

Department of Workforce Development
Employment and Training Division
Bureau of Apprenticeship Standards
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Scott Walker, Governor
Ray Allen, Secretary
Chythania Brown, Division Administrator

May 17, 2018

TO: State Plumbing Apprenticeship Advisory Committee Members & Consultants

FROM: Owen Smith, Bureau of Apprenticeship Standards
608-266-2491; Owen.Smith@dwd.wisconsin.gov

SUBJECT: State Plumbing Apprenticeship Advisory Committee Meeting

DATE: Friday, May 25, 2018

TIME: 10:00 AM

Place: Madison Area Technical College
2125 Commercial Avenue, RM 240
Madison, WI

TENTATIVE AGENDA

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

4. Old Business

- a. Review follow-up items from the previous meeting:
 - i. **For action:** approve the minutes.
 - ii. How is accepting ACT scores proceeding?
- b. Update on implementing revisions to CFR 29.30 (AA/EEO requirements)
- c. Update on WI 2017 WI Act 148 and necessary revisions to state standards
- d. Update on federal grants to expand "registered apprenticeship"
- e. Update on Presidential executive order to expand "apprenticeship"
- f. Update on Bureau of Apprenticeship Standards Electronic Registration System (BASERS)
- g. Update on Apprenticeship LEADERS initiative
- h. Update on Apprenticeship Completion Award Program
- i. Other

5. New Business

- a. National Association of State & Territorial Apprenticeship Directors (NASTAD) Conference
- b. Registered apprenticeship on JobCenterOfWisconsin.com
- c. Registered apprenticeship in correctional facilities

5. New Business, *continued*

- d. Learning exchanges with Japan and Mississippi
- e. BAS website changes
- f. BAS personnel changes
- d. Other

6. WTCS Update

7. Review the program participants.

8. Schedule the next meeting.

9. Adjourn.

State Plumbing Apprenticeship Advisory Committee

September 20, 2017

Madison Area Technical College

Madison, WI

Minutes

Members Present	Employer/Organization
Breitlow, Christina	UA Plumbers Local 75
Breitlow, Steve	UA Plumbers Local 75
Brenner, Joseph	J.F. Ahern Company
Busch, Michael	UA Plumbers Local 75
Callies, Dan	Oak Creek Plumbing
Cartagena, Alaina	UA Plumbers Local 75
De Young, Carol	Countryside Plumbing & Heating, Inc.
Gain, Greg	United Mechanical
Huiting, Mark	Bassett Mechanical, Inc.
Ignatowski, Chris	Plumbers & Fitters Local 434
Rozga, Bill	Rozga Plumbing & Heating Corporation
Schedler, Keith	Don's Plumbing Service, Inc.
Members Absent	Employer/Organization
Balke, Brian	EGI Mechanical
Clark, Roger	Plumbers Local 118
Flory, Tyler	Plumbers & Fitters Local 434
Jones, David (Co-Chair)	Dave Jones Inc.
Pertzborn, Jesse	H.J. Pertzborn Plumbing & Fire Protection
Consultants & Guests	Employer/Organization
Ahmad, Hafeezah	Bureau of Apprenticeship Standards
Budda, Tim	Bureau of Apprenticeship Standards
Cattelino, Mike	Fox Valley Technical College
Davenport, Joe	Madison Public Schools Facilities & Maint.
Deli, Randy	Wisconsin Indianhead Technical College
Emrick, Leigh	Associated Builders and Contractors
Gallo, Vince	Plumbers Local 75
Johnson, Al	Local 118

Consultants & Guests	Employer/Organization
Johnson, Joshua	Bureau of Apprenticeship Standards
Korn, Gary	UA Local 434
Mayek, Mandy	Mid-State Technical College
Montgomery, Mark	Waukesha County Technical College
Nielson, Julie	Plumbers Local 118
Patterson, Sherlaine	Mechanical and Plumbing Contractors
Rice, Vincent	Bureau of Apprenticeship Standards
Robinson, Dominic	Bureau of Apprenticeship Standards
Wenger, Scott	UA Local 400
White, Lucas	Madison College
Zastrow, Wes	Plumbers Local 75

1. The meeting was called to order at 10:03 a.m. by Co-Chair Steve Brietlow, in conformity with the Wisconsin Open Meeting Law.
2. The sign-in sheet was distributed. Mr. Lucas White, Interim Associate Dean, welcomed attendees to Madison Area Technical College Commercial Avenue Campus.
3. The committee reviewed the current roster.

