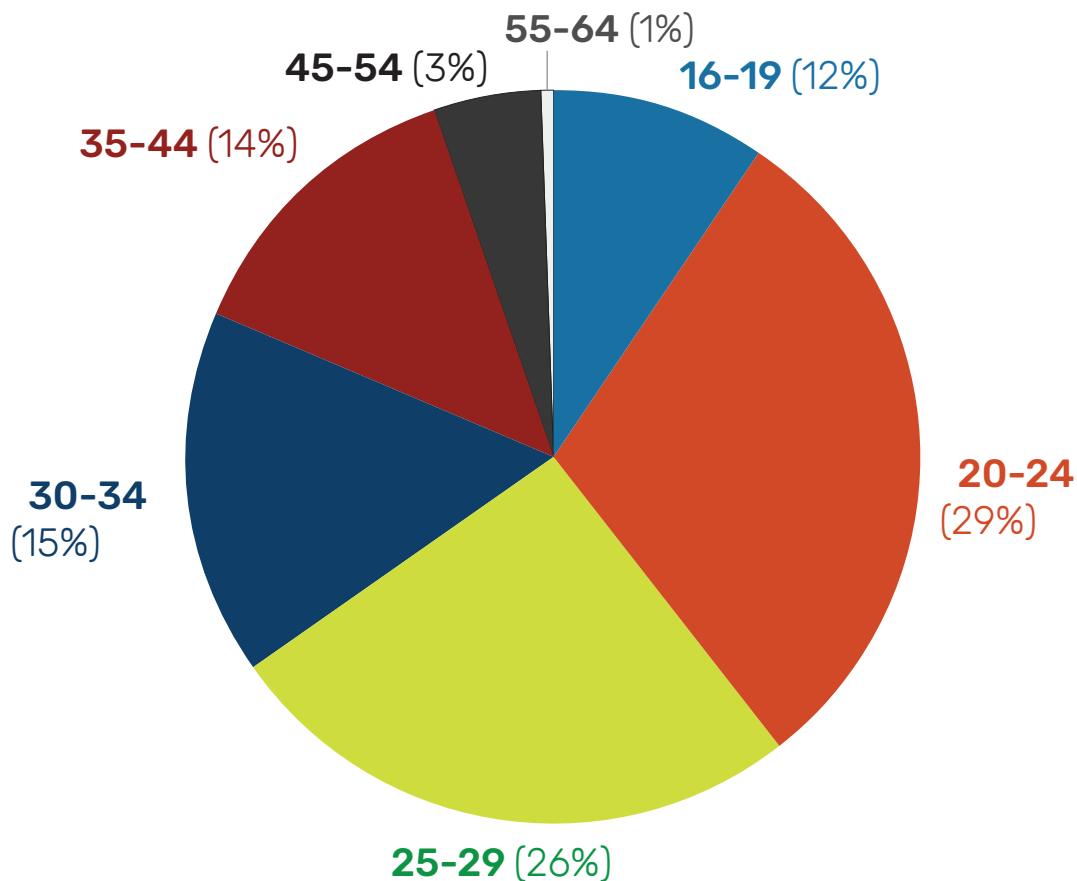
To ensure equitable access to valuable and expanding apprenticeship opportunities, the federal Department of Labor and Wisconsin Department of Workforce Development revised federal and state Equal Employment Opportunity guidance in 2019. This included improved tools to deepen community engagement with historically underrepresented populations, including women and people of color. This engagement is a priority for all Wisconsin apprenticeship partners, including DWD, WTCS, Wisconsin's technical colleges and employers.

While these efforts are increasingly reflected in DWD apprenticeship participation statistics, they are not yet fully reflected in the following demographic information, which is limited to individuals who completed an apprenticeship in 2021-22, and who received related instruction from a Wisconsin technical college.

| Trade Group | Males | Females | N/R | Total | Hispanic | American Indian/ Alaskan Native | Asian | Black | White | Pacific Islander | Multi-ethnic | N/R |
|--------------------|--------------|-----------|-----------|--------------|-----------|------------------------------------|-----------|-----------|--------------|---------------------|--------------|------------|
| CONSTRUCTION | 981 | 20 | 7 | 1,008 | 21 | * | * | 9 | 638 | * | 13 | 319 |
| INDUSTRIAL | 437 | 12 | 6 | 455 | 13 | * | * | * | 380 | 0 | 6 | 48 |
| OTHER | 50 | 24 | * | 77 | * | * | 0 | 5 | 60 | 0 | * | 7 |
| Totals | 1,468 | 56 | 16 | 1,540 | 36 | 7 | 7 | 17 | 1,078 | * | 20 | 374 |
| Percentages | 95% | 4% | 1% | 100% | 2% | 1% | 1% | 1% | 70% | * | 1% | 24% |

