



**Approved Minutes of the
Plumbing
State Apprenticeship Advisory Committee**

March 19, 2020

Virtual

Members Present	Employer / Organization
Brietlow, Christina	Local 75
Brietlow, Steve (Co-Chair)	UA Plumbers Local 75
Bush, Mike	Local 75
Cannizzaro, Jessica	Milestone Plumbing, Inc.
Cartagena, Alaina	Local 75
DeYoung, Carol	Countryside Heating & Plumbing
Gain, Greg	United Mechanical
Schedler, Keith	Don's Plumbing Service Inc.
Members Absent	Employer / Organization
Balke, Brian	EGI Mechanical, Inc.
Callies, Dan	Oak Creek Plumbing
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
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
Mayek, Mandy	Mid-State Technical College
O'Shasky, Lynn	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards
Zastrow, Wes	Local 75

1. The meeting was called to order at 10:05 a.m. by Co-Chair Steve Brietlow in conformance with the Wisconsin open meeting laws.
2. A roll call was conducted. A quorum was present. A sign-in sheet was circulated.
3. The committee reviewed the current roster.
 - Bill Rozga and Dave Jones retired; ABC nominate new replacements.
 - Joseph N. Brenner, Jr. will be replaced by a nominee of MCA.
 - Keith Schedler needs to be listed and will renew; he is a nominee of PHCC.

The committee asked to review the list of contractor organizations in the state standards at the next meeting.

4. **Old Business**

a. Follow-up items from previous meeting

- i. The minutes were approved as written.
- ii. The state committee tabled reviewing Accuplacer Next Gen scores due to insufficient data.

b. Implementing revisions to CFR 29.30

Mr. Kasper updated attendees on the Bureau's progress:

- The Bureau's overall approach is to educate and assist sponsors, not punish them.
- BAS plans to meet with sponsors this summer to discuss the revisions, implementation, and expectations. The meetings will likely be held via webinar.
- The Bureau will use its AA/EEO website as the primary reference for sponsors and apprentices. The page can be accessed from the BAS homepage by clicking the AA/EEO tab on the left.
- BAS updated its information management systems to send automated disability disclosure forms to apprentices; if apprentices choose to complete the form, a copy is sent to the sponsor and ATR. This helps BAS meet the new requirement to track apprentices with disabilities for sponsors with five or more active apprentices.
- Sponsors should email their questions to Mr. Kasper.

Attendees did not have questions or comments.

c. Industry-Recognized Apprenticeship Programs

Director Johnson reported that IRAPs have been implemented nationally and the construction sector was not included. The Bureau, as the approving agency of all apprenticeships in Wisconsin, will deny IRAPs in Wisconsin and instead discuss flexible options available through registered apprenticeship. More information is likely to come, so the Bureau will keep the state committees informed.

Attendees did not have questions or comments.

d. Federal grants to expand registered apprenticeship

The Bureau has three active federal grants. The first, WAGE\$, is proceeding well. The Bureau anticipates meeting all over its targets except total number of apprentices in new occupations, which is not a surprise because the first programs in new sectors grow slowly at first.

The second and third grants—the State Apprenticeship Expansion (SAE) grant and the Apprenticeship State Expansion (ASE) grant—will help integrate registered apprenticeship into the workforce system. Through the SAE grant, the Bureau will reimburse sponsors for hiring graduates of certified pre-apprenticeship programs. Through the ASE grant, the Bureau funded two full-time Apprenticeship Navigators in the Milwaukee area. The Navigators will connect registered apprenticeship sponsors with the workforce community—WIOA certified individuals, youth apprenticeships, certified pre-apprenticeships, offenders—and will reimburse registered apprenticeship sponsors for certain costs of on-the-job learning.

Attendees did not have questions or comments.

e. Revisions to www.WisconsinApprenticeship.org

Director Johnson reported that the Bureau received permission from the Department of Workforce Development to re-revise its website to look and function differently than the DWD template. The request was influenced by claims from featured sponsors that the recent redesign made their contact information more challenging to access. The Bureau will revise the site this summer.

Attendees did not have questions or comments.

f. Apprenticeship Completion Award Program (ACAP)

Director Johnson reported that ACAP continues to be a strong example of bipartisan support for registered apprenticeship. He shared that the Bureau is further automating its ACAP processing system to eliminate opportunities for errors. The Department will likely request that ACAP is included in the next biennial budget request.

