

SKILL IMPROVEMENT & APPRENTICESHIP REGISTRATION FORM 2026-2027

FIRST NAME _____

LAST NAME _____

PHONE # _____

UNION REGISTRATION # _____

All Local 139 Union Membership obligations, including dues, must be current to be eligible to attend training.

Certifications & Qualifications

LOCATIONS

AL=Altoona
AP=Appleton
C=Coloma
IR=Iron River
LC=La Crosse
M=Madison
O=Online
P=Pewaukee
W=Wausau

40 HOUR HAZMAT
Oct. 5 - Oct. 9, 2026
Oct. 12 - Oct. 16, 2026
Oct. 19 - Oct. 23, 2026
Oct. 26 - Oct. 30, 2026
Nov. 2 - Nov. 6, 2026
Nov. 9 - Nov. 13, 2026
Nov. 16 - Nov. 20, 2026
Nov. 30 - Dec. 4, 2026
Dec. 7 - Dec. 11, 2026
Dec. 14 - Dec. 18, 2026
Jan. 4 - Jan. 8, 2027
Jan. 18 - Jan. 22, 2027
Jan. 25 - Jan. 29, 2027
Feb. 1 - Feb. 5, 2027
Feb. 8 - Feb. 12, 2027
Feb. 15 - Feb. 19, 2027
Feb. 22 - Feb. 26, 2027
Mar. 1 - Mar. 5, 2027
Mar. 8 - Mar. 12, 2027
Mar. 22 - Mar. 26, 2027
Mar. 29 - Apr. 2, 2027
Apr. 19 - Apr. 23, 2027

HAZMAT REFRESHER	
Tue., Dec. 8, 2026	AL, AP, P
Thur., Dec. 10, 2026	AL, AP, P
Tue., Dec. 15, 2026	AP, M, P
Thur., Dec. 17, 2026	M, P
Sat., Dec. 19, 2026	AL, AP, M, P
Tue., Dec. 22, 2026	AL, AP, M, P
Mon., Jan. 4, 2027	M, P
Fri., Jan. 8, 2027	AL, AP, P
Sat., Jan. 9, 2027	C
Mon., Jan. 11, 2027	AL, AP, P
Fri., Jan. 15, 2027	AL, AP, P
Mon., Jan. 18, 2027	AP, M, P
Thur., Jan. 21, 2027	AP, M, P
Tue., Jan. 26, 2027	AP, M, P
Thur., Jan. 28, 2027	AP, M, P
Thur., Feb. 11, 2027	C, O
Sat., Feb. 13, 2027	C, O
Tue., Feb. 16, 2027	C, O
Thur., Feb. 18, 2027	C, O
Fri., Feb. 26, 2027	LC
Sat., Mar. 6, 2027	W
Sat., Mar. 13, 2027	C
Sat., Mar. 20, 2027	IR
Sat., Apr. 10, 2027	C

MSHA REFRESHER	
Mon., Dec. 7, 2026	AL, AP, P
Fri., Dec 11, 2026	AL, AP, P
Mon., Dec. 14, 2026	AP, M, P
Fri., Dec. 18, 2026	AP, P
Mon., Dec. 21, 2026	AL, AP, M, P
Tue., Jan. 5, 2027	M, P
Thur., Jan. 7, 2027	AL, AP, P
Sat., Jan. 9, 2027	C
Tue., Jan. 12, 2027	AL, AP, P
Thur., Jan. 14, 2027	AL, AP, P
Sat., Jan. 16, 2027	AL, AP, M, P
Tue., Jan. 19, 2027	AP, M, P
Fri., Jan. 22, 2027	AP, M, P
Mon., Jan. 25, 2027	AP, M, P
Fri., Jan. 29, 2027	AP, M, P
Fri., Feb. 12, 2027	C, O
Sat., Feb. 13, 2027	C
Mon., Feb. 15, 2027	C, O
Wed., Feb. 17, 2027	C, O
Fri., Feb. 19, 2027	C, O
Thur., Feb. 25, 2027	LC
Fri., Mar. 5, 2027	W
Sat., Mar. 13, 2027	C, O
Fri., Mar. 19, 2027	IR
Sat., Apr. 10, 2027	C

