

September 5, 2023

TO: Plumbing State Apprenticeship Advisory Committee Members

FROM: [Owen Smith, Bureau of Apprenticeship Standards](#)

SUBJECT: **Plumbing State Apprenticeship Advisory Committee meeting**

DATE: **Thursday, October 5, 2023**

TIME: **1:00 p.m. – 3:00 p.m.**

ATTEND: [Attend virtually.](#)

Attend via phone only.

Call: 608-571-2209.

Enter code: 969 033 92#.

Attend in person.

Department of Workforce Development, Room F105
201 East Washington Ave
Madison, WI 53703

AGENDA

Public comment will occur only when noted, after committee discussion and prior to committee action.

1. Call the meeting to order.
2. Introduce and record attendees.
- 3. Administrative tasks, with potential action**
 - a. Review the roster.
 - b. Approve the minutes.
- 4. Policy discussions, with potential action (public comment)**
 - a. Discuss five-year review of related instruction.
 - b. Discuss compiling completer data to measure effectiveness of review course.
 - c. Policies identified in spring for potential revision
- 5. Policy discussions, without action**
 - a. Questions from the Director's Call.
 - b. Discuss status of letter from committee regarding the exam.
 - c. Other
6. Review program participants.
7. Adjourn.

Draft minutes of the
Plumbing
State Apprenticeship Advisory Committee

April 6, 2023
Department of Workforce Development
Madison, WI, w/ Virtual Option

Members Present	Employer / Organization
Brenner, Joseph N.	J.F. Ahern
Brietlow, Christina	Local 75
Brietlow, Steve (Co-Chair)	UA Plumbers Local 75
Callies, Dan	Oak Creek Plumbing
Cannizzaro, Jessica	Milestone Plumbing, Inc.
Cartagena, Alaina	Local 75
Schedler, Keith	Don's Plumbing Service Inc.
Thompson, Dimitrius	Local 75
Wagner, Andy (Co-Chair)	Dave Jones, Inc.
Members Absent	Employer / Organization
Balke, Brian	EGI Mechanical, Inc.
Clark, Roger	Local 118
Evers, Tom	Local 400
Flory, Tyler	Local 434
Hersey, Mark	J.F. Ahern
Ignatowski, Christopher	Local 434
Consultants & Guests	Employer / Organization
Abbott, Nick	Bureau of Apprenticeship Standards
Emrick, Leigh	Associated Builders & Contractors
Fortney, Kelly	OMSWI
Gerhardt, Gail	OMSWI
Gomez, Stephanie	WRTP/BIG STEP

Johnson, Al	Local 118
Jungwirth, Christina	Northeast Wisconsin Technical College
Korn, Gary	Local 434
Lockwood, Eric	Northwood Technical College
Nowak, Raquel	Bureau of Apprenticeship Standards
O'Shasky, Lynn	Bureau of Apprenticeship Standards
Polk, David	Bureau of Apprenticeship Standards
Sanger, Jenny	Bureau of Apprenticeship Standards
Sherman, Julie	Chippewa Valley Technical College
Smith, Owen	Bureau of Apprenticeship Standards
Thompson, Corey	Local 75
Verink, Alex	Department of Workforce Development
Walsh, Julie	Mechanical Industries Center

1. The meeting was called to order at 1:03 p.m. by Mr. Owen Smith in conformance with the Wisconsin Open Meeting Law.
2. Attendees introduced themselves. Mr. Smith recorded attendance. A quorum was present.

3. Old Business

a. Review the roster.

The committee recommended changes to the roster: Dayton Daniels and Greg Gain retired.

b. For action: approve the minutes.

The state committee approved the minutes as revised: Al Johnson works for Local 118.

c. Letter from committee to DSPS regarding blueprint example on licensing exam.

Owen reviewed that the committee had discussed writing an official letter to DSPS to express its concerns over poorly legible examples on the licensing exam.

Director Polk reported that he forwarded the committee's letter to DSPS and Bureau leadership met expressed the committee's concerns to the Secretary and Deputy Secretary of DSPS. DSPS will implement a new state advisory committee for licensed occupations and BAS will have a representative.

The committee thanked Director Polk.

d. Compiling completion data to determine effectiveness of 54-hour review.

Owen reviewed that the committee requested that the Bureau compare the completion rates of the 54-hour to those of the licensing exam to determine the effectiveness of the 54-hour review course. The training coordinators were to gather completion data for BAS to compare with DSPS results.

The state committee reported that the training coordinators need more time to compile the data.

Action: the training coordinators will provide completion data to BAS; BAS will coordinate a comparison with DSPS data.

4. New Business

a. Review the revised template for state standards.

Mr. Smith discussed the three objectives of revising the state standards: incorporate the revised content and terms from the Wisconsin Apprenticeship Manual; incorporate updated policies from the Department of Labor; and cite policies as established by the Manual or committee.