The state committee asked why the Bureau denied far more requests for reimbursement than it approved. Director Johnson explained that the denied reimbursements will always be greater than awarded reimbursements; apprentices submit all costs for related instruction and then, if approved, are reimbursed 25% or \$1,000, whichever comes first. The difference is coded as 'denied.'

g. Other

Attendees did not have additional items.

5. New Business

a. Lessons learned from DWD tour of Germany Apprenticeship Program

Director Johnson reported that he, Secretary Frostman, and several WI Apprenticeship stakeholders visited Germany to tour the Germany Apprenticeship Program. He stated the visit was invaluable in learning how WI Apprenticeship could improve and how it works very well already, within the context of U.S. society.

He noted several key take-aways:

- Apprenticeship in Germany is a socio-economic institution. Many, many industries and occupations train workers through registered apprenticeship, and students qualified for apprenticeships are tracked as early as fourth grade. These dynamics are possible due to greater government involvement in industries and the K-12 institutions.
- Similarly, apprenticeship in Germany focuses almost exclusively on preparing students and youth; apprenticeship is rarely used by adults to change careers because they would be far behind the skill level of youth. In contrast, Wisconsin Apprenticeship focuses mostly on helping adults prepare for careers, and Wisconsin Youth Apprenticeship focuses on broadly exposing participants to a career cluster or industry rather than prepare for an occupation.
- WI Apprenticeship works very well within the contexts of U.S. society. Involving K-12 students in career and technical education is very important. Although the U.S. secondary school system would not accept "tracking" students early, students are now required to begin "academic career planning" in middle school.
- Therefore, the most feasible means of strategically positioning Wisconsin Apprenticeship in the K-12 system are to include youth and registered apprenticeship as options within academic career planning and to promote bridging youth apprenticeship to registered apprenticeship.

The state committee asked how many students pursue vocational training instead of college. Director Johnson answered that approximately 60% of high school students pursue vocational education.

b. 2021 Biennial Apprenticeship Conference

Director Johnson reported that the conference will be held February 22-24, 2021, at the Wilderness Hotel in the Wisconsin Dells. The planning team has begun meeting. The specific theme, workshops, and speakers are under discussion, but the primary focus will be that apprenticeship is for everyone, e.g. every sector, worker, student, partner, etc.

The Apprenticeship Expo will be included. By summer the Bureau will launch the registration page via EventBrite and mail a save-the-date notice.

Attendees did not have questions or comments.

c. 2020 National Apprenticeship Week

The 2020 National Apprenticeship Week was not yet announced nationally, so the Bureau will observe Wisconsin Apprenticeship Week the week of November 8-14.

Attendees did not have questions or comments.

d. Revising Transition to Trainer

Director Johnson reported that the Bureau, Wisconsin Technical College System, and Worldwide Instructional Design System have begun revising "Transition to Trainer." The revisions will make the course more accessible to non-traditional apprenticeship occupations, update terminology and

learning activities, and introduce on-line delivery of specific modules. The project is lead by WTCS and includes an industry focus group of trainers from traditional and new sectors.

The state committee thanked the Bureau and WTCS for revising the course.

e. BAS leadership and personnel changes

Director Johnson thanked attendees for their letters of support for his acceptance as Bureau Director. He emphasized that his vision is to innovate registered apprenticeship by integrating it further with certified pre-apprenticeship, youth apprenticeship, technical diplomas, and more.

Additional personnel changes include the following:

- Tommy Myles, Apprenticeship Navigator
- Dawn Pratt, Apprenticeship Navigator
- Milton Rogers, Apprenticeship Training Representative for Madison
- Corey Popp, Apprenticeship Training Representative for Madison
- Melissa Kendhammer, Apprenticeship Training Representative for La Crosse
- Chris Landerman, Apprenticeship Training Representative for Appleton

Attendees did not have questions or comments.

f. Other

i. Related instruction during COVID-19

Director Johnson thanked attendees for their flexibility in meeting via webinar. He emphasized that COVID-19 is an unprecedented occurrence, so the Bureau fully supports sponsors and technical colleges in proceeding at their discretion in a manner that they deem safe. The Bureau requests only that sponsors and technical colleges ensure that apprentices eventually receive the proper instruction so they can complete the program. Director Johnson noted that all Bureau staff will work from home mid-March through May.

Various training coordinators shared how they modified related instruction for online delivery. The state committee thanked Director Johnson for his support.

ii. Lead abatement training opportunity through WI Dept. of Health Services.

