

Department of Workforce Development  
Employment and Training Division  
Bureau of Apprenticeship Standards  
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STATE OF WISCONSIN  
  
Department of Workforce Development  
**Tony Evers**, Governor  
**Amy Pechacek**, Secretary-Designee  
**Michele Carter**, Division Administrator

October 6, 2022

TO: State Plumbing Apprenticeship Advisory Committee Members and Consultants

FROM: Owen Smith, Bureau of Apprenticeship Standards; [Owen.Smith@dwd.wisconsin.gov](mailto:Owen.Smith@dwd.wisconsin.gov)

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

DATE: **Wednesday, October 12, 2022**

TIME: **10:00 AM**

ATTEND: [Attend virtually.](#)

**Attend via phone only.**

Call 608-571-2209 and enter code 658 067 398#

**Attend in person.**

Department of Workforce Development, Room H103  
201 East Washington Ave  
Madison, WI 53703

**TENTATIVE AGENDA**

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

**4. Actions**

- a. Approve the minutes.
- b. Elect Co-Chairs.

**5. Discussions**

- a. Questions from the Directors' Call with State Committees
- b. How is industry preparing for potential infrastructure projects?
- c. Reimbursement for on-the-job learning and supportive services
- d. [Register your National Apprenticeship Week event with the U.S. Department of Labor](#)
- e. Data on plumbing review course
- f. Other

6. Review the program participants.
7. Adjourn.





**Draft Minutes of the  
Plumbing**

State Apprenticeship Advisory Committee

**April 27, 2022**

Department of Workforce Development, Madison  
With Virtual Option

<b>Members Present</b>	<b>Employer / Organization</b>
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
Gain, Greg	United Mechanical
Schedler, Keith	Don's Plumbing Service Inc.
Thompson, Dmitrius	Local 75
<b>Members Absent</b>	<b>Employer / Organization</b>
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
Wagner, Andy	Dave Jones, Inc.
<b>Consultants &amp; Guests</b>	<b>Employer / Organization</b>
Birong, Josh	

Cowan, Stephanie	
Emrick, Leigh	Associated Builders & Contractors
Gomez, Stephanie	WRTP/BIG STEP
Iwanski, Vince	Local 434
Johnson, Al	Local 18
Kendhammer, Melissa	Bureau of Apprenticeship Standards
Lockwood, Eric	Northwoods Technical College
Metko, Katie	Northcentral Technical College
Nakkoul, Nancy	Wisconsin Technical College System
Nielsen, Julie	Local 118
Nowak, Raquel	Bureau of Apprenticeship Standards
O'Shasky, Lynn	Bureau of Apprenticeship Standards
Schofield, Trina	Bureau of Apprenticeship Standards.
Smith, Owen	Bureau of Apprenticeship Standards
Straub, Steve	Fox Valley Technical College

1. The meeting was called to order at 10:04 a.m. by Co-Chair Steve Brietlow in conformance with the Wisconsin open meeting laws.
2. Attendees introduced themselves. Mr. Smith recorded attendance. A quorum was present.
3. Attendees reviewed the roster. Ms. Emrick noted that Mr. Andy Wagner, a new member, is not listed and did not receive an invitation. Several members updated their contact information.

#### **4. Actions**

##### **a. Approve the minutes.**

The state committee approved the minutes as revised: the year is incorrect; Mr. Wagner was present; and Mr. Thompson's name is misspelled.

##### **b. Elect Co-Chairs.**

The state committee recommend that the Bureau add the election of co-chairs to the fall agenda.

## **5. Discussions**

### **a. BAS Director's Call with State Committees**

Director Polk reviewed that the Bureau convened the first Director's Call with State Committees this spring. The objective was to share updates pertinent to most or all committees in a single, virtual forum, to focus each state committee's individual meetings on its unique needs. The forum was approved by the WI Apprenticeship Advisory Council. He asked attendees for feedback to share with the Council.

The state committee supported the Director's Call and the efficient format of committee meetings. Many members were able to attend. Some were unable to attend, and some advised that the invitation was confusing. Overall, though, the committee agreed that the Bureau should host more Director's Calls.

### **b. Modified format of state committee meetings**

Director Polk and Mr. Smith reviewed that the committee's meetings will include a virtual option and focus on the committee's unique needs. Director Polk emphasized that the committee could revisit topics from the Director's Call, if needed. Depending on the agenda, meetings may be much shorter.

The state committee supported the streamlined agenda and virtual option.