4. Old Business

a. Review the follow-up items from the previous meeting.

i. The committee approved the minutes as written.

ii. How is accepting ACT scores progressing?

The committee stated not enough time has passed to collect meaningful data. The committee asked the Bureau to include the topic on the spring agenda.

b. Implementing CFR 29.30 (AA/EEO).

Joshua Johnson informed attendees that the Bureau has not yet received further guidance on how the revisions will be implemented from the U.S. Department of Labor. He advised attendees to "stay tuned." Attendees did not have questions or comments.

c. Federal Grants to Expand Apprenticeship

Josh reviewed that the Bureau received three federal grants to grow registered apprenticeships: the WAGE\$ grant, the state expansion grant, and the state accelerator grant. The WAGE\$ grant will expand registered apprenticeship into advanced manufacturing, health care, and information technology, and increase the recruitment and retainment of women and minorities. The grant has

been focusing on new registered apprenticeships in advanced manufacturing, which is proceeding well; later in the grant, the Bureau will shift focus to health care and information technology.

The state expansion grant is progressing well, too. The grant focuses primarily on increase the recruitment and retainment of women and minority apprentices in construction; its secondary focus is expanding registered apprenticeship into the financial services and biotechnology industries. The Bureau has been working with Employ Milwaukee and the South Central Wisconsin Workforce Development Board to research the recruitment and retainment of women and minority apprentices on major construction projects in Milwaukee and Madison, respectively. The Bureau has surpassed its performance goal of registering 427 new apprentices through the grant, and continues to focus on women and minority involvement.

The purpose of the accelerator grant is to increase the Bureau's administrative capacity and efficiency. Funding has been used to hire additional apprenticeship training representatives, further train staff in consultative outreach, and upgrade the Bureau's information management system.

Attendees did not have questions or comments.

d. Apprenticeship LEADERS

Josh reported that more than 50 stakeholders have volunteered to be LEADERS and there is still time to apply. The outreach initiative will kick-off during National Apprenticeship Week. Josh reminded attendees that participants choose their own level of involvement, which could range from allowing the Bureau to use your organizations logo on outreach material to co-presenting with the Bureau at discussion forums. Wisconsin is a national leader in registered apprenticeship, so the Bureau would like to see as many stakeholders involved as possible.

A committee member asked when National Apprenticeship Week will occur. Josh replied that it will occur November 13-19. He added that the LEADERS kick-off will likely be Monday, November 13.

e. Apprenticeship Completion Award Program

Owen reported that ACAP concluded on June 30, 2017, and may be renewed as part of the Governor's proposed budget for the next biennium. He advised attendees to "stay tuned" and to keep eligibility notices they receive in the interim. Attendees did not have questions or comments.

f. Other

Attendees did not have additional topics.

5. New Business

a. For action: proposal to modify apprentice-journeyworker ratio

Owen reviewed that the committee had requested this topic be added to the agenda. It must be tabled, however, due to the introduction of Senate Bill 411. He gave the floor to Josh.

Josh explained Senate Bill 411 proposes establishing a 1:1 ratio for registered apprenticeships and prohibiting the Bureau and DWD from modifying it. He stated that the Bureau did not propose this bill and attendees should address concerns or questions to the elected officials sponsoring the bill.

