

Approved Minutes of the
Steamfitting
State Apprenticeship Advisory Committee

March 23, 2021

Webinar

Members Present	
Birong, Josh	
Christensen, Paul	1901 Inc.
Edwards, Doug	
Hayden, Terry	WI Pipe Trades Assoc
Runge, Mitch	
Weinfurter, Greg	Tweet-Garot
Zielke, Joel	Local 601
Members Absent	
Bencke, Todd	Local 434
Colwell, James	United Mechanical
Lauer, Joe	EGI Mechanical
Martin, Trevor	Local 434
Consultants & Guests	
Bohacek, Dajen	PSMCA
Dubenske, Scott	Wisconsin Technical College System
Johnson, Al	Local 118
Johnson, Joshua	BAS
Johnston, Stephanie	WRTP/BIG STEP
Korn, Gary	Local 400
Moreno, Stephanie	WRTP/BIG STEP
Popp, Corey	Wisconsin Apprenticeship
Smith, Owen	BAS
Valerine, Christopher	Local 601
Walsh, Julie	MSC
Wenger, Scott	Local 434

1. The meeting was called to order at 1:03 p.m. by Co-Chair Joel Zielke, in conformance with the Wisconsin open meeting laws.
2. Mr. Smith recorded attendance. A quorum was present.
3. The committee reviewed the current roster. It needed two revisions: Employer Co-Chair is Paul Christensen; and Jeff Knaus was replaced by Trevor Martin.

4. For action

a. Approve the minutes.

b. Review the applicant assessment requirements and state standards.

Mr. Owen Smith reported that he invited all construction state committees to review their state standards, including applicant assessment scores. The review will ensure that the standards include recent changes to state laws and BAS policies and that all content is current.

The state committee reported that the required math score may be too across all assessments. Scott Wenger, Joel Zielke, Gary Korn, Al Johnson, and Chris Valerine agreed to serve on the focus group.

5. Discussion Items

a. Registered apprenticeship during COVID-19

Director Johnson reiterated that he gives blanket support to sponsors and training centers to modify training as needed to ensure the safety of all involved. He asked whether BAS could provide related technical assistance.

All training coordinators reported that training is proceeding as planned. No help is needed.

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

Director Johnson reiterated that all sponsors must registered in BASERS, register new contracts in BASERS, and perform all contract actions through BASERS as of July 1. If sponsors encounter adverse effects of performing all contract actions through BASERS, they are expected to approach BAS to explore potential solutions.

The state committee asked how the mandate was communicated. Director Johnson replied it was communicated via official letter to all sponsors and Apprenticeship Training Committees, and was shared every month at local committee meetings.

Co-Chair Hayden reported that the WI Apprenticeship Advisory Council supported the mandate and did not see it as problematic. The Council also supported the experimental period with performing all contract actions. Online contract management is necessary for the industry.

c. Implementing revisions to CFR 29.30

Director Johnson reported that, prior to the pandemic, BAS had planned to hold town halls for employers and sponsors to discuss the revisions. During COVID, BAS was prohibited from traveling, so leadership trained all field staff in affirmative action regulations to ensure all new personnel had a baseline of knowledge. Once staff are permitted to travel, they will begin town halls and meetings with sponsors.

Ms. Julie Walsh stated that sponsors are supposed to be in compliance right now; what should they do? Director Johnson replied that he will discuss her concerns outside of the meeting.

d. Biden Administration Bolsters Registered Apprenticeship and National Apprenticeship Act '21

Director Johnson reported that the

e. Wisconsin Apprenticeship Completer Report

Mr. Dubenske shared key points from the report and how to access it online.

A local committee representative asked if it is within their purview to leave the Wisconsin Technical College System. Director Johnson answered, yes, and asked that they submit a request directly to him. BAS can approve that and prefers all communication is open and transparent.

f. Implementing Transition to Trainer and Teaching Transition to Trainer

Mr. Smith reported that the course has been revised. Certified instructors must take a three-hour refresher by the end of the year. New instructors must take Teaching Methods and a six-hour preparatory course. He previewed the WTCS website that contains all pertinent information.

Attendees did not have questions or comments.

g. Supportive services and OJL reimbursement for registered apprentices

Director Johnson reviewed the reimbursement opportunities available for apprentices and sponsors through the two federal grants received by BAS. He reviewed the eligibility requirements and points of contact.