Mr. Owen Smith reported that the WI Dept. of Health Services will reimburse training centers for lead abatement training for apprentices and journey workers through its Lead Safe Homes program. He asked representatives of local committees and training centers if they would be interested in learning more. He is informally gauging interest during the state committee season and will email an official letter, background information, and interest survey in May.

Several training coordinators expressed interest in learning more.

6. WTCS Update

Ms. Nancy Nakkoul reiterated that technical colleges have been moving instruction to online delivery in response to COVID-19. She thanked sponsors and the Bureau for their support.

Ms. Nakkoul reported the following items:

- The WTCS Apprenticeship Completer Report is now online. The response rate increased to 43%; the median salary increased to \$80,344; and respondents reported 92% satisfaction with on-the-job learning and 96% satisfaction with related instruction. The report now includes data on apprenticeships in new sectors, although the data is limited. The WTCS is researching methods to account for differences in over-time in the salary reporting.
- Unduplicated enrollment in apprenticeship programs increased by 9.9% from the prior year.
- The master chart of all apprenticeships with related instruction via technical colleges is now available online.

Attendees did not have questions or comments.

7. Review the program participants.

Program participants included 1,326 apprentices and 536 employers with a contract in active or unassigned status on March 13, 2020.

8. The next meeting will be scheduled via online survey.
9. The meeting adjourned at 11:50 a.m.

*Submitted by Owen Smith,
Bureau of Apprenticeship Standards*

March 13, 2020

TO: State Plumbing Apprenticeship Advisory Committee Members and Consultants

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

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

DATE: **Thursday, March 19, 2020**

TIME: **10:00 AM**

PLACE: **The meeting will be held as a webinar only.**
Meeting link: [Click here](#)
Meeting number: 924 472 852
Password: M7Zmj257Hmx
Join by phone 1-855-282-6330 US TOLL FREE
Phone access code: 924 472 852

TENTATIVE AGENDA

1. Call the meeting to order.
2. Distribute the sign-in sheet. Introduce attendees.
3. Review the roster.

4. Old Business

- a. Review the follow-up items from previous meeting.
 - i. **For action:** approve the minutes.
 - ii. Assessing applicants with Accuplacer Next Generation
- b. Implementing revisions to CFR 29.30
- c. Industry-Recognized Apprenticeship Programs
- d. Federal grants to expand registered apprenticeship
- e. Revisions to www.WisconsinApprenticeship.org
- f. Apprenticeship Completion Award Program (ACAP)
- g. Other

5. New Business

- a. Lessons learned from DWD tour of Germany Apprenticeship Program
- b. 2021 Biennial Apprenticeship Conference
- c. 2020 National Apprenticeship Week
- d. Revising Transition to Trainer
- e. BAS leadership and personnel changes
- f. Other

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



State Apprenticeship Standards for the **Plumbing Industry**

REVISED
June 1, 2017

Karen P Morgan

Bureau Director

David D. Jones
Co-Chair

Steve Bruntlow
Co-Chair

Prepared by the
Bureau of Apprenticeship Standards
and the
State Plumbing Apprenticeship Advisory Committee

STATE OF WISCONSIN
COODWD
Department of Workforce Development

- Z. Reassignment means the assignment of an apprentice from one employer to another within the same apprenticeship program.
- AA. Registration of an apprentice contract means the acceptance and recording of an apprentice contract by the department as evidence of the apprentice's participation in a particular registered apprenticeship program.
- BB. Related instruction means an organized and systematic form of instruction designed to provide the apprentice with the knowledge of the theoretical and technical subjects related to the apprentice's occupation. Such instruction may be given in a classroom, through occupational or industrial courses, or by correspondence courses of equivalent value, electronic media, or other forms of self-study approved by the department.
- CC. Sponsor means any local committee operating an apprenticeship program and in whose name the apprenticeship program is approved by the Bureau of Apprenticeship Standards.
- DD. Sponsor Training Center is an education source that provides related instruction as approved by the Bureau of Apprenticeship Standards
- EE. State Committee is the Wisconsin State Plumbing Apprenticeship Advisory Committee is advisory to the Department of Workforce Development and the Bureau of Apprenticeship Standards on matters of apprenticeship and to the Wisconsin Technical College System (WTCS) on matters of related instruction for apprentices.
- FF. Transfer means a shift of apprenticeship registration from one program to another where there is agreement between the apprentice and the affected apprenticeship committees or program sponsors.
- GG. Unassignment means the temporary interruption of an apprentice contract.
- HH. Wisconsin Apprenticeship Advisory Council means the council created by WI Stats. 15.227 (13).
- II. Wisconsin Technical College System is a publicly funded system of colleges subject to Chapter 38 of the WI State Statutes and Technical College System Administrative Rules.