TELEHANDLER/FORKLIFT SAFETY-8 HOUR	
TELEHANDLER RECERT-4 HOUR	
Fri., Oct. 2, 2026	8 hr / 4 hr
Fri., Oct. 9, 2026	8 hr / 4 hr
Fri., Oct. 16, 2026	8 hr / 4 hr
Fri., Oct. 23, 2026	8 hr / 4 hr
Fri., Oct. 30, 2026	8 hr / 4 hr
Fri., Nov. 6, 2026	8 hr / 4 hr
Fri., Nov. 13, 2026	8 hr / 4 hr
Mon. Nov. 16, 2026	8 hr / 4 hr
Mon. Dec. 7, 2026	8 hr / 4 hr
Mon. Dec. 14, 2026	8 hr / 4 hr
Mon., Jan. 4, 2027	8 hr / 4 hr
Tue., Jan. 5, 2027	8 hr / 4 hr
Wed., Jan. 6, 2027	8 hr / 4 hr
Thur., Jan. 7, 2027	8 hr / 4 hr
Fri., Jan. 8, 2027	8 hr / 4 hr
Sat., Jan. 9, 2027	8 hr / 4 hr
Mon., Jan. 11, 2027	8 hr / 4 hr
Mon., Jan. 18, 2027	8 hr / 4 hr
Mon., Jan. 25, 2027	8 hr / 4 hr
Mon., Feb. 1, 2027	8 hr / 4 hr
Mon., Feb. 8, 2027	8 hr / 4 hr
Sat., Feb. 13, 2027	8 hr / 4 hr
Mon., Feb. 15, 2027	8 hr / 4 hr
Mon., Feb. 22, 2027	8 hr / 4 hr
Mon., Mar. 1, 2027	8 hr / 4 hr
Mon., Mar. 8, 2027	8 hr / 4 hr
Sat., Mar. 13, 2027	8 hr / 4 hr
Mon., Mar. 15, 2027	8 hr / 4 hr
Wed., Mar. 17, 2027 (IR)	8 hr / 4 hr
Mon., Mar. 22, 2027	8 hr / 4 hr
Mon., Mar. 29, 2027	8 hr / 4 hr
Tue., Mar. 30, 2027	8 hr / 4 hr
Wed., Mar. 31, 2027	8 hr / 4 hr
Thur., Apr. 1, 2027	8 hr / 4 hr
Fri., Apr. 2, 2027	8 hr / 4 hr
Mon. Apr. 5, 2027	8 hr / 4 hr
Sat., Apr. 10, 2027	8 hr / 4 hr
Mon. Apr. 12, 2027	8 hr / 4 hr
Mon. Apr. 19, 2027	8 hr / 4 hr

OSHA 10-CONSTRUCTION
Oct. 5 - Oct. 6, 2026
Oct. 12 - Oct. 13, 2026
Oct. 19 - Oct. 20, 2026
Oct. 26 - Oct. 27, 2026
Nov. 2 - Nov. 3, 2026
Nov. 9 - Nov. 10, 2026
Nov. 30 - Dec. 1, 2026
Jan. 11 - Jan. 12, 2027
Jan. 25 - Jan. 26, 2027
Feb. 1 - Feb. 2, 2027
Feb. 8 - Feb. 9, 2027
Feb. 15 - Feb. 16, 2027
Feb. 22 - Feb. 23, 2027
Mar. 8 - Mar. 9, 2027
Mar. 29 - Mar. 30, 2027
Apr. 5 - Apr. 6, 2027

CPR & 1st Aid	
Fri. Oct. 9, 2026	C
Fri., Oct. 16, 2026	C
Fri. Oct 23, 2026	C
Fri., Oct. 30, 2026	C
Fri., Nov. 6, 2026	C
Fri., Nov. 13, 2026	C
Fri., Dec. 4, 2026	C
Wed., Dec. 9, 2026	AL, AP
Wed., Dec. 16, 2026	AP, M, P
Wed., Jan. 6, 2027	M, P
Sat., Jan. 9, 2027	C
Wed., Jan. 13, 2027	AL, AP
Fri., Jan. 15, 2027	C
Wed., Jan. 20, 2027	AP, M, P
Sat., Jan. 23, 2027	AL, AP, M, P
Wed., Jan. 27, 2027	AP, M, P
Fri., Jan. 29, 2027	C
Fri., Feb. 5, 2027	C
Fri., Feb. 12, 2027	C
Sat., Feb. 13, 2027	C
Fri., Feb. 19, 2027	C
Wed., Feb. 24, 2027	LC
Fri., Feb. 26, 2027	C
Thur., Mar. 4, 2027	W
Fri. Mar. 12, 2027	C
Sat., Mar. 13, 2027	C
Thur., Mar. 18, 2027	IR
Fri., Apr. 2, 2027	C
Fri., Apr. 9, 2027	C
Sat., Apr. 10, 2027	C