Attendees asked whether an apprentice could receive supportive services more than once. Director Johnson answered, no; an apprentice cannot receive reimbursements from multiple rounds of the grants.

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

Director Johnson reported that BAS is conducting an applicant outreach campaign funded by the grant to attract women and minority applicants. Some campaign products will be featured on the revised website, which is schedule for release by the end of the year.

Attendees did not have questions or comments.

i. Apprenticeship Completion Award Program

Director Johnson reviewed the latest reimbursement statistics. He emphasized that the program is a strong example of bipartisan support for registered apprenticeship; it has been renewed several consecutive times.

Attendees did not have questions or comments.

j. BAS leadership and personnel changes

Director Johnson reported the following changes:

- The new Field Operations Supervisor is Ben Stahlecker. Sandy Destree, who retired.
- Two additional Apprenticeship Navigators were hired: Jessica Williams and Jessi Gitter.
- BAS is recruiting for the Racine ATR position.
- The new ATR for Wausau is Raquel Nowak.
- The new ATR for Lakeshore is Ryan Herber.

k. 2021 National Apprenticeship Week

Director Johnson reported that the U.S. Department of Labor has not announced the dates. If the dates are not announced by summer, he will announce a Wisconsin Apprenticeship Week for early November.

l. Other

Director Johnson shared a link to a YouTube video of his recent discussion of race, equity, and inclusion.

6. WTCS Update

The state committee reviewed the written summary. Attendees did not have questions or comments.

7. Review the participants.

Participants included 695 apprentices and 129 employers with a contract in active or unassigned status as of March 1, 2021.

8. The Bureau will schedule the fall meeting via electronic survey.

9. The committee adjourned at 2:30 p.m.

Submitted by Owen Smith, Bureau of Apprenticeship Standards

March 8, 2021

TO: State Steamfitting Apprenticeship Advisory Committee Members and Consultants

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

SUBJECT: State Steamfitting Apprenticeship Advisory Committee meeting

DATE: Tuesday, March 23, 2021

TIME: 1:00 PM

ACCESS: <https://dwdwi.webex.com/dwdwi/j.php?MTID=ma5f5f23351a521431a5a58383e4dc6dc>
Mtg number: 145 163 9937
Password: 4xQXTADUm27
Join by phone: 1-855-282-6330 US TOLL FREE
Access code: 145 163 9937

TENTATIVE AGENDA

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

4. For action:

- a. Approve the minutes.
- b. Review the applicant assessment requirements.
- c. Review the state standards.

5. Discussion Items

- a. Registered apprenticeship during COVID-19
- b. Mandatory registration in BASERS, effective July 1, 2021
- c. Implementing revisions to CFR 29.30
- d. [Biden Administration Bolsters Registered Apprenticeship](#)
- e. [National Apprenticeship Act 2021](#)
- f. [Wisconsin Apprenticeship Completer Report](#)
- g. Implementing Transition to Trainer and Teaching Transition to Trainer
- h. Supportive services and OJL reimbursement for registered apprentices
- i. Applicant outreach campaign and revisions to www.WisconsinApprenticeship.org
- j. Apprenticeship Completion Award Program
- k. BAS leadership and personnel changes
- l. 2021 National Apprenticeship Week
- m. Other