Several members of the committee expressed strong concern: a 1:1 ratio would "burden" registered apprenticeship sponsors and is an ineffective solution to the skills gap. The committee asked for the reasons for the bill. Josh stated media articles claim the 1:1 ratio will put more apprentices to work.

A discussion followed on the pros and cons of the proposed ratio, including whether a fixed ratio would be effective given the work and hiring cycles of the construction sector fluctuate often, and whether the proposed ratio would also adversely affect recruitment. The committee argued that the ratio was historically flexible in order to help contractors deal with changes in the work and labor market.

Several committee members asked to know who proposed the bill and whether the state committee could write a letter of concern. Josh reiterated that sponsors and stakeholders must address questions and concerns to the elected officials sponsoring the bill as a concerned stakeholder, not as an advisory committee to the Bureau.

The committee asked when the bill is scheduled for a vote. Josh answered that the timeline is not known.

b. For action: proposal for industrial-sector plumbing apprentices and sole-sponsors

Owen introduced Joe Davenport from the Madison Public Schools Facilities and Maintenance. Joe explained that he is asking the state committee for its permission to begin a Plumbing Learner Restricted Appliance registered apprenticeship and to sponsor high school students, including students who graduated the MPS youth apprenticeship program for Plumbing / Sprinkler fitting Fundamentals. Joe noted that MPS brought this matter to the Bureau's attention previously.

The committee asked Joe to clarify the scope of the proposed registered apprenticeship. Joe reiterated that the scope is repairing restricted appliances, not the full scope of plumbing duties required of the plumbing registered apprenticeship.

The committee thanked Joe for his presentation and expressed its respect and appreciation for MPS's contribution to exposing and training high school students to the plumbing profession through youth apprenticeship. The committee noted that it would prefer restricted license plumbers be trained by MPS rather than other entities or on-line schools.

Action: the committee determined that the scope of the program proposed by MPS, although valuable to the industry, is not sufficient for a registered apprenticeship. Instead, the committee suggested MPS consider one of the following: continue as a youth apprenticeship sponsor only and encourage graduates to pursue the plumbing registered apprenticeship; join a local committee as a trainer; or pursue establishing a separate training program, not a registered apprenticeship, unique to restricted license plumbers. The committee concluded by stating that registered apprenticeship best serves the plumbing industry through training full-scope plumbers

c. Presidential Executive Order: Expand Apprenticeships for America

Josh explained that the executive order creates a third path to apprenticeship for employers: an "industry-recognized" apprenticeship, which is defined by less government oversight and a more expedient registration process. Currently, the two paths to apprenticeship both involve registering the apprenticeship, either with a state agency or directly with the U.S. Department of Labor. Josh noted that this was a contentious topic at the recent conference of the National Association of State and

Territorial Apprenticeship Directors (NASTAD) in Denver. Many registered apprenticeship stakeholders expressed concern that industry-recognized apprenticeships would dilute the integrity of the registered apprenticeship credential.

A committee member what influenced the executive order. Josh explained that the impetus was complaints from employer across the nation that the process for becoming a registered apprenticeship sponsor included too much red tape. Josh acknowledged that many states do have lengthy processes, which results largely from the states having fewer than five staff. He noted that Wisconsin apprenticeship is unique because the Bureau has 16 apprenticeship training representatives and a streamlined process, although that process does include firm requirements.

Josh concluded by emphasizing that much remains to be determined as to how the industry-recognized apprenticeships will be implemented and interact with registered apprenticeships. A federal task force has been convened to recommend an implementation plan and policies to the President.

d. Bureau of Apprenticeship Standards Electronic Registration System (BASERS)

Josh explained that the Bureau will upgrade its information management system next year to include electronic registration by sponsors and electronic signature capture. Sponsors will be able to fill out and submit sponsor and apprentice applications online. The application will produce an electronic alert to the apprenticeship training representative, who will review and approve the contract electronically. Later in 2018, the Bureau will add electronic signature capture. The two upgrades are projected to dramatically reduce the amount of time an apprenticeship training representative spends performing data entry and travelling to obtain signatures. This will allow the Bureau to shift their duties to more outreach and compliance monitoring.

