

September 30, 2021

TO: State Plumbing Apprenticeship Advisory Committee Members and Consultants

FROM: Owen Smith, Bureau of Apprenticeship Standards; Owen.Smith@dwd.wisconsin.gov

SUBJECT: State Plumbing Apprenticeship Advisory Committee meeting

DATE: Thursday, October 6, 2021

TIME: 10:00 AM

LOCATION: ABC of WI
5330 Wall St
Madison, WI 53718

VIRUTAL: [Link](#)
Audio: 608-571-2209
Audio Code: 594489132#

TENTATIVE AGENDA

1. Call the meeting to order.
2. Record attendees.
3. Review the roster.

4. For action:

- a. Approve the minutes.
- b. Continue or discontinue accepting TABE scores from applicants.
- c. Review state standards, including applicant assessments.

5. Discussion Items

- a. Mandatory registration in BASERS, effective July 1, 2021
- b. Implementing revisions to CFR 29.30
- c. Implementing Transition to Trainer and Teaching Transition to Trainer
- d. Supportive services and OJL reimbursement for registered apprentices
- e. Applicant outreach campaign and revisions to www.WisconsinApprenticeship.org
- f. 2021 National Apprenticeship Week
- g. 2022 Biennial Apprenticeship Conference
- h. Apprenticeship Completion Award Program
- i. BAS leadership and personnel changes
- j. Other

6. WTCS Update

7. Review the program participants.
8. Schedule the next meeting.
9. Adjourn.

Draft Minutes of the
Plumbing
State Apprenticeship Advisory Committee

March 11, 2011
Virtual

Members Present	Employer / Organization
Brietlow, Christina	Local 75
Brietlow, Steve (Co-Chair)	UA Plumbers Local 75
Brenner, Joseph N.	J.F. Ahern
Callies, Dan	Oak Creek Plumbing
Cannizzaro, Jessica	Milestone Plumbing, Inc.
Cartagena, Alaina	Local 75
Clark, Roger	Local 118
Gain, Greg	United Mechanical
Hayden, Terry	WI Pipe Trades Association
Hersey, Mark	J.F. Ahern
Ignatowski, Christopher	Local 434
Members Absent	Employer / Organization
Balke, Brian	EGI Mechanical, Inc.
Bush, Mike	Local 75
Evers, Tom	Local 400
Flory, Tyler	Local 434
Schedler, Keith	Don's Plumbing Service Inc.
Consultants & Guests	Employer / Organization
Chacos, Kim	Madison Association of Plumbing Contractors
Emrick, Leigh	Associated Builders & Contractors

Gerhardt, Gail	MCA
Johnson, Al	Local 118
Johnson, Joshua	Bureau of Apprenticeship Standards
Kasper, Andrew	Bureau of Apprenticeship Standards
Korn, Gary	Local 434
Metko, Katie	Northcentral Technical College
Nakkoul, Nancy	Wisconsin Technical College System
Nielsen, Julie	Local 118
Phillips, Amy	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards
Walsh, Julie	MSCA
Zastrow, Wes	Plumbers Local 75

1. The meeting was called to order at 10:03 a.m. by Co-Chair Steve Brietlow in conformance with the Wisconsin open meeting laws.
2. Mr. Smith recorded attendance. A quorum was present.
3. The committee reviewed the current roster. The state committee and consultants expressed concerns about representative of contractor organizations. Mr. Smith reviewed the history and will present a roster that notes the organization affiliation at the next meeting.

4. Action Items

a. For action: approve the minutes

The minutes were approved as written.

b. Discontinue accepting TABE scores from applicants.

Mr. Smith reviewed that the state committee had recommended discontinuing accepting TABE scores from applicants. He asked the committee and consultants to elaborate.

Several consultants reported that very few applicants submit TABE scores. Discontinuing the scores would likely have little impact on applicants, and it would make the assessment requirements cleaner.

Action: *the focus group will review the TABE and all scores during the review of the state standards.*

c. Review the state standards.

Mr. Smith reported that he invites the state committee to review its state standards in full this year to ensure all content, such as recent law changes and policies unique to the committee, is accurate.

The state committee agreed. Mr. Smith will convene a focus group over the summer.

5. Discussion Items

a. Registered apprenticeship during COVID-19

Mr. Smith reiterated that Wisconsin Apprenticeship supports sponsors and training facilities adjusting delivery as needed to ensure the safety of apprentices and staff. Director Johnson asked whether local committees were experiencing any difficulties that may need Bureau assistance.