### **c. Pending review of Wisconsin Apprenticeship Manual**

Director Polk reported that the Manual was reviewed and approved by the Council's Policy and Standards Subcommittee. It will be reviewed by the full Council in June. Once the Council approves the revisions, it will become an official working draft and a 90-day public comment period will begin. After the 90-day public comment period, all input will go back to the subcommittee and the Council for final approval.

Director Polk added that the Bureau will make the original version, revised version, and a summary of changes available electronically.

Mr. Johnson and Ms. Emrick reported that the review process was long but very collaborative. They encouraged attendees to participate in the review because industry input valuable.

### **d. Subsequent review of state committee standards**

Mr. Smith explained that the *Manual* provides the boilerplate language that constitutes 90% of each state committee's standards. Therefore, once the *Manual* is approved, BAS will update all state standards accordingly. He emphasized that the state committee's unique policies—such as its Exhibit A—will not change. Rather, those are always available for the committee to review at its discretion.

Attendees did not have questions or comments.

### **e. Other**

Director Polk and Mr. Smith noted that all agendas will include "Other," which the committee can use to discuss items from the Director's Call or other items pertaining to their programs but not listed elsewhere on the agenda.

The state committee asked whether the Bureau will convene a focus group or subcommittee to discuss the continued implementation of CFR 29.30.

**Action:** Mr. Smith will forward the committee's question to Mr. Andrew Kasper, the analyst leading the implementation.

Mr. Johnson relayed a concern shared by many apprentices: the blueprint example included in the licensing exam is difficult to read and interpret due to what appears to be a dark or faded copy.

**Action:** *Director Polk stated the Bureau will draft a letter of concern to the Department of Safety and Professional Services.*

A committee member requested historical data on the pass and fail rate for apprentices on the licensing exam to determine the effectiveness of the required 54-hour Plumbing Exam Review Course. The committee added that, if possible, the data be analyzed by first-time and second-time pass rates.

**Action:** *the Bureau will research the available data.*

6. The committee reviewed the participant report and did not identify errors or have concerns.
7. The meeting adjourned at 11:10 a.m. The Bureau will schedule the next meeting via online survey.

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*Submitted by Owen Smith, Bureau of Apprenticeship Standards*



## APPRENTICESHIP GRANT FUNDING AVAILABLE

(up to) **\$2,500** for **EMPLOYERS** and **\$600** for **APPRENTICES**

### On-the-Job Learning

**up to \$2,500 available for employers (per apprentice)**

- Reimbursement for employers who hire apprentices
- Compensation for hands-on training (OJL) provided to the apprentice by the employer

### Supportive Services

**up to \$600 available for apprentices**

- Work-related clothing, boots and tools
- Books and testing fees
- Required physicals
- Transportation
- Housing or Childcare

[Apply here - dwd.wisconsin.gov/aBASERS/](https://dwd.wisconsin.gov/aBASERS/)

### ~ WHO TO CONTACT ~

**Kenosha, Milwaukee, Racine, Ozaukee,  
Walworth, Washington & Waukesha Counties**  
Employ Milwaukee, Inc.

**Jeff McAlister**

[apprenticeships@employmilwaukee.org](mailto:apprenticeships@employmilwaukee.org)

**All Other Wisconsin Counties**  
Workforce Development Board  
of South Central Wisconsin, Inc.

**Jeff Kennedy**

[JKennedy@wdbscw.org](mailto:JKennedy@wdbscw.org)  
(608) 249-9001 Ext. 230

This Department of Labor federal grant funding is available for employers and apprentices if the apprentice is deemed eligible based on the following criteria:

- Registered apprenticeship contract must have been activated within the time period of: 07/01/19 – 06/30/23
- Apprentice has not received funding from a previous registered apprenticeship grant

**This workforce product was funded by a grant awarded by the U.S. Department of Labor's Employment and Training Administration**

**For more detailed information, please visit our website:**  
**[WisconsinApprenticeship.org](https://WisconsinApprenticeship.org)**







This summary counts employers and apprentices, between 10/1/2022 and 10/1/2022 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	1,657	62	3.7	14	.8	537	32.4	1,120	67.6	598	108	18.1	497	83.1
Plumber (0186238103001)	1,657	62	3.7	14	.8	537	32.4	1,120	67.6	598	108	18.1	497	83.1

## State Committee Report by Sponsor & Occupation



This summary counts employers and apprentices, between 10/1/2022 and 10/1/2022 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 #7 totals at the Committee or State level to deviate from the summed total of the individual occupation or committee rows.