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

Employment and Salary Data

2018-19 Apprenticeship Completion



1

Employment Location



Employment Location 2016-17



Employment Location 2017-18



Employment Location 2018-19



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2

Salary Data 2016-17 VS 2017-18 VS 2018-19



2016-17



\$85,273
MEDIAN SALARY FOR
CONSTRUCTION SECTOR

\$81,613
MEDIAN SALARY FOR
SERVICE SECTOR

\$65,515
MEDIAN SALARY FOR
INDUSTRIAL SECTOR

2017-18



\$83,818
MEDIAN SALARY FOR
CONSTRUCTION SECTOR

\$85,169
MEDIAN SALARY FOR
SERVICE SECTOR

\$67,595
MEDIAN SALARY FOR
INDUSTRIAL SECTOR

2018-19



\$87,145
MEDIAN SALARY FOR
CONSTRUCTION SECTOR

\$85,273
MEDIAN SALARY FOR
SERVICE SECTOR

\$69,259
MEDIAN SALARY FOR
INDUSTRIAL SECTOR

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3

Training & Instruction Satisfaction



2016-17 Apprenticeship Completers

96%
OF APPRENTICES WERE
SATISFIED
WITH THEIR ON-THE-JOB
TRAINING

96% OF APPRENTICES WERE
SATISFIED WITH THEIR
PAID-RELATED INSTRUCTION

2017-18 Apprenticeship Completers



96% OF APPRENTICES WERE
SATISFIED WITH THEIR
PAID-RELATED INSTRUCTION

2018-19 Apprenticeship Completers



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4

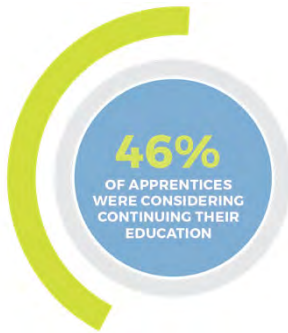
Continuing Education



2016-17 Apprenticeship Completers

2017-18 Apprenticeship Completers

2018-19 Apprenticeship Completers



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5

Looking ahead...



- DWD-BAS will be reorganizing instructional program groups into new industry sectors: currently Construction, Industrial, and Service. This will at some point affect future version of the report, which WTCS will adapt to match DWD-BAS guidelines.
- Please keep WTCS in mind if you have captured apprenticeship-related imagery, especially regarding new apprenticeship programs and those featuring demographic minorities.
- Contact: nancy.nakkoul@wtcsystem.edu or dan.arneson@wtcsystem.edu

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Distribution



- WTCS will be distributing a web link in lieu of printing a physical report this year, please bookmark and share widely the link to the electronic version of the most recent Apprenticeship Completion report, which again demonstrates strong outcomes and the value of Wisconsin's earn-while-you-learn apprenticeship model to individuals and employers. The link will be distributed to the following:
 - DWD - Bureau of Apprenticeship Standards
 - Wisconsin Apprenticeship Advisory Council
 - State Trade Committees (Apprenticeship Advisory)
 - WTCS Board Members
 - WTCS Apprenticeship Coordinators
 - College Marketing Teams
 - WI High Schools - Counselors

Online at: www.wtcsystem.edu->About Us->Publications and Resources

Direct Link: <https://www.wtcsystem.edu/2018-19-WTCS-Apprenticeship-Completer-Report>

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March 1, 2021

Dear Apprenticeship Sponsor:

Last summer, our agency advised you via letter that within one year, by July 1, 2021, all apprenticeship sponsors will be required to register in the Bureau of Apprenticeship Standards Electronic Registration System (BASERS) and use the interface to enroll incoming apprentices. At its February 9, 2021 meeting, the Wisconsin Apprenticeship Advisory Council affirmed its support for our agency's BASERS policy and the July 1 deadline.

Sponsors who have not yet registered in BASERS, or those who need further assistance using the platform, should contact their Apprenticeship Training Representative promptly. The ATRs can provide the necessary technical assistance to meet the July 1, 2021 deadline.

BASERS is an intuitive, self-service website for sponsors developed as part of a national initiative toward registered apprenticeship expansion and modernization. The ongoing COVID-19 pandemic has only underscored the benefits of conducting business through a virtual system like BASERS, which connects stakeholders across the state without the need for face-to-face contact.

The benefits of BASERS, once a sponsor has registered, are as follows:

- Faster creation and approval of contracts;
- Increased access to information about a sponsor's own program;
- The capacity to initiate and track contract actions such as cancellations, work assignments, and completions;
- The ability to ensure records are accurate before finalization.

Thank you for your continued support of Wisconsin Apprenticeship.

Sincerely,



Joshua A. Johnson, State Director
Wisconsin Apprenticeship

February 24, 2021

Dear Apprenticeship Employers:

The [link](#) is now live to access information on applying for on-the-job learning reimbursements through Wisconsin Apprenticeship grant funds. Follow the instructions offered in the [link](#) and review the information in this email regarding eligibility. The deadline for submitting questions regarding this announcement is March 5th at 2 p.m. CST. Awards may be made as soon as March 15th. Applications will be reviewed in the order in which they are received. Questions can be sent to our grants mailbox at dwddetgrants@dwd.wisconsin.gov.

The on-the-job learning reimbursements are part of a Wisconsin grant initiative, using federal grant funds, to help defray the extraordinary costs of training apprentices. Employers may be eligible for up to a \$1,000 reimbursement for each apprentice that they hired between July 1, 2019 and January 30, 2021, as long as the apprentice meets one of the following criteria:

- The apprentice previously completed a Wisconsin Youth Apprenticeship program in any career cluster; or
- The apprentice previously completed a state certified pre-apprenticeship program in any job sector. A detailed list of Wisconsin certified pre-apprenticeship programs can be found [here](#); or
- The apprentice was hired to work in the IT, Healthcare, Bio-Tech, Transportation, Agriculture or Financial Services sectors.