Josh concluded by adding that sponsors with unique internal systems expressed concern that BASERS would cause them to double-enter data. He informed attendees that the Bureau will be researching and pilot-testing a bulk-upload function that will allow sponsors to upload data for multiple individuals at once. Examples may include Excel spreadsheets or .csv files.

Attendees did not have questions or comments.

e. National Apprenticeship Week 2017

Josh announced that the third-annual National Apprenticeship Week will be held November 13-19. At this time, three events have been scheduled: Monday will feature the kick-off of the LEADERS campaign with a roundtable and luncheon at the Governor's Mansion; Tuesday will feature a meeting of the WI Apprenticeship Advisory Council; and Wednesday will feature open-houses and tours of construction training centers. Josh encouraged attendees and all stakeholders to consider hosting an event for their local audiences and to inform him or Karen Morgan so the event can be listed on the statewide calendar.

A committee consultant asked whether technical colleges can participate. Josh answered he encourages technical colleges to participate; many have done so in the past.

f. WI Apprenticeship Diversity Conference 2018

Josh informed the committee that the Bureau may resume the Apprenticeship Biennial Conference in 2018 but make recruiting and retaining women and minorities the primary focus to help sponsors

comply with the requirements set forth by federal grants and the revisions to CFR 29.30. Attendees did not have questions or comments.

g. BAS Personnel Update

Josh informed attendees of the following personnel changes: the new ATR for Appleton south is Tim Budda; the new ATR for the Eau Claire area is Rachell Faber; the new program assistant is Ann Thiel; the new WAGE\$ grant manager is Nancy Kargel; and Bob Scheldroup, ATR for Milwaukee, announced he will retire on December 1. Attendees did not have questions or comments.

h. Other

A committee member asked whether the Bureau has posted the 2017 skilled wage rates on its website yet. Josh replied that the rates are not available yet; Karen is working with the Department to compile and review them.

6. WTCS Update

Nancy Nakkoul reviewed key highlights from the written update in the meeting material. Attendees did not have questions or comments.

7. Program participants included 970 apprentices and 447 employers with an active or unassigned contract on September 1, 2017.

Action: the committee requested that the Bureau provide annual data on the success of the 54-hour review course at each meeting. The Bureau agreed.

8. The committee tentatively scheduled its next meeting for Friday, May 25, at Madison Area Technical College in Madison.
9. The meeting adjourned at 12:00 p.m.

10. Follow-Up Items

The Bureau will prepare data on the 54-hour course for the next meeting.

*Submitted by Owen Smith,
Bureau of Apprenticeship Standards*

State of Wisconsin



2017 Assembly Bill 508

Date of enactment: **March 28, 2018**
Date of publication*: **March 29, 2018**

2017 WISCONSIN ACT 148

AN ACT *to repeal* 106.02 and 106.025 (4); *to amend* 106.01 (1), 106.01 (9), 106.01 (11) (intro.), 106.025 (1) and 106.025 (2); and *to create* 106.015 of the statutes; **relating to:** apprentice-to-journeyworker ratios in apprenticeships and the minimum duration of carpentry and plumbing apprenticeships.

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

SECTION 1. 106.01 (1) of the statutes is amended to read:

106.01 (1) FORMATION OF APPRENTICE CONTRACT. Any person 16 years of age or over may enter into an apprentice contract binding himself or herself to serve as an apprentice as provided in this section. ~~Except as provided in ss. 106.02 and 106.025, the~~ The term of service of an apprenticeship shall be for not less than one year. Every apprentice contract shall be in writing and shall be signed by the apprentice, the department, and the sponsor or an apprenticeship committee acting as the agent of the sponsor. If the apprentice has not reached 18 years of age, the apprentice contract shall also be signed by one of the apprentice's parents or, if both parents are deceased or legally incapable of giving consent, by the guardian of the apprentice or, if there is no guardian, by a deputy of the department. The department shall specify the provisions that are required to be included in an apprentice contract by rule promulgated under sub. (11).