Note: N/R means Not Reported
*Indicates less than 5 apprentices

APPRENTICES BY AGE



DEMOGRAPHIC & AGE DATA

APPENDIX A:

METHODOLOGY & DEFINITIONS

BACKGROUND

Wisconsin's 16 technical colleges conduct an annual survey to assess outcomes for those receiving an apprenticeship completion certificate from the Wisconsin Department of Workforce Development-Bureau of Apprenticeship Standards (DWD-BAS) and received related instruction at a Wisconsin technical college.

The primary objective is to analyze employment and salary data in a format similar to the annual Wisconsin Technical College System (WTCS) Graduate Outcomes report. Survey questions also gauge satisfaction with the on-the-job training and related classroom instruction provided by the technical colleges.

METHODOLOGY

Between August and December 2023, each Wisconsin technical college surveyed apprentices who earned an apprenticeship completion certificate from DWD-BAS in 2021-22, and who attended that college for their related classroom instruction. Appendix B is a copy of the survey instrument.

1,540 individuals received an apprenticeship completion certificate in 2021-22, with 489 (31.8%) responding. Each Wisconsin technical college submitted its survey responses to WTCS for compilation of this System-wide report.

DEFINITIONS

“Labor force” includes all employed and unemployed respondents except individuals who were unemployed and not seeking employment.

A person was considered employed if they worked for pay or profit at the time of the survey. Individuals may be employed full-time or part-time. Part-time is defined as those working less than 35 hours per week.

Individuals not working for pay or profit at the time of the survey were considered unemployed. An unemployed individual was considered to be seeking employment if he or she was actively looking for work.

Employed respondents who indicated they were employed in the apprenticeship occupational area for which they received training are counted in the “Employed Related” category. As a result, this category is a subset of the employed category.

Salary data are reported for respondents who indicated they were employed full-time in the occupational area for which they received training. Median salary is not an average – it is the mid-point of all reported salaries, with half of reported salaries below and half above.

A minimum of three employed-related respondents must have reported their salary in order for a median to be published. If there were no survey responses for a program or fewer than five apprentices in a program, then no labor force or employment data is published, indicated by an asterisk.

APPENDIX B: SURVEY INSTRUMENT

APPRENTICESHIP COMPLETER SURVEY

Please check one answer.

1. How satisfied are you with the paid-related instruction received at our school?

- Very Satisfied
- Satisfied
- Unsatisfied
- Very Unsatisfied

2. How satisfied are you with the apprentice training you received on the job?

- Very Satisfied
- Satisfied
- Unsatisfied
- Very Unsatisfied

3. Which **one** of the below best describes you?

- **I am employed** in my apprenticeship occupational area
- **I am employed** in a position outside of my apprenticeship occupational area
- **I am not employed** but am looking for a job.
- **I am not employed** and not looking for a job.

NOTE: If you are currently employed, please continue with Question 4. If not employed, please stop here.

4. Are you considering continuing your formal education? (Technical Studies Journey Worker AAS, associate degree, bachelor's degree)

- Yes
- No

5. Please list the following job information:

Job Title _____

Name of Employer _____

Street Address

City, State & Zip Code

Name of immediate supervisor:

6. What is your present wage? If available, please provide both.

Hourly base wage: \$ _____

Yearly earnings: \$ _____

7. How many hours do you work during an average work week?

_____ hours per week



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FOX VALLEY

fvtc.edu

GATEWAY

gtc.edu

LAKESHORE

gotoltc.edu

MADISON COLLEGE

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MID-STATE

mstc.edu

MILWAUKEE AREA

matc.edu

MORAINES PARK

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NICOLET COLLEGE

nicoletcollege.edu

NORTHCENTRAL

ntc.edu

NORTHEAST WISCONSIN

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WAUKESHA COUNTY

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WESTERN

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