Employers may only receive one on-the-job learning reimbursement per apprentice that meets the qualifying criteria and cannot request reimbursement for the same apprentice more than once.

Thank you for being valued Wisconsin apprenticeship employers and sponsors.

Sincerely,



Joshua Johnson, State Director
Wisconsin Apprenticeship

Dear Wisconsin Apprentices:

Wisconsin Apprenticeship has federal grant funds available to provide supportive services to registered apprentices. Up to \$600 may be available to each Wisconsin registered apprentice to assist with the following apprenticeship-related costs:

- Uniforms or work clothing
- Tools
- Required physicals
- Books
- Test fees
- Mileage
- Bus passes
- Parking permits
- Childcare
- Rent & housing costs

Apprentices who began their apprenticeship between July 1, 2019 and March 31, 2022 are eligible. Reimbursements will be awarded to applicants through March 31, 2022, or until the funding runs out. Apprentices must contact the following organizations, according to location, to determine if they qualify:

**Milwaukee, Racine, Kenosha, Walworth,
Washington, Waukesha and Ozaukee
counties**

Employ Milwaukee
Jose Galvan
Jose.galvan@employmilwaukee.org
2342 North 27th Street
Milwaukee, WI 53210

Office 414-270-1743
Cell 414-852-1914

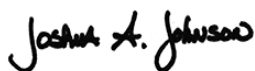
All other Wisconsin counties

South Central Workforce Development Board
Jeff Kennedy
jkennedy@wdbscw.org
3513 Anderson Street Ste 104
Madison, WI 53704

Office 608-249-9001 Ext. 230

Thank you for being valued Wisconsin apprentice.

Sincerely,



Joshua Johnson, State Director
Wisconsin Apprenticeship

ACAP Reimbursement Requests With Approvals Processed During (Time Period) - Summary

Apprenticeship Completion Award Program (ACAP)

Bureau of Apprenticeship Standards

Division of Employment and Training

3/2/21 08:40 AM

Filters Applied: Determination Date between 7/1/20 and 3/2/21, Fiscal Year(s)= FY21

Type	Fiscal Year	# of RRs	\$Approved	\$Denied
Year One	21		\$97,137.35	\$328,547.82
Year One Totals		404	\$97,137.35	\$328,547.82
Completion	21		\$179,424.43	\$771,505.80
Completion Totals		329	\$179,424.43	\$771,505.80
Report Totals		733	\$276,561.78	\$1,100,053.62



WTCS System-Wide Activity Update February 2021

2021 WTCS-BAS Apprenticeship Completion Report

The 2021 WTCS-BAS Apprenticeship Completer Report is now available online. The report contains employment, wage and training satisfaction outcomes for apprentices completing their programs in 2018-19. It can be found here: [2021 WTCS-BAS Apprentice Completer Report](#)

- Of the 1,195 completers surveyed, 365 (31%) responded. In the prior year report, 1143 completers were surveyed and response rate was 43%.
- Respondents reported a 95% satisfaction rate for on-the-job training and 97% for classroom instruction.
- Median salary across all trades increased to \$81,072, an increase of approximately \$800 more than the prior year.
- Respondents indicating an interest in continuing education beyond apprenticeship decreased from 44% last year to 35% this year.

MyWTCS Website Re-Design and Launch: New Apprenticeship Resources for [Preparing to Teach Transition to Trainer \(PT2TT2T\)](#)

MyWTCS is an intranet site for the Wisconsin Technical College System and stakeholders. Launched in February 2021, the newly re-designed site includes a new look and improved functionality and features, including additional apprenticeship resources such as the administrative guidance and teacher trainer course offerings for the Transition to Trainer course. The site can be found at: <https://mywtcs.wtcsystem.edu/>

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

Starting in 2021, the WTCS and BAS have 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.