II. Personnel of the State Plumbing Apprenticeship Advisory Committee

This Committee shall be composed of no less than ten (10) nor more than thirty (30) members. The intention is to have fair representation from local committees on the state committee. The Bureau of Apprenticeship Standards (BAS) will ensure that all areas of the state are properly represented on each state trade committee.

- A. Employer representative names will include nominees submitted to the Bureau of Apprenticeship Standards (Bureau) by the Wisconsin Association of Plumbing, Heating and cooling Contractors, the Mechanical Contractors Association of Wisconsin and the Associated Builders and Contractors of Wisconsin, Inc.
- B. Employee representative names will include nominees submitted to the Bureau by the Wisconsin Pipe Trades Association.

WAGE\$ Apprentices and Sponsors by Occupation Spring 2020 Committee Update

The Wisconsin Apprenticeship Growth and Expansion Strategies (WAGE\$) grant is a 5-year, \$5 million grant from the US Department of Labor. The purpose is to expand Registered Apprenticeship in Advanced Manufacturing and develop new programs in Information Technology and Health Care. The grant started October 1, 2015, and will conclude September 30, 2020.

- The overarching goal is 1,000 apprentices in the occupations selected for grant support.
- The table below shows the number of apprentices and sponsors in each occupation.
- Community Health Worker and Cybersecurity Specialist are in development.
- Pharmacy Technician was recently completed.
- Data Analyst has four apprentices that are being counted by Employ Milwaukee, Inc.'s sister grant. There is one Data Analyst sponsor.

WAGE\$ Apprentices by Occupation Cumulative 10/01/2015 - 03/08/2020 <small>This report includes apprentice contract records which, during the selected report period, match the following criteria: CONTRACT DISTRICT= ALL, CONTRACT SECTOR= ALL, CONTRACT TRADE=Industrial Manufacturing Technician;Maintenance Technician;Mechatronics Technician;Welder - Fabricator;Welder / Automated Welding;Software Developer;Pharmacy Technician, Retail Store;Medical Assistant;IT Service Desk Technician;Data Analyst;Broadband Service Technician;Cybersecurity Analyst, CONTRACT TYPE(s)=Apprentice, APPR SEX= ALL, APPR MINORITY= ALL, APPR RACE(s)= ALL, ER WDA= ALL, ER COUNTY= ALL, ER NAME= ALL, ER UI= ALL, INMATE= ALL, SCHOOL NAME= ALL, SPONSOR TYPE(s)= ALL, SPONSOR NAME(s)= ALL, TRANSFER TO= ALL, TRANSFER FROM= ALL</small>				
Occupation Name	Count Sponsors	Count App	Female	Minority
Report Total:	Total 205 sponsors	633	63 (10%)	99 (16%)
Industrial Manufacturing Technician	12 sponsors	135	19 (14%)	37 (27%)
Maintenance Technician	131 sponsors	329	4 (1%)	30 (9%)
Mechatronics Technician	37 sponsors	90	2 (2%)	6 (6%)
Welder / Automated Welding and Welder - Fabricator	15 sponsors	34	1 (3%)	4 (12%)
Broadband Service Technician	1 sponsor	1	0 (0%)	0 (0%)
Data Analyst (4 apprentices but all are counted by Employ Milwaukee)	1 sponsor	0		
IT Service Desk Technician	4 sponsors	4	1 (25%)	1 (25%)
Software Developer	3 sponsors*	2	2 (100%)	0 (0%)
Medical Assistant	1 sponsor	38	34 (89%)	21 (55%)
*Number of sponsors is greater than the number of apprentices because one apprentice left one job and started with a different sponsor				

All ACAP Reimbursement Requests Processed (Time Period) - Summary

Apprenticeship Completion Award Program (ACAP)

Bureau of Apprenticeship Standards

Division of Employment and Training

3/5/20 10:27 AM

Filters Applied: Determination Date between 7/1/19 and 3/5/20, Fiscal Year(s)= FY20