The state committee replied that training is proceeding well.

b. Mandatory registration in BASERS, effective July 1, 2021

Director Johnson reiterated that, effective July 1, all sponsors must do the following: register in BASERS; register all new contracts in BASERS; and experiment with performing all contract actions through BASERS and notify the Bureau of any technical or administrative difficulties.

The state committee replied that most local committees perform all required actions and believe BASERS works very well. A few local committees have informed the Bureau that BASERS presents undue administrative burdens.

c. Implementing revisions to CFR 29.30

Mr. Andrew Kasper reviewed that the Bureau will begin conducting affirmative action plans with local committees once all new staff are training and staff are permitted to travel again.

Attendees did not have questions or comments.

d. Biden Administration Bolsters Registered Apprenticeship

Director Johnson reviewed the announcement included in the meeting material. The Biden administration discontinued industry-recognized registered apprenticeships and strongly supports registered apprenticeship.

Attendees did not have questions or comments.

e. National Apprenticeship Act 2021

Mr. Smith reviewed the proposed legislation and noted the emphasis on youth apprenticeship and certified pre-apprenticeship, both of which are featured and integrated in Wisconsin.

Attendees did not have questions or comments.

f. Wisconsin Apprenticeship Completer Report

Ms. Nakkoul reviewed the report design and results, noting the data from Plumbing apprentices. She shared that future versions will standardize wage and earnings across a 40-hour workweek to account for variations in overtime.

Attendees complimented the report and thanked Ms. Nakkoul for presenting it.

g. Implementing Transition to Trainer and Teaching Transition to Trainer

Ms. Nakkoul and Mr. Smith explained the requirements for T2T instructors certified prior to 2021 and

instructors who want to become certified to teach the course. Ms. Nakkoul reviewed the website that hosts the requirements and schedule of upcoming courses.

Mr. Smith reported that certified instructors who have not taken the required refresher can continue teaching the old curriculum until they complete the refresher.

The training coordinators reported that many instructors have taken the course and those who have not are aware that it is required.

h. Supportive services and OJL reimbursement for registered apprentices

Director Johnson explained the reimbursements available to sponsors and apprentices, the eligibility criteria, and the points of contact. Representatives of WRTP/ BIG STEP commented that graduates of their certified pre-apprenticeships would qualify.

Attendees did not have questions or comments.

i. Applicant outreach campaign and revisions to www.WisconsinApprenticeship.org

Director Johnson reported that the applicant campaign is underway. The theme is, "Apprenticeship: A Different Kind of Classroom." It targets women and minorities and includes billboards, social media, and electronic media placement. The new brand is, "Wisconsin Apprenticeship," which is an umbrella brand for registered, youth, and certified pre-apprenticeship. The brand and theme will be incorporated into the BAS website, which will be revised to be more user friendly by fall.

Attendees did not have questions or comments.

j. Apprenticeship Completion Award Program

Director Johnson reported that the program continues to be an example of strong bipartisan support for registered apprenticeship. He reviewed the reimbursement statistics and noted that declined requests will always exceed accepted requests because all requests received are for more than the maximum reimbursement amount.

Attendees did not have questions or comments.

k. BAS leadership and personnel changes

Director Johnson reported that new employees Ryan Herber and Raquel Nowak joined the bureau as Apprenticeship Training Representatives.

Attendees did not have questions or comments.

l. 2021 National Apprenticeship Week

Director Johnson reported that the dates have not been announced by the U.S. Department of Labor. If they are not announced by summer, he will announce Wisconsin Apprenticeship Week for the week November 14.

Attendees did not have questions or comments.

m. Other

Attendees did not have questions or comments.

6. WTCS Update

Ms. Nancy Nakkoul reviewed the executive summary in the meeting material.

Attendees did not have questions or comments.

7. Program participants included 1,483 apprentices and 555 employers with a contract in active or unassigned status on March 1, 2020.
8. The next meeting will be scheduled via online survey.
9. The meeting adjourned at 11:45 a.m.

Submitted by Owen Smith, Bureau of Apprenticeship Standards



WTCS System-Wide Activity Update September 2021

WTCS Apprenticeship Enrollment Trend

WTCS enrollments across all apprenticeship programs decreased from 7923 to 7630 unduplicated, and 8053 to 7720 duplicated, students by the end of 2020-2021 academic year. That is a 3.7% and 4.1% decrease, respectively, in one year.

Ascendium Education Group Tools of the Trade Scholarships Increased Again in 2021

For the 2021-22 academic year, Ascendium Education Group has committed to awarding an additional 75 scholarships to industrial and construction sector apprentices who receive their related instruction through a WTCS college. A total of 325 awards of \$1500 apiece will be granted statewide in March 2022, with the scholarship application period open from late August until late November 2021.