Mr. Smith explained that the revised table of contents reflects the operational scope of state committees: they establish minimum standards but are not parties to the apprentice contract. Section one included policies for state committees established in the Manual; section two included policies established by the state committee.

Policies that pertain to sponsors, such as evaluating and completing apprentices, were omitted; they will be addressed in the revised template for sponsors.

The state committee asked whether the Bureau will provide guidance regarding "eligible non-citizens." Owen affirmed the Bureau will provide guidance once it receives more information from the Department of Labor.

b. For action: verify policies established by the state committee.

Action: the state committee verified that the policies it established in its standards were included in the revised template.

c. For action: identify policies established by the state committee to review in fall.

Action: the state committee agreed to review these policies in the fall

- *Minimum age*
- *Ability to get to and from school and work*
- *Doctor's certificate for physical fitness*
- *Substance abuse test at time of placement*
- *May be required to submit to random drug testing*
- *All minimum requirements of employers*
- *Requirements for supervision*

d. Questions from the Directors' Call.

Mr. Smith reminded the committee that the Bureau will share apprenticeship-wide updates on the Directors' Call so each committee's individual meeting will be dedicated to its unique policies. However, the Bureau includes this topic on each agenda to ensure an opportunity to ask follow-up questions.

Attendees did not have questions or comments.

e. Communicating state committee meetings to the public

Mr. Smith reported that he will discontinue cc'ing non-members on courtesy notifications of state committee meetings for appointed members. He reminded attendees that state committee meetings are open to the public and posted publicly; therefore, sending courtesy copies to non-members is unnecessary. He will continue emailing a courtesy meeting invitation to appointed members, who are welcome to forward it to colleagues. Non-members must check the websites.

Several members of the committee asked the Bureau to consider implementing a subscription service or similar mechanism to notify non-members of meeting information and material.

f. Other

Attendees did not have questions or comments.

6. The state committee reviewed the participant statistics and did not have questions or comments.
7. The meeting adjourned at 3:00 p.m. The Bureau will determine the next meeting via electronic survey.

Submitted by Owen Smith, Senior Analyst, Wisconsin Apprenticeship

FY23-24 WTCS Apprenticeship Related Instruction Review Plan

Plumbing State Apprenticeship Advisory Committee Meeting

October 5, 2023



Related Instruction (RI) Review Goals:

- Update course documentation to ensure curriculum is accurate
- Examine potential alignments with other credentials
- Review ways to maximize Credit for Prior Learning

Proposed Apprenticeship Programs for review during FY 23-24:

- 50-427-3 Plumbing Apprentice (JAC)
- 50-427-5 Plumbing Apprentice
- 50-427-9 Plumbing Apprentice (ABC)

Annual Timeline for Review of RI (Related Instruction)

Timeline	Project Groups	Activities
Fall '23	Share plan-State Apprenticeship Advisory Committees	Initial Discussions
Late Summer/ Fall '23	Create Instructor Teams	<ul style="list-style-type: none"> • All colleges approved to offer program(s) invited to identify 1-2 instructors • Sponsor Survey to identify employer needs/concerns
Fall '23/ Spring '24	Gather Feedback from Instructors	<ul style="list-style-type: none"> • Share current Curriculum Standard and Related Instruction • Survey faculty and college apprentice program leadership • Share sponsor survey results
Fall '23/ Spring '24	Conduct RI review meetings (online)	<ul style="list-style-type: none"> • Amend course outcome summaries as needed • Explore potential alignments with FT programs/courses, pre-apprenticeship, and youth apprenticeship • Explore alignment of work-based learning to FT program credits • Discuss ways to maximize credit for prior learning
Spring '24	Obtain feedback and approvals	<ul style="list-style-type: none"> • WTCS approvals • Share with State Apprenticeship Advisory Committees
Spring/Summer '24	Publish project for use to the WTCS Repository	

Report Name COM-01 State Committee Report

Refresh Date 8/22/23 9:53 AM

Wisconsin Bureau of Apprenticeship Standards
State Committee Report



This summary counts employers and apprentices, between 8/22/2023 and 8/22/2023 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	1,816	123	6.8	14	.8	610	33.6	1,206	66.4	606	106	17.5	506	83.5
Plumber (47-2152.00)	1,816	123	6.8	14	.8	610	33.6	1,206	66.4	606	106	17.5	506	83.5

State Committee Report by Sponsor & Occupation



This summary counts employers and apprentices, between 8/22/2023 and 8/22/2023 with contract status as Active & Unassigned in occupation(s) associated with this committee.