Type	Fiscal Year	# of RRs	\$Approved	\$Denied
Year One	20		\$127,224.23	\$616,354.68
Year One Totals		618	\$127,224.23	\$616,354.68
Completion	20		\$164,478.91	\$1,026,716.02
Completion Totals		376	\$164,478.91	\$1,026,716.02
Report Totals		994	\$291,703.14	\$1,643,070.70



WTCS System-Wide Activity Update March 2020

WTCS-BAS 20 Apprenticeship Completion Report

The 2020 WTCS-BAS Apprenticeship Completer Report is now available online. The report contains employment, wage and training satisfaction outcomes for apprentices completing their programs in 2016-17. It can be found here: [2020 WTCS-BAS Apprentice Completer Report](#)

- Of the 1,143 completers surveyed, 488 (43%) responded. (In the prior year report, 847 completers were surveyed and response rate was 39%.)
- Respondents reported a 92% satisfaction rate for on-the-job training and 96% for classroom instruction.
- Median salary across all trades increased to \$80,344. This is up from \$77,753 and \$71,624 in the two prior reporting years.
- Respondents indicating an interest in continuing education beyond apprenticeship remained steady at 44%.

WTCS Apprenticeship Enrollment Trend

WTCS enrollments across all apprenticeship programs increased from 6903 to 7588 unduplicated, and 7450 to 7696 duplicated, students by the end of 2018-2019 academic year. That is a 9.9% and 3.3% increase, respectively, in one year. A current mid-year snapshot for 2019-20 is showing 7524 enrolled apprentices. Confirmed actual enrollment for the 2019-20 academic year will not be available until August 2020.

Active WTCS-BAS Apprenticeship Programs, By Sector, Occupation, and College as of January 2019

The master chart of all apprenticeship programs with related instruction offered through the WTCS colleges can be found here via the following link. "Active" is defined as approved programs with enrollments in the past two years. The color-coded chart can be found on the MyWTCS website here: [WTCS Active Apprenticeship Programs March 2020 \(Color Chart\)](#)

Apprentice Related Instruction



Active WTCS/BAS Programs by Sector and Occupation - February 2020

	BLACKHAWK	CHIPPEWA VALLEY	FOX VALLEY	GATEWAY	LAKESHORE	MADISON AREA	MID-STATE	MILWAUKEE AREA	MORAINES PARK	NICOLET AREA	NORTH CENTRAL	NORTHEAST WI	SOUTHWEST WI	WAUKESHA	WESTERN	WI INDIANHEAD
Construction Sector Apprentice Related Instruction																
Bricklaying/Masonry																
Carpentry																
Concrete Finishing/Cement Mason																
Drywall Finisher																
Electrical																
Electronic Systems Tech/Voice-Data-Video																
Glazing																
HVAC/Environmental Service																
Ironworking																
Operating Engineer/Heavy Equipment																
Painting & Decorating																
Plumbing																
Roofing																
Sheet Metal																
Sprinkler Fitting																
Steamfitting Construction																
Steamfitting Service/Refrigeration																
Industrial Sector Apprentice Related Instruction																
Electrical & Instrumentation/Instrumentation Tech																
Industrial Electrician																
Industrial Manufacturing Technician																
Injection Mold Set-Up (Plastic)																
Machinist																
Maint Mech/Millwright/Lube Tech/Machine Repair																
Maintenance Technician																
Mechatronics																
Metal Fabricator/Industrial Sheetmetal																
Pipe Fabricator/Welder																
Pipefitter																
Resilient Floor																
Tool & Die/Patternmaker/Moldmaker																

Apprentice Related Instruction



Active WTCS/BAS Programs by Sector and Occupation - February 2020

	BLACKHAWK	CHIPPEWA VALLEY	FOX VALLEY	GATEWAY	LAKESHORE	MADISON AREA	MID-STATE	MILWAUKEE AREA	MORAINES PARK	NICOLET AREA	NORTH CENTRAL	NORTHEAST WI	SOUTHWEST WI	WAUKESHA	WESTERN	WI INDIANHEAD
Service Sector Apprentice Related Instruction																
Arborist																
Barber/Cosmetologist																
Broadband Service Technician																
Cook/Chef																
Electrical Line Worker																
Facilities Maintenance Technician																
IT-Data Analyst																
IT-Service Desk Technician																
IT-Software Developer																
Metering Technician																
Substation Electrician																
Wastewater Treatment Operator																