ENTRY LEVEL DRIVER TRAINING (ELDT)
Oct. 26 - Oct. 30, 2026
Dec. 14 - Dec. 18, 2026
Jan. 11 - Jan. 15, 2027
Feb. 8 - Feb. 12, 2027
Mar. 8 - Mar. 12, 2027
Apr. 5 - Apr. 9, 2027

COMPETENT PERSON
Fri., Dec. 4, 2026
Fri., Jan. 8, 2027
Fri., Jan. 29, 2027
Fri., Feb. 12, 2027
Fri., Mar. 5, 2027
Fri., Apr. 9, 2027

SKIDSTEER SAFETY
Sat., Jan. 9, 2027
Sat., Feb. 13, 2027
Sat., Mar. 13, 2027
Sat., Apr. 10, 2027

WI FLAGGERS HANDBOOK TRAINING
Sat., Jan. 9, 2027
Sat., Feb. 13, 2027
Sat., Mar. 13, 2027
Sat., Apr. 10, 2027

OSHA 10-GENERAL INDUSTRY
Mar. 8 - Mar. 9, 2027
OSHA 30
Nov. 30 - Dec. 3, 2026
Mar. 1 - Mar. 4, 2027
ICS 100
Wed., Mar. 10, 2027
ASBESTOS
Dec. 7 - Dec. 11, 2026
Mar. 1 - Mar. 5, 2027
Apr. 19 - Apr. 23, 2027
DISASTER SITE WORKER
Mar. 8 - Mar. 12, 2027

CONSTRUCTION REGS
Oct. 5 - Oct. 9, 2026
Oct. 12 - Oct. 16, 2026
Oct. 19 - Oct. 23, 2026
Oct. 26 - Oct. 30, 2026
Nov. 2 - Nov. 6, 2026
Nov. 9 - Nov. 13, 2026
Nov. 30 - Dec. 4, 2026
Jan. 11 - Jan. 15, 2027
Jan. 25 - Jan. 29, 2027
Feb. 1 - Feb. 5, 2027
Feb. 8 - Feb. 12, 2027
Feb. 15 - Feb. 19, 2027
Feb. 22 - Feb. 26, 2027
Mar. 8 - Mar. 12, 2027
Mar. 29 - Apr. 2, 2027
Apr. 5 - Apr. 9, 2027

MSHA NEW MINER
Oct. 7 - Oct. 9, 2026
Oct. 14 - Oct. 16, 2026
Oct. 21 - Oct. 23, 2026
Oct. 28 - Oct. 30, 2026
Nov. 4 - Nov. 6, 2026
Nov. 11 - Nov. 13, 2026
Dec. 2 - Dec. 4, 2026
Jan. 13 - Jan. 15, 2027
Jan. 27 - Jan. 29, 2027
Feb. 3 - Feb. 5, 2027
Feb. 10 - Feb. 12, 2027
Feb. 17 - Feb. 19, 2027
Feb. 24 - Feb. 26, 2027
Mar. 10 - Mar. 12, 2027
Mar. 31 - Apr. 2, 2027
Apr. 7 - Apr. 9, 2027

Equipment Courses

BASIC EXCAVATING
Oct. 12 - Oct. 23, 2026
Oct. 26 - Nov. 6, 2026
Nov. 9 - Nov. 20, 2026
Nov. 30 - Dec. 11, 2026
Dec. 7 - Dec. 18, 2026
Jan. 4 - Jan. 15, 2027
Jan. 11 - Jan. 22, 2027
Jan. 18 - Jan. 29, 2027
Jan. 25 - Feb. 5, 2027
Feb. 1 - Feb. 12, 2027
Feb. 8 - Feb. 19, 2027
Feb. 15 - Feb. 26, 2027
Mar. 1 - Mar. 12, 2027
Mar. 15 - Mar. 26, 2027
Apr. 5 - Apr. 16, 2027
Apr. 19 - Apr. 30, 2027