SECTION 2. 106.01 (9) of the statutes is amended to read:

106.01 (9) AUTHORITY OF DEPARTMENT. The department, ~~subject to s. 106.015,~~ may investigate, fix reasonable classifications, issue rules and general or special

orders, and hold hearings, make findings, and render orders upon its findings as necessary to carry out the intent and purposes of this section. The investigations, classifications, hearings, findings, and orders shall be made as provided in s. 103.005. Except as provided in sub. (8), the penalties specified in s. 103.005 (12) apply to violations of this section. Orders issued under this subsection are subject to review under ch. 227.

SECTION 3. 106.01 (11) (intro.) of the statutes is amended to read:

106.01 (11) RULES. (intro.) The department, ~~subject to s. 106.015,~~ shall promulgate rules to implement this section, including rules providing for all of the following:

SECTION 4. 106.015 of the statutes is created to read:

106.015 Apprentice-to-journeyworker ratios.

(1) Except as provided in sub. (2), the department may not prescribe, enforce, or authorize, whether through the promulgation of a rule, the issuance of a general or special order, the approval of an apprenticeship program or apprentice contract, or otherwise, a ratio of apprentices to journeyworkers for apprenticeship programs or apprentice contracts that requires more than one journeyworker for each apprentice.

(2) The prohibition under sub. (1) does not apply with respect to apprentices whose employment is governed by a collective bargaining agreement.

* Section 991.11, WISCONSIN STATUTES: Effective date of acts. "Every act and every portion of an act enacted by the legislature over the governor's partial veto which does not expressly prescribe the time when it takes effect shall take effect on the day after its date of publication."

2017 Wisconsin Act 148

– 2 –

2017 Assembly Bill 508

SECTION 5. 106.02 of the statutes is repealed.

SECTION 6. 106.025 (1) of the statutes is amended to read:

106.025 (1) The department may prescribe the conditions under which a person may serve a plumbing apprenticeship, as to preliminary and technical college attendance requirements, level of supervision of an apprentice, the character of plumbing work in accordance with ch. 145, and the credit for school attendance in serving the apprenticeship.

SECTION 7. 106.025 (2) of the statutes is amended to read:

106.025 (2) Every person commencing a plumbing apprenticeship shall enter into an apprentice contract under s. 106.01. ~~The term of a plumbing apprentice is 5 years, but the department may upon application of the apprentice, the apprentice's employer, or both, extend the term for up to one additional year.~~

SECTION 8. 106.025 (4) of the statutes is repealed.



WAGE\$ Grant Metrics Update

(as of Dec. 31, 2017)

Presented to various state committees
Spring 2018 meetings

Background

Wisconsin Apprenticeship Growth and Expansion Strategies (WAGE\$) is part of the American Apprenticeship Initiative - a competitively awarded federally funded 5-year grant being implemented between October 1, 2015 through September 30, 2020. WAGE\$ will accelerate the introduction of Registered Apprenticeship into Advanced Manufacturing, IT, and Healthcare statewide. The overarching goal is to sign on at least 1,000 apprentices into the WAGE\$ occupations by the end of the grant. Grant partners include the Wisconsin Technical College System and the eleven workforce development boards (WDBs.) Each WDB supervises at least one apprenticeship liaison who coordinates local activities and works with ATRs to conduct business outreach.