State Committee Report - Construction

State Plumbing Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 3/13/2020 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	1326	77	5.8	11	0.8	448	33.8	878	66.2	536	109	20.3	441	82.3
ABC of Wisconsin (All)	440	23	5.2	3	0.7			440	100.0	167			167	100.0
Plumber (0186238103001)	440	23	5.2	3	0.7			440	100.0	167			167	100.0
Appleton Area Plumbing JAC	83	1	1.2	0	0.0	20	24.1	63	75.9	37	7	18.9	30	81.1
Plumber (0186238103001)	83	1	1.2	0	0.0	20	24.1	63	75.9	37	7	18.9	30	81.1
Central WI Area Plumbing JAC	26	1	3.8	0	0.0	9	34.6	17	65.4	18	7	38.9	12	66.7
Plumber (0186238103001)	26	1	3.8	0	0.0	9	34.6	17	65.4	18	7	38.9	12	66.7
Eau Claire Area Plumbing JAC	70	1	1.4	0	0.0	23	32.9	47	67.1	39	12	30.8	31	79.5
Plumber (0186238103001)	70	1	1.4	0	0.0	23	32.9	47	67.1	39	12	30.8	31	79.5
Fond du Lac Area Plumbing JAC	22	0		0	0.0	14	63.6	8	36.4	9	3	33.3	6	66.7
Plumber (0186238103001)	22	0		0	0.0	14	63.6	8	36.4	9	3	33.3	6	66.7
Kenosha-Racine-Walworth Plumbing JAC	61	6	9.8	0	0.0	54	88.5	7	11.5	26	20	76.9	7	26.9
Plumber (0186238103001)	61	6	9.8	0	0.0	54	88.5	7	11.5	26	20	76.9	7	26.9
La Crosse Area Plumbing JAC	76	1	1.3	0	0.0	25	32.9	51	67.1	39	11	28.2	30	76.9
Plumber (0186238103001)	76	1	1.3	0	0.0	25	32.9	51	67.1	39	11	28.2	30	76.9
Lake To Lake Area Plumbing JAC	26	0		0	0.0	7	26.9	19	73.1	13	2	15.4	11	84.6
Plumber (0186238103001)	26	0		0	0.0	7	26.9	19	73.1	13	2	15.4	11	84.6
Madison Area Plumbing JAC	127	9	7.1	6	4.7	76	59.8	51	40.2	40	9	22.5	33	82.5
Plumber (0186238103001)	127	9	7.1	6	4.7	76	59.8	51	40.2	40	9	22.5	33	82.5
Marshfield Area Plumbing JAC	13	0		0	0.0			13	100.0	9			9	100.0
Plumber (0186238103001)	13	0		0	0.0			13	100.0	9			9	100.0
Milwaukee Area Plumbing JAC	180	29	16.1	2	1.1	180	100.0			41	41	100.0		
Plumber (0186238103001)	180	29	16.1	2	1.1	180	100.0			41	41	100.0		
Northeast WI Area Plumbing JAC	69	1	1.4	0	0.0	22	31.9	47	68.1	31	6	19.4	26	83.9
Plumber (0186238103001)	69	1	1.4	0	0.0	22	31.9	47	68.1	31	6	19.4	26	83.9
Northern WI Plumbing Advisory Committee	22	3	13.6	0	0.0			22	100.0	14			14	100.0
Plumber (0186238103001)	22	3	13.6	0	0.0			22	100.0	14			14	100.0
Rhineland Area Plumbing JAC	23	2	8.7	0	0.0	2	8.7	21	91.3	21	2	9.5	19	90.5
Plumber (0186238103001)	23	2	8.7	0	0.0	2	8.7	21	91.3	21	2	9.5	19	90.5
Southwest WI Area Plumbing Advisory Comm	24	0		0	0.0			24	100.0	19			19	100.0
Plumber (0186238103001)	24	0		0	0.0			24	100.0	19			19	100.0
Wausau Area Plumbing JAC	39	0		0	0.0	11	28.2	28	71.8	25	6	24.0	19	76.0

State Committee Report - Construction

State Plumbing Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 3/13/2020 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	1326	77	5.8	11	0.8	448	33.8	878	66.2	536	109	20.3	441	82.3
Plumber (0186238103001)	39	0		0	0.0	11	28.2	28	71.8	25	6	24.0	19	76.0
Western WI Area Plumbing JAC	25	0		0	0.0	5	20.0	20	80.0	14	2	14.3	13	92.9
Plumber (0186238103001)	25	0		0	0.0	5	20.0	20	80.0	14	2	14.3	13	92.9