EXCAVATING-ADVANCED
Jan. 4 - Jan. 8, 2027
Mar. 1 - Mar. 5, 2027
Mar. 8 - Mar. 12, 2027
Mar. 15 - Mar. 19, 2027
Mar. 22 - Mar. 26, 2027

BASIC EQUIPMENT
Oct. 12 - Oct. 23, 2026
Oct. 26 - Nov. 6, 2026
Nov. 9 - Nov. 20, 2026
Nov. 30 - Dec. 11, 2026
Jan. 4 - Jan. 15, 2027
Jan. 11 - Jan. 22, 2027
Jan. 18 - Jan. 29, 2027
Jan. 25 - Feb. 5, 2027
Feb. 1 - Feb. 12, 2027
Feb. 8 - Feb. 19, 2027
Feb. 15 - Feb. 26, 2027
Feb. 22 - Mar. 5, 2027
Mar. 1 - Mar. 12, 2027
Mar. 8 - Mar. 19, 2027
Mar. 15 - Mar. 26, 2027
Apr. 5 - Apr. 16, 2027
Apr. 19 - Apr. 30, 2027
May. 3 - May. 14, 2027

BASIC SCRAPER
Feb. 15 - Feb. 26, 2027
Mar. 1 - Mar. 12, 2027
Mar. 15 - Mar. 26, 2027
Apr. 5 - Apr. 16, 2027
BASIC DOZER
Oct. 12 - Oct. 23, 2026
Oct. 26 - Nov. 6, 2026
Nov. 9 - Nov. 20, 2026
Nov. 30 - Dec. 11, 2026
Dec. 7 - Dec. 18, 2026
Jan. 4 - Jan. 15, 2027
Jan. 11 - Jan. 22, 2027
Jan. 18 - Jan. 29, 2027
Jan. 25 - Feb. 5, 2027
Feb. 1 - Feb. 12, 2027
Feb. 8 - Feb. 19, 2027
Feb. 15 - Feb. 26, 2027
Feb. 22 - Mar. 5, 2027
Mar. 8 - Mar. 19, 2027
Apr. 19 - Apr. 30, 2027

DOZER-ADVANCED
Jan. 4 - Jan. 8, 2027
Mar. 1 - Mar. 5, 2027
Mar. 8 - Mar. 12, 2027
Mar. 15 - Mar. 19, 2027
Mar. 22 - Mar. 26, 2027
Apr. 5 - Apr. 9, 2027
Apr. 12 - Apr. 16, 2027

ASPHALT PAVING
Jan. 18 - Jan. 29, 2027
Feb. 1 - Feb. 12, 2027
Feb. 15 - Feb. 26, 2027
Mar. 1 - Mar. 12, 2027
Mar. 15 - Mar. 26, 2027

DIRECTIONAL DRILLING
Jan. 4 - Jan. 15, 2027
Jan. 18 - Jan. 29, 2027
Feb. 1 - Feb. 12, 2027
Feb. 15 - Feb. 26, 2027

BASIC MOTOR GRADER
Dec. 7 - Dec. 18, 2026
Jan. 4 - Jan. 15, 2027
Jan. 18 - Jan. 29, 2027
Feb. 1 - Feb. 12, 2027
Feb. 15 - Feb. 26, 2027
Mar. 1 - Mar. 12, 2027
MOTOR GRADER-ADVANCED
Mar. 15 - Mar. 19, 2027
Mar. 22 - Mar. 26, 2027
Apr. 5 - Apr. 9, 2027
Apr. 12 - Apr. 16, 2027
Apr. 19 - Apr. 23, 2027

INTRO TO HYDROVACING
Dec. 14 - Dec. 18, 2026
Feb. 1 - Feb. 5, 2027
Feb. 15 - Feb. 19, 2027

DEMOLITION
Feb. 15 - Feb. 19, 2027
Feb. 22 - Feb. 26, 2027

MATERIAL CRUSHING
Mar. 1 - Mar. 5, 2027

CONCRETE PUMPING
Mar. 8 - Mar. 12, 2027

CONCRETE PAVING
Mar. 15 - Mar. 19, 2027

FORESTRY
Apr. 5 - Apr. 9, 2027

SOLAR FIELD POST DRIVER
Sat., Jan. 9, 2027
Sat., Feb. 13, 2027
Sat., Mar. 13, 2027
Sat., Apr. 10, 2027