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
<b>Report Total</b>	<b>1,657</b>	<b>62</b>	<b>3.7</b>	<b>14</b>	<b>.8</b>	<b>537</b>	<b>32.4</b>	<b>1,120</b>	<b>67.6</b>	<b>598</b>	<b>108</b>	<b>18.1</b>	<b>497</b>	<b>83.1</b>
<b>ABC of Wisconsin (All)</b>	<b>582</b>	<b>30</b>	<b>5.2</b>	<b>4</b>	<b>.7</b>	<b>0</b>	<b>0</b>	<b>582</b>	<b>100.0</b>	<b>200</b>	<b>0</b>	<b>0</b>	<b>200</b>	<b>100.0</b>
Plumber (0186238103001)	582	30	5.2	4	.7	0	0	582	100.0	200	0	0	200	100.0
<b>Appleton Area Plumbing JAC</b>	<b>106</b>	<b>3</b>	<b>2.8</b>	<b>1</b>	<b>.9</b>	<b>26</b>	<b>24.5</b>	<b>80</b>	<b>75.5</b>	<b>47</b>	<b>7</b>	<b>14.9</b>	<b>41</b>	<b>87.2</b>
Plumber (0186238103001)	106	3	2.8	1	.9	26	24.5	80	75.5	47	7	14.9	41	87.2
<b>Central WI Area Plumbing JAC</b>	<b>32</b>	<b>1</b>	<b>3.1</b>	<b>0</b>	<b>0</b>	<b>12</b>	<b>37.5</b>	<b>20</b>	<b>62.5</b>	<b>15</b>	<b>6</b>	<b>40.0</b>	<b>9</b>	<b>60.0</b>
Plumber (0186238103001)	32	1	3.1	0	0	12	37.5	20	62.5	15	6	40.0	9	60.0
<b>Eau Claire Area Plumbing JAC</b>	<b>98</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>41</b>	<b>41.8</b>	<b>57</b>	<b>58.2</b>	<b>40</b>	<b>12</b>	<b>30.0</b>	<b>29</b>	<b>72.5</b>
Plumber (0186238103001)	98	0	0	0	0	41	41.8	57	58.2	40	12	30.0	29	72.5
<b>Fond du Lac Area Plumbing JAC</b>	<b>40</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2.5</b>	<b>20</b>	<b>50.0</b>	<b>20</b>	<b>50.0</b>	<b>20</b>	<b>8</b>	<b>40.0</b>	<b>13</b>	<b>65.0</b>
Plumber (0186238103001)	40	0	0	1	2.5	20	50.0	20	50.0	20	8	40.0	13	65.0
<b>Kenosha-Racine-Walworth Plumbing JAC</b>	<b>68</b>	<b>7</b>	<b>10.3</b>	<b>1</b>	<b>1.5</b>	<b>60</b>	<b>88.2</b>	<b>8</b>	<b>11.8</b>	<b>29</b>	<b>21</b>	<b>72.4</b>	<b>8</b>	<b>27.6</b>
Plumber (0186238103001)	68	7	10.3	1	1.5	60	88.2	8	11.8	29	21	72.4	8	27.6
<b>La Crosse Area Plumbing JAC</b>	<b>92</b>	<b>1</b>	<b>1.1</b>	<b>0</b>	<b>0</b>	<b>23</b>	<b>25.0</b>	<b>69</b>	<b>75.0</b>	<b>39</b>	<b>9</b>	<b>23.1</b>	<b>30</b>	<b>76.9</b>
Plumber (0186238103001)	92	1	1.1	0	0	23	25.0	69	75.0	39	9	23.1	30	76.9
<b>Lake To Lake Area Plumbing JAC</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>100.0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>100.0</b>
Plumber (0186238103001)	1	0	0	0	0	0	0	1	100.0	1	0	0	1	100.0

## State Committee Report by Sponsor & Occupation



This summary counts employers and apprentices, between 10/1/2022 and 10/1/2022 with contract status as Active & Unassigned in occupation(s) associated with this committee.

Report is based on apprentice contracts where:

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- 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 #7 totals at the Committee or State level to deviate from the summed total of the individual occupation or committee rows.