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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	1,816	123	6.8	14	.8	610	33.6	1,206	66.4	606	106	17.5	506	83.5
ABC of Wisconsin (All)	641	57	8.9	5	.8	0	0	641	100.0	214	0	0	214	100.0
Plumber (47-2152.00)	641	57	8.9	5	.8	0	0	641	100.0	214	0	0	214	100.0
Appleton Area Plumbing JAC	115	3	2.6	1	.9	30	26.1	85	73.9	50	9	18.0	42	84.0
Plumber (47-2152.00)	115	3	2.6	1	.9	30	26.1	85	73.9	50	9	18.0	42	84.0
Central WI Area Plumbing JAC	40	0	0	0	0	13	32.5	27	67.5	17	6	35.3	11	64.7
Plumber (47-2152.00)	40	0	0	0	0	13	32.5	27	67.5	17	6	35.3	11	64.7
Eau Claire Area Plumbing JAC	98	0	0	0	0	42	42.9	56	57.1	39	14	35.9	26	66.7
Plumber (47-2152.00)	98	0	0	0	0	42	42.9	56	57.1	39	14	35.9	26	66.7
Fond du Lac Area Plumbing JAC	46	0	0	0	0	25	54.3	21	45.7	20	7	35.0	14	70.0
Plumber (47-2152.00)	46	0	0	0	0	25	54.3	21	45.7	20	7	35.0	14	70.0
Kenosha-Racine-Walworth Plumbing JAC	68	7	10.3	0	0	60	88.2	8	11.8	24	18	75.0	8	33.3
Plumber (47-2152.00)	68	7	10.3	0	0	60	88.2	8	11.8	24	18	75.0	8	33.3
La Crosse Area Plumbing JAC	98	1	1.0	0	0	24	24.5	74	75.5	35	8	22.9	27	77.1
Plumber (47-2152.00)	98	1	1.0	0	0	24	24.5	74	75.5	35	8	22.9	27	77.1
Lake To Lake Area Plumbing JAC	1	0	0	0	0	0	0	1	100.0	1	0	0	1	100.0
Plumber (47-2152.00)	1	0	0	0	0	0	0	1	100.0	1	0	0	1	100.0

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		#	%	#	%	#	%	#	%		#	%	#	%
1	2	3	3a	4	4a	5	5a	6	6a	7	8	8a	9	9a
Report Total	1,816	123	6.8	14	.8	610	33.6	1,206	66.4	606	106	17.5	506	83.5
Madison Area Plumbing JAC	183	16	8.7	2	1.1	120	65.6	63	34.4	49	12	24.5	37	75.5
Plumber (47-2152.00)	183	16	8.7	2	1.1	120	65.6	63	34.4	49	12	24.5	37	75.5
Marshfield Area Plumbing JAC	19	0	0	0	0	1	5.3	18	94.7	11	1	9.1	10	90.9
Plumber (47-2152.00)	19	0	0	0	0	1	5.3	18	94.7	11	1	9.1	10	90.9
Milwaukee Area Plumbing JAC	224	37	16.5	4	1.8	224	100.0	0	0	38	38	100.0	0	0
Plumber (47-2152.00)	224	37	16.5	4	1.8	224	100.0	0	0	38	38	100.0	0	0
Northeast WI Area Plumbing JAC	101	2	2.0	1	1.0	36	35.6	65	64.4	40	8	20.0	32	80.0
Plumber (47-2152.00)	101	2	2.0	1	1.0	36	35.6	65	64.4	40	8	20.0	32	80.0
Northern WI Plumbing Advisory Committee	37	0	0	0	0	1	2.7	36	97.3	21	1	4.8	20	95.2
Plumber (47-2152.00)	37	0	0	0	0	1	2.7	36	97.3	21	1	4.8	20	95.2
Rhineland Area Plumbing JAC	23	0	0	1	4.3	1	4.3	22	95.7	18	1	5.6	17	94.4
Plumber (47-2152.00)	23	0	0	1	4.3	1	4.3	22	95.7	18	1	5.6	17	94.4
Southwest WI Area Plumbing Advisory Comm	38	0	0	0	0	0	0	38	100.0	26	0	0	26	100.0
Plumber (47-2152.00)	38	0	0	0	0	0	0	38	100.0	26	0	0	26	100.0
Wausau Area Plumbing JAC	50	0	0	0	0	20	40.0	30	60.0	28	9	32.1	19	67.9
Plumber (47-2152.00)	50	0	0	0	0	20	40.0	30	60.0	28	9	32.1	19	67.9

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1	2	3	3a	4	4a	5	5a	6	6a	7	8	8a	9	9a
Report Total	1,816	123	6.8	14	.8	610	33.6	1,206	66.4	606	106	17.5	506	83.5
Western WI Area Plumbing JAC	34	0	0	0	0	13	38.2	21	61.8	17	4	23.5	13	76.5
Plumber (47-2152.00)	34	0	0	0	0	13	38.2	21	61.8	17	4	23.5	13	76.5



Historical Report by Year

Report Period: 2023* and Previous -10 Years

*Current year is YTD data as of Run Date: 08/22/2023		
Run Date: 08/22/2023		
Sponsored Trade Group(s): Construction		
Year	Active Apprentices	Active Employers
2013	418	256
2014	447	269
2015	547	312
2016	692	360
2017	834	406
2018	972	447
2019	1,153	495
2020	1,323	527
2021	1,435	550
2022	1,545	576
2023	1,647	586