WAGE\$ trades/occupations

1. **Advanced Manufacturing** (all Adv Mfg trades are completed = no additional occupations being developed for WAGE\$)
 - Industrial Manufacturing Technician (existing before WAGE\$)
 - Maintenance Technician (existing before WAGE\$)
 - Welder – Fabricator (existing before WAGE\$)
 - Welder – Automated Welding (existing before WAGE\$)
 - Mechatronics Technician (newly created under WAGE\$)
2. **Information Technology (IT)**
 - Software Developer (newly created under WAGE\$, completed, NCWWDB/Midstate begins fall 2018)
 - IT Service Desk Technician (launch planned August 2018 contingent upon approval by WTCS Board; Waukesha Technical College is lead college. Program will become available statewide through interested technical colleges)
 - Data Analyst (launch planned August 2018 contingent upon approval by WTCS Board; Waukesha Technical College is lead college. Program will become available statewide through interested technical colleges)
 - Data Analyst (development in progress; expected completion late 2018; lead undetermined)
 - IT #4 = TBD
 - IT #5 = TBD
3. **Health Care**
 - Community Health Worker (was developed by Dept of Health Services; considered newly created; no participation to date)
 - Pharmacy Technician (development in progress; expected completion late 2018; lead undetermined)
 - Medical Assistant (development in progress; expected completion fall 2018; UW-Health is leading development and will conduct the training which will be open to SSM and Unity apprentices; the program will become available statewide through interested technical colleges)



The following table shows the status of the main grant deliverables. Statistics are usually calculated quarterly and after allowing time for parties to input their information. The statistics below were reported for the period ending December 2017. It expected that rate of increase in programs and sponsors will increase as more programs are developed and offered. As of December 31, 2017, only the five Advanced Manufacturing programs were active with Mechatronics having just started getting apprentices signed.

As of Dec. 31, 2017:

**Proposed through 9/30/18 and
Actual as of 12/31/17**

Capacity Building & Employer Metrics	To Date (end of reporting Q)		Total proposed to end of grant
	Proposed to end of Year 3*	Actual to 12/31/17**	
Total # of Employers to Benefit from the Grant Program	130	71	383
Total # of Promotional/ Outreach Activities to Employers	1,975	1,681	3,000
Total # of Newly Registered American Apprenticeship Programs (new trades developed with grant funds)	49	3**	100
Total # of Existing Registered Apprenticeship Programs to be Expanded (existing trades when the grant began but the trade having new apprentices in the grant performance period)	59	83	90
Employment & Training Metrics			
Total # of Participants to Receive Services Under this Grant (e.g includes participants served in pre-apprenticeship, apprenticeship, and by other grant activities)	2500	33,834	10,000
Total # of New Apprentices Registered	145	184***	1,000

* Year 3 ends 9/30/18

** As of 4/5/18, there are 13 sponsors for Mechatronics Technician and 33 Mechatronics Technician apprentices with signed contracts. Although Software Developer was completed, no apprentices had signed contracts yet due to the program not being fully implemented yet.

*** As of 4/5/18, there have been 259 contracts signed under the WAGE\$ grant. This number is not corrected for transferred contracts (WAGE\$ trade to WAGE\$ trade or sponsor) of which there are approximately 5.

All ACAP Reimbursement Requests Processed (Time Period) - Summary

Apprenticeship Completion Award Program (ACAP)

Bureau of Apprenticeship Standards

Division of Employment and Training

4/6/18 08:07 AM

Filters Applied: Determination Date between 9/4/17 and 4/6/18, Fiscal Year(s)= FY18

Type	Fiscal Year	# of RRs	\$Approved	\$Denied
Year One	18		\$64,842.15	\$352,010.20
Year One Totals		329	\$64,842.15	\$352,010.20
Completion	18		\$94,041.26	\$487,402.45
Completion Totals		159	\$94,041.26	\$487,402.45
Report Totals		488	\$158,883.41	\$839,412.65