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
<b>Report Total</b>	<b>1,657</b>	<b>62</b>	<b>3.7</b>	<b>14</b>	<b>.8</b>	<b>537</b>	<b>32.4</b>	<b>1,120</b>	<b>67.6</b>	<b>598</b>	<b>108</b>	<b>18.1</b>	<b>497</b>	<b>83.1</b>
<b>Madison Area Plumbing JAC</b>	<b>149</b>	<b>6</b>	<b>4.0</b>	<b>2</b>	<b>1.3</b>	<b>92</b>	<b>61.7</b>	<b>57</b>	<b>38.3</b>	<b>47</b>	<b>14</b>	<b>29.8</b>	<b>35</b>	<b>74.5</b>
Plumber (0186238103001)	149	6	4.0	2	1.3	92	61.7	57	38.3	47	14	29.8	35	74.5
<b>Marshfield Area Plumbing JAC</b>	<b>15</b>	<b>1</b>	<b>6.7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>15</b>	<b>100.0</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>9</b>	<b>100.0</b>
Plumber (0186238103001)	15	1	6.7	0	0	0	0	15	100.0	9	0	0	9	100.0
<b>Milwaukee Area Plumbing JAC</b>	<b>200</b>	<b>16</b>	<b>8.0</b>	<b>3</b>	<b>1.5</b>	<b>200</b>	<b>100.0</b>	<b>0</b>	<b>0</b>	<b>41</b>	<b>41</b>	<b>100.0</b>	<b>0</b>	<b>0</b>
Plumber (0186238103001)	200	16	8.0	3	1.5	200	100.0	0	0	41	41	100.0	0	0
<b>Northeast WI Area Plumbing JAC</b>	<b>102</b>	<b>2</b>	<b>2.0</b>	<b>1</b>	<b>1.0</b>	<b>35</b>	<b>34.3</b>	<b>67</b>	<b>65.7</b>	<b>41</b>	<b>8</b>	<b>19.5</b>	<b>33</b>	<b>80.5</b>
Plumber (0186238103001)	102	2	2.0	1	1.0	35	34.3	67	65.7	41	8	19.5	33	80.5
<b>Northern WI Plumbing Advisory Committee</b>	<b>32</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>6.3</b>	<b>30</b>	<b>93.8</b>	<b>20</b>	<b>1</b>	<b>5.0</b>	<b>19</b>	<b>95.0</b>
Plumber (0186238103001)	32	0	0	0	0	2	6.3	30	93.8	20	1	5.0	19	95.0
<b>Rhineland Area Plumbing JAC</b>	<b>25</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>4.0</b>	<b>2</b>	<b>8.0</b>	<b>23</b>	<b>92.0</b>	<b>18</b>	<b>1</b>	<b>5.6</b>	<b>17</b>	<b>94.4</b>
Plumber (0186238103001)	25	0	0	1	4.0	2	8.0	23	92.0	18	1	5.6	17	94.4
<b>Southwest WI Area Plumbing Advisory Comm</b>	<b>37</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>37</b>	<b>100.0</b>	<b>26</b>	<b>0</b>	<b>0</b>	<b>26</b>	<b>100.0</b>
Plumber (0186238103001)	37	0	0	0	0	0	0	37	100.0	26	0	0	26	100.0
<b>Wausau Area Plumbing JAC</b>	<b>46</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>13</b>	<b>28.3</b>	<b>33</b>	<b>71.7</b>	<b>28</b>	<b>6</b>	<b>21.4</b>	<b>22</b>	<b>78.6</b>
Plumber (0186238103001)	46	0	0	0	0	13	28.3	33	71.7	28	6	21.4	22	78.6

**Report Name** COM-01 State Committee  
Report

**Refresh Date** 10/6/22 10:07 AM

Wisconsin Bureau of Apprenticeship Standards

## 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	1,657	62	3.7	14	.8	537	32.4	1,120	67.6	598	108	18.1	497	83.1
Western WI Area Plumbing JAC	32	0	0	0	0	11	34.4	21	65.6	17	3	17.6	14	82.4
Plumber (0186238103001)	32	0	0	0	0	11	34.4	21	65.6	17	3	17.6	14	82.4

## Historical Report by Year

### Report Period: 2022\* and Previous -10 Years

*Current year is YTD data as of Run Date: 10/06/2022		
Run Date: 10/06/2022		
State Plumbing Committee		
Sponsored Trade Group(s): Construction		
Year	Active Apprentices	Active Employers
2012	521	309
2013	418	256
2014	447	269
2015	547	312
2016	692	360
2017	834	405
2018	972	448
2019	1,153	498
2020	1,324	528
2021	1,435	551
2022	1,547	579