New MyWTCS Website: <https://mywtcs.wtcsystem.edu/>

MyWTCS is an intranet site for the Wisconsin Technical College System and stakeholders. Launched in February 2021, the re-designed site includes a new look and improved functionality and features, including an [expanded apprenticeship resources section](#). WTCS systemwide publications, including the annual Apprenticeship Completion Report, can be found on the [Wistechcolleges](#) sister-site, under [publications](#).

[Preparing to Teach Transition to Trainer \(PT2TT2T\)](#)

MyWTCS also hosts information, administrative guidance, and upcoming PT2TT2T course offerings for instructors of the BAS-mandated apprentice Transition to Trainer course. As of January 2021, current instructors of Transition to Trainer must complete the 3-hour abridged Preparing to Teach Transition to Trainer course by the end of 2021.

New Proactive Approach to Revisions of Apprenticeship Related Instruction offered through the WTCS

Starting in 2021, the WTCS and BAS adopted a 5-year cycle revision framework for all systemwide apprenticeship curriculum where related instruction is offered at more than one WTCS college. Approximately sixty systemwide apprenticeship programs have a documented curriculum standard model that will form the foundation for review of program and course outcomes and competencies. Apprenticeship faculty, industry sponsors and State Apprenticeship Trade Advisory Committees will be engaged in the review process. This proactive approach will ensure that learning remains current with industry needs and technological advancements. Program assignment within the 5-year cycle will remain fluid.

Curriculum Review Completed 2020-21	Curriculum Slated for Review 2021-22
<ul style="list-style-type: none">• Carpentry (All)• Wastewater Treatment• Electrical (All)• Industrial Manufacturing Technician• IT-Service Desk	<ul style="list-style-type: none">• HVAC (ABC)• Mechatronics• Barber/Cosmetology• Bricklaying/Masonry• Industrial Electrical, Maintenance Technician, and E&I Technician

<ul style="list-style-type: none"> • IT-Software Developer 	<ul style="list-style-type: none"> • Arborist • Electric Line, Metering Technician, and Substation Electrician
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Active WTCS-BAS Apprenticeship Programs, By Sector, Occupation, and College as of August 2021

The master [color-coded chart](#) of all apprenticeship programs with active related instruction offered through the WTCS colleges can be found on the MyWTCS website. “Active” is defined as approved programs with enrollments in the past two years.

Report Name COM-01 State Committee
Report

Refresh Date 9/30/21 11:34 AM

Wisconsin Bureau of Apprenticeship Standards

State Committee Report



This summary counts employers and apprentices, between 9/30/2021 and 9/30/2021 with contract status as Active & Unassigned in occupation(s) associated with this committee.

Report is based on apprentice contracts where:

- Contract sector is 'Construction'.
- Contract occupation code matches a occupation code assigned to committee.
- Contract sponsor is the employer.

Note: Employers active in more than one occupation or committee can cause Column #3 totals at the Committee or State level to deviate from the summed total of the individual occupation or committee rows.

Occupation	Apprentices								Employers					
	Total	Minority		Females		Union		Non-Union		Total	Union		Non-Union	
		#	%	#	%	#	%	#	%		#	%	#	%
1	2	3	3a	4	4a	5	5a	6	6a	7	8	8a	9	9a
Report Total	1,639	60	3.7	12	.7	519	31.7	1,120	68.3	593	107	18.0	495	83.5
Plumber (0186238103001)	1,639	60	3.7	12	.7	519	31.7	1,120	68.3	593	107	18.0	495	83.5