WTCS System-Wide Activity Update for Spring 2018

- WTCS Apprenticeship Completion Report:** The WTCS published the new Apprenticeship Completion Report in February 2018 with data from completers from 2015-16.
<http://www.wtcsystem.edu/wtcsexternal/cmspages/getdocumentfile.aspx?nodeguid=b3153b83-19ff-41d4-8527-39fe0e9c845c>
 - Of 908 apprentice completers surveyed, 331 responded for a 36% response rate.
 - 98% indicated they were employed in the trade for which they received training, up 3% from the prior report.
 - Annual median earnings of \$71,624 was reported across all sectors, a 6% increase from the prior year's report.
 - 97% indicated that they were very satisfied or satisfied with their paid-related instruction. For On-The-Job Training, 95% reported they were very satisfied or satisfied.
 - 43% are considering continuing their formal education, up significantly from 34% from the prior year's survey (i.e., Technical Studies Journey Worker AAS, associate degree, bachelor's degree)

- WTCS Apprenticeship Enrollment Trend:** WTCS enrollments across all apprenticeship programs increased from 6128 to 6527 unduplicated, and 6633 to 7123 duplicated, students by the end of June 2017. That is a 6.5% and 7.4% increase, respectively, in one year. A current mid-year snapshot for 2017-18 is showing 6199 and 6634 enrollees. Confirmed actual enrollment for the 2017-18 academic year will not be available until August 2018.

- Great Lakes Tools of the Trade/WTCS Apprenticeship Scholarships:** In a surprise announcement in December 2017, the Great Lakes Higher Education Foundation Board decided to increase the apprenticeship scholarship amount to \$1500 per individual, and they are once again awarded 200 scholarships for industrial and construction sector apprentices in February 2018.

- System-Wide Curriculum:** Collaborative work between all stakeholders continues for the following new or substantively revised system-wide apprenticeship curriculum during the 2017-18 Academic year.

NEW	Organic Vegetable Farm Manager	Auto Body Collision and Repair	IT-Data Analyst	IT-Service Desk	Pharmacy Technician	Financial Services Rep.
Revisions & Crosswalks	Electrical & Instrumentation	Plumbing Below the Line Courses	Crosswalk of Mechatronics to Electromechanical and Automated Systems	Crosswalk between Machinist Technical Diploma and Apprenticeship	ABC Electrical	

State Committee Report - Construction

State Plumbing Appren Advisory Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 5/17/2018 in trade(s) associated with this committee.