MARINE DECKHAND TRAINING
Apr., 19 - Apr. 23, 2027

Grade, GNSS, Digital Technology & Management

BASIC GRADE
Oct. 5 - Oct. 9, 2026
Oct. 12 - Oct. 16, 2026
Oct. 19 - Oct. 23, 2026
Oct. 26 - Oct. 30, 2026
Nov. 2 - Nov. 6, 2026
Nov. 9 - Nov. 13, 2026
Nov. 16 - Nov. 20, 2026
Dec. 7 - Dec. 11, 2026
Jan. 4 - Jan. 8, 2027
Jan. 11 - Jan. 15, 2027
Jan. 18 - Jan. 22, 2027
Jan. 25 - Jan. 29, 2027
Feb. 1 - Feb. 5, 2027
Feb. 8 - Feb. 12, 2027
Feb. 15 - Feb. 19, 2027
Feb. 22 - Feb. 26, 2027
Mar. 1 - Mar. 5, 2027
Mar. 8 - Mar. 12, 2027
Mar. 15 - Mar. 19, 2027
Mar. 22 - Mar. 26, 2027
Apr. 5 - Apr. 9, 2027
Apr. 12 - Apr. 16, 2027
Apr. 19 - Apr. 23, 2027
Apr. 26 - Apr. 30, 2027

ADVANCED GRADE ROVER
Jan. 4 - Jan. 8, 2027 - Trimble
Jan. 4 - Jan. 8, 2027 - Topcon
Jan. 11 - Jan. 15, 2027 - Trimble
Jan. 11 - Jan. 15, 2027 - Topcon
Jan. 18 - Jan. 22, 2027 - Trimble
Jan. 25 - Jan. 29, 2027 - Trimble
Feb. 8 - Feb. 12, 2027 - Trimble

ADVANCED GRADE MACHINE CONTROL
Dec. 7 - Dec. 11, 2026 - Topcon
Dec. 14 - Dec. 18, 2026 - Trimble
Jan. 4 - Jan. 8, 2027 - Trimble
Jan. 11 - Jan. 15, 2027 - Trimble
Jan. 25 - Jan. 29, 2027 - Trimble
Jan. 25 - Jan. 29, 2027 - Topcon
Feb. 1 - Feb. 5, 2027 - Topcon
Feb. 1 - Feb. 5, 2027 - Trimble
Feb. 8 - Feb. 12, 2027 - Trimble
Feb. 8 - Feb. 12, 2027 - Topcon
Feb. 15 - Feb. 19, 2027 - Trimble
Feb. 22 - Feb. 26, 2027 - Trimble
Feb. 22 - Feb. 26, 2027 - Topcon
Mar. 1 - Mar. 5, 2027 - Trimble
Mar. 1 - Mar. 5, 2027 - Topcon
Mar. 8 - Mar. 12, 2027 - Trimble
Mar. 15 - Mar. 19, 2027 - Trimble
Mar. 15 - Mar. 19, 2027 - Topcon
Mar. 22 - Mar. 26, 2027 - Trimble
Mar. 22 - Mar. 26, 2027 - Topcon

PART 107 UAV TEST PREPARATION
Feb. 22 - Feb. 25, 2027
Mar. 15 - Mar. 18, 2027

CONSTRUCTION MANAGEMENT FOREMAN
Jan. 11 - Jan. 15, 2027
Jan. 18 - Jan. 22, 2027

TRIMBLE BUSINESS CENTER
Jan. 4 - Jan. 8, 2027 - Beginner
Jan. 25 - Jan. 29, 2027 - Beginner