State Committee Report by Sponsor & Occupation



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Sponsor Name Occupation	Apprentices									Employers				
	Total	Minority		Females		Union		Non-Union		Total	Union		Non-Union	
		#	%	#	%	#	%	#	%		#	%	#	%
1	2	3	3a	4	4a	5	5a	6	6a	7	8	8a	9	9a
Report Total	1,639	60	3.7	12	.7	519	31.7	1,120	68.3	593	107	18.0	495	83.5
ABC of Wisconsin (All)	549	24	4.4	4	.7	0	0	549	100.0	189	0	0	189	100.0
Plumber (0186238103001)	549	24	4.4	4	.7	0	0	549	100.0	189	0	0	189	100.0
Appleton Area Plumbing JAC	119	2	1.7	0	0	30	25.2	89	74.8	42	6	14.3	36	85.7
Plumber (0186238103001)	119	2	1.7	0	0	30	25.2	89	74.8	42	6	14.3	36	85.7
Central WI Area Plumbing JAC	38	1	2.6	0	0	12	31.6	26	68.4	19	6	31.6	13	68.4
Plumber (0186238103001)	38	1	2.6	0	0	12	31.6	26	68.4	19	6	31.6	13	68.4
Eau Claire Area Plumbing JAC	94	0	0	0	0	31	33.0	63	67.0	43	11	25.6	34	79.1
Plumber (0186238103001)	94	0	0	0	0	31	33.0	63	67.0	43	11	25.6	34	79.1
Fond du Lac Area Plumbing JAC	35	1	2.9	0	0	18	51.4	17	48.6	17	4	23.5	13	76.5
Plumber (0186238103001)	35	1	2.9	0	0	18	51.4	17	48.6	17	4	23.5	13	76.5
Kenosha-Racine-Walworth Plumbing JAC	62	4	6.5	1	1.6	54	87.1	8	12.9	29	21	72.4	8	27.6
Plumber (0186238103001)	62	4	6.5	1	1.6	54	87.1	8	12.9	29	21	72.4	8	27.6
La Crosse Area Plumbing JAC	89	2	2.2	0	0	22	24.7	67	75.3	41	10	24.4	31	75.6
Plumber (0186238103001)	89	2	2.2	0	0	22	24.7	67	75.3	41	10	24.4	31	75.6
Lake To Lake Area Plumbing JAC	20	0	0	0	0	4	20.0	16	80.0	12	3	25.0	9	75.0
Plumber (0186238103001)	20	0	0	0	0	4	20.0	16	80.0	12	3	25.0	9	75.0



- Contract sector is 'Construction'.
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		#	%	#	%	#	%	#	%		#	%	#	%
1	2	3	3a	4	4a	5	5a	6	6a	7	8	8a	9	9a
Report Total	1,639	60	3.7	12	.7	519	31.7	1,120	68.3	593	107	18.0	495	83.5
Madison Area Plumbing JAC	162	7	4.3	4	2.5	100	61.7	62	38.3	48	12	25.0	39	81.3
Plumber (0186238103001)	162	7	4.3	4	2.5	100	61.7	62	38.3	48	12	25.0	39	81.3
Marshfield Area Plumbing JAC	16	1	6.3	0	0	0	0	16	100.0	9	0	0	9	100.0
Plumber (0186238103001)	16	1	6.3	0	0	0	0	16	100.0	9	0	0	9	100.0
Milwaukee Area Plumbing JAC	191	16	8.4	2	1.0	191	100.0	0	0	43	43	100.0	0	0
Plumber (0186238103001)	191	16	8.4	2	1.0	191	100.0	0	0	43	43	100.0	0	0
Northeast WI Area Plumbing JAC	93	2	2.2	1	1.1	31	33.3	62	66.7	39	7	17.9	32	82.1
Plumber (0186238103001)	93	2	2.2	1	1.1	31	33.3	62	66.7	39	7	17.9	32	82.1
Northern WI Plumbing Advisory Committee	33	1	3.0	0	0	1	3.0	32	97.0	20	1	5.0	19	95.0
Plumber (0186238103001)	33	1	3.0	0	0	1	3.0	32	97.0	20	1	5.0	19	95.0
Rhinelander Area Plumbing JAC	22	0	0	0	0	2	9.1	20	90.9	17	1	5.9	16	94.1
Plumber (0186238103001)	22	0	0	0	0	2	9.1	20	90.9	17	1	5.9	16	94.1
Southwest WI Area Plumbing Advisory Comm	35	0	0	0	0	0	0	35	100.0	23	0	0	23	100.0
Plumber (0186238103001)	35	0	0	0	0	0	0	35	100.0	23	0	0	23	100.0
Wausau Area Plumbing JAC	52	0	0	0	0	16	30.8	36	69.2	30	6	20.0	24	80.0
Plumber (0186238103001)	52	0	0	0	0	16	30.8	36	69.2	30	6	20.0	24	80.0

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1	2	3	3a	4	4a	5	5a	6	6a	7	8	8a	9	9a
Report Total	1,639	60	3.7	12	.7	519	31.7	1,120	68.3	593	107	18.0	495	83.5
Western WI Area Plumbing JAC	29	0	0	0	0	7	24.1	22	75.9	16	3	18.8	15	93.8
Plumber (0186238103001)	29	0	0	0	0	7	24.1	22	75.9	16	3	18.8	15	93.8

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