Sponsor Name Trade	Apprentices									Employers				
	Total	Minority		Female		Union		Non- Union		Total	W/Union Appr		W/Non-Union Appr	
		#	%	#	%	#	%	#	%		#	%	#	%
1	2	3	3a	4	4a	5	5a	6	6a	7	8	8a	9	9a
All Sponsors Total	1000	62	6.2	7	0.7	360	36.0	640	64.0	444	94	21.2	366	82.4
ABC of Wisconsin (All)	297	14	4.7	1	0.3			297	100.0	130			130	100.0
Plumber (186238103001)	297	14	4.7	1	0.3			297	100.0	130			130	100.0
Appleton Area Plumbing JAC	63	0		0	0.0	15	23.8	48	76.2	34	6	17.6	28	82.4
Plumber (186238103001)	63	0		0	0.0	15	23.8	48	76.2	34	6	17.6	28	82.4
Central WI Area Plumbing JAC	25	1	4.0	0	0.0	6	24.0	19	76.0	17	5	29.4	14	82.4
Plumber (186238103001)	25	1	4.0	0	0.0	6	24.0	19	76.0	17	5	29.4	14	82.4
Eau Claire Area Plumbing JAC	56	0		0	0.0	18	32.1	38	67.9	32	10	31.3	25	78.1
Plumber (186238103001)	56	0		0	0.0	18	32.1	38	67.9	32	10	31.3	25	78.1
Fond du Lac Area Plumbing JAC	16	0		0	0.0	11	68.8	5	31.3	8	3	37.5	5	62.5
Plumber (186238103001)	16	0		0	0.0	11	68.8	5	31.3	8	3	37.5	5	62.5
Kenosha-Racine-Walworth Plumbing JAC	39	2	5.1	0	0.0	34	87.2	5	12.8	19	17	89.5	5	26.3
Plumber (186238103001)	39	2	5.1	0	0.0	34	87.2	5	12.8	19	17	89.5	5	26.3
La Crosse Area Plumbing JAC	66	1	1.5	0	0.0	21	31.8	45	68.2	34	10	29.4	26	76.5
Plumber (186238103001)	66	1	1.5	0	0.0	21	31.8	45	68.2	34	10	29.4	26	76.5
Lake To Lake Area Plumbing JAC	20	0		0	0.0	5	25.0	15	75.0	15	3	20.0	13	86.7
Plumber (186238103001)	20	0		0	0.0	5	25.0	15	75.0	15	3	20.0	13	86.7
Madison Area Plumbing JAC	106	6	5.7	4	3.8	70	66.0	36	34.0	33	9	27.3	26	78.8
Plumber (186238103001)	106	6	5.7	4	3.8	70	66.0	36	34.0	33	9	27.3	26	78.8
Marshfield Area Plumbing JAC	11	0		0	0.0			11	100.0	8			8	100.0
Plumber (186238103001)	11	0		0	0.0			11	100.0	8			8	100.0
Milwaukee Area Plumbing JAC	146	33	22.6	2	1.4	146	100.0			38	38	100.0		
Plumber (186238103001)	146	33	22.6	2	1.4	146	100.0			38	38	100.0		
Northeast WI Area Plumbing JAC	60	2	3.3	0	0.0	23	38.3	37	61.7	28	6	21.4	22	78.6
Plumber (186238103001)	60	2	3.3	0	0.0	23	38.3	37	61.7	28	6	21.4	22	78.6
Northern WI Plumbing Advisory Committee	9	2	22.2	0	0.0			9	100.0	8			8	100.0
Plumber (186238103001)	9	2	22.2	0	0.0			9	100.0	8			8	100.0
Rhineland Area Plumbing JAC	16	0		0	0.0	1	6.3	15	93.8	14	1	7.1	13	92.9
Plumber (186238103001)	16	0		0	0.0	1	6.3	15	93.8	14	1	7.1	13	92.9
Southwest WI Area Plumbing Advisory Comm	21	0		0	0.0			21	100.0	18			18	100.0
Plumber (186238103001)	21	0		0	0.0			21	100.0	18			18	100.0
Wausau Area Plumbing JAC	26	1	3.8	0	0.0	6	23.1	20	76.9	16	3	18.8	13	81.3

State Committee Report - Construction

State Plumbing Appren Advisory Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 5/17/2018 in trade(s) associated with this committee.

Sponsor Name Trade	Apprentices									Employers				
	Total	Minority		Female		Union		Non- Union		Total	W/Union Appr		W/Non-Union Appr	
		#	%	#	%	#	%	#	%		#	%	#	%
1	2	3	3a	4	4a	5	5a	6	6a	7	8	8a	9	9a
All Sponsors Total	1000	62	6.2	7	0.7	360	36.0	640	64.0	444	94	21.2	366	82.4
Plumber (186238103001)	26	1	3.8	0	0.0	6	23.1	20	76.9	16	3	18.8	13	81.3
Western WI Area Plumbing JAC	23	0		0	0.0	4	17.4	19	82.6	15	2	13.3	15	100.0
Plumber (186238103001)	23	0		0	0.0	4	17.4	19	82.6	15	2	13.3	15	100.0

Wisconsin Bureau Of Apprenticeship Standards
State Plumbing Appren Advisory Committee
Historical Report by Year
Report Period: 2018* and Previous 10 Years



*Current year is YTD data as of Run Date: 05/17/2018		
Run Date: 05/17/2018		
State Plumbing Appren Advisory Committee		
Sponsored Trade Group(s): Construction		
Year	Active Apprentices	Active Employers
2008	1,068	520
2009	861	459
2010	682	389
2011	583	336
2012	479	285
2013	481	279
2014	615	333
2015	760	384
2016	915	437
2017	1,047	467
2018	1,026	457