PHOTOGRAMMETRY
Jan. 18 - Jan. 22, 2027
Feb. 15 - Feb. 19, 2027

Maintenance Courses

BASIC MAINTENANCE
Oct. 12 - Oct. 16, 2026
Oct. 26 - Oct. 30, 2026
Nov. 9 - Nov. 13, 2026
Dec. 7 - Dec. 11, 2026
Jan. 4 - Jan. 8, 2027
Jan. 11 - Jan. 15, 2027
Jan. 18 - Jan. 22, 2027
Jan. 25 - Jan. 29, 2027
Feb. 1 - Feb. 5, 2027
Feb. 8 - Feb. 12, 2027
Feb. 15 - Feb. 19, 2027
Feb. 22 - Feb. 26, 2027
Mar. 1 - Mar. 5, 2027
Mar. 8 - Mar. 12, 2027
Mar. 15 - Mar. 19, 2027
Mar. 22 - Mar. 26, 2027
Apr. 5 - Apr. 9, 2027
Apr. 12 - Apr. 16, 2027
Apr. 19 - Apr. 23, 2027
Apr. 26 - Apr. 30, 2027

WELDING
Nov. 30 - Dec. 4, 2026
Dec. 7 - Dec. 11, 2026
Dec. 14 - Dec. 18, 2026
Jan. 4 - Jan. 8, 2027
Jan. 11 - Jan. 15, 2027
Jan. 18 - Jan. 22, 2027
Jan. 25 - Jan. 29, 2027
Feb. 1 - Feb. 5, 2027
Feb. 8 - Feb. 12, 2027
Feb. 15 - Feb. 19, 2027
Feb. 22 - Feb. 26, 2027
Mar. 1 - Mar. 5, 2027
Mar. 8 - Mar. 12, 2027
Mar. 15 - Mar. 19, 2027
Mar. 22 - Mar. 26, 2027
Apr. 5 - Apr. 9, 2027
Apr. 12 - Apr. 16, 2027

ADV ELECTRICAL/HYDRAULIC MAINTENANCE TROUBLESHOOTING
Mar. 22 - Mar. 26, 2027
Apr. 5 - Apr. 9, 2027

A/C CERTIFICATION
Sat., Feb. 13, 2027
Sat., Mar. 13, 2027

Crane Courses

BASIC TELESCOPIC CRANE
Oct. 12 - Oct. 23, 2026
Oct. 26 - Nov. 6, 2026
Nov. 9 - Nov. 20, 2026
Nov. 30 - Dec. 11, 2026
Jan. 4 - Jan. 15, 2027
Jan. 18 - Jan. 29, 2027
Feb. 1 - Feb. 12, 2027
Feb. 15 - Feb. 26, 2027
Mar. 1 - Mar. 12, 2027
Mar. 15 - Mar. 26, 2027
Apr. 19 - Apr. 30, 2027

LATTICE CRANE
Nov. 9 - Nov. 20, 2026
Nov. 30 - Dec. 11, 2026
Jan. 4 - Jan. 15, 2027
Jan. 18 - Jan. 29, 2027
Feb. 1 - Feb. 12, 2027
Feb. 15 - Feb. 26, 2027
Mar. 1 - Mar. 12, 2027
Mar. 15 - Mar. 26, 2027

INTRO TO TOWER CRANE
Jan. 4 - Jan. 5, 2027
Jan. 18 - Jan. 19, 2027
Feb. 1 - Feb. 2, 2027
Feb. 15 - Feb. 16, 2027
Mar. 1 - Mar. 2, 2027
Mar. 15 - Mar. 16, 2027

QUALIFIED SIGNAL PERSON
Sat., Jan. 9, 2027
Sat., Feb. 13, 2027
Sat., Mar. 13, 2027
Sat., Apr. 10, 2027

QUALIFIED CRANE RIGGING SAFETY
Sat., Jan. 9, 2027
Sat., Feb. 13, 2027
Sat., Mar. 13, 2027
Sat., Apr. 10, 2027

OVERHEAD CRANE
Sat., Jan. 9, 2027
Sat., Feb. 13, 2027
Sat., Mar. 13, 2027
Sat., Apr. 10, 2027

LOAD CHARTS
Jan. 4 - Jan. 7, 2027
Feb. 8 - Feb. 11, 2027
Mar. 15 - Mar. 18, 2027

ADVANCED CRANE
Apr. 5 - Apr. 16, 2027

OECP/NCCCO REVIEW
Sat., Jan. 9, 2027
Sat., Apr. 10, 2027
Sat., Aug. 7, 2027
Sat., Oct. 16, 2027

Course Registration

Call: (715) 228-4911, Member Portal: www.iuoe139.org;
Fax: (715) 228-4901; Mail: W11584 State Road 21 Coloma, WI 54930

*All courses are subject to change location or cancellation due to lack of enrollment.