2020-21	2021-22
<ul style="list-style-type: none">• Carpentry (All)• Wastewater Treatment• Electrical (All)• Industrial Manufacturing Technician• IT-Service Desk• IT-Software Developer	<ul style="list-style-type: none">• HVAC (ABC)• Industrial Pipefitter• Mechatronics• Barber/Cosmetology• Bricklaying/Masonry• IT Cybersecurity• IT Data Analyst• Broadband Technician

Apprenticeship in New Sectors: Snapshot of Program Growth Past Five and Current Years

New Wisconsin Apprenticeship Programs in New Industries

2016	Arborist MILW MSTC	Mechatronics Tech WCTC BTC GTC LTC MILW SWTC MPTC CVTC	IT-Software Developer MSTC CVTC NTC MPTC MDSN	
2017				
2018	Organic Vegetable Farm Manager NWTC	Data Analyst CVTC NTC MILW MDSN MPTC	IT-Service Desk Technician WCTC CVTC NTC MDSN MPTC	Financial Services Representative MILW CVTC MPTC
2019	Broadband Technician WITC	Medical Assistant NTC	Biotechnology Lab Support Assistant MDSN	
2020	Facilities Maintenance Technician MILW	Cybersecurity Analyst MDSN	Pharmacy Technician MILW	
2021	Roadway Maintenance Technician CVTC	Industrial Metrology Technician FVTC	Culinary Apprenticeship MILW	



State Committee Report - Construction

State Steamfitting Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 3/1/2021 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	695	40	5.8	12	1.7	678	97.6	17	2.4	129	123	95.3	6	4.7
ABC of Wisconsin (All)	17	1	5.9	0	0.0			17	100.0	6			6	100.0
Steamfitter (0186228102201)	3	0		0	0.0			3	100.0	2			2	100.0
Steamfitter (Construction) (0186228102208)	14	1	7.1	0	0.0			14	100.0	5			5	100.0
Appleton Area Steamfitter JAC	106	2	1.9	2	1.9	106	100.0			23	23	100.0		
Steamfitter (Construction) (0186228102208)	82	2	2.4	2	2.4	82	100.0			19	19	100.0		
Steamfitter (Service/Refrigeration) (0186228102207)	24	0		0	0.0	24	100.0			8	8	100.0		
East Central Steamfitting JAC	21	1	4.8	0	0.0	21	100.0			9	9	100.0		
Steamfitter (0186228102201)	2	0		0	0.0	2	100.0			1	1	100.0		
Steamfitter (Construction) (0186228102208)	14	1	7.1	0	0.0	14	100.0			7	7	100.0		
Steamfitter (Service/Refrigeration) (0186228102207)	5	0		0	0.0	5	100.0			4	4	100.0		
Eau Claire Area Steamfitting JAC	26	0		0	0.0	26	100.0			11	11	100.0		
Steamfitter (Construction) (0186228102208)	17	0		0	0.0	17	100.0			9	9	100.0		
Steamfitter (Service/Refrigeration) (0186228102207)	9	0		0	0.0	9	100.0			6	6	100.0		
Green Bay Area Steamfitting JAC	61	1	1.6	0	0.0	61	100.0			10	10	100.0		
Steamfitter (Construction) (0186228102208)	39	1	2.6	0	0.0	39	100.0			7	7	100.0		
Steamfitter (Service/Refrigeration) (0186228102207)	22	0		0	0.0	22	100.0			7	7	100.0		
K-R-W Steamfitting JAC	30	4	13.3	0	0.0	30	100.0			11	11	100.0		
Steamfitter (Construction) (0186228102208)	17	1	5.9	0	0.0	17	100.0			6	6	100.0		
Steamfitter (Service/Refrigeration) (0186228102207)	13	3	23.1	0	0.0	13	100.0			7	7	100.0		
La Crosse Area Steamfitting JAC	17	0		0	0.0	17	100.0			8	8	100.0		
Steamfitter (Construction) (0186228102208)	13	0		0	0.0	13	100.0			7	7	100.0		
Steamfitter (Service/Refrigeration) (0186228102207)	4	0		0	0.0	4	100.0			3	3	100.0		
Madison Area Steamfitting JAC	119	10	8.4	4	3.4	119	100.0			22	22	100.0		
Steamfitter (Construction) (0186228102208)	82	7	8.5	4	4.9	82	100.0			15	15	100.0		
Steamfitter (Service/Refrigeration) (0186228102207)	37	3	8.1	0	0.0	37	100.0			15	15	100.0		

State Committee Report - Construction

State Steamfitting Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 3/1/2021 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	695	40	5.8	12	1.7	678	97.6	17	2.4	129	123	95.3	6	4.7
SE WI Area Steamfitting JAC	242	21	8.7	5	2.1	242	100.0			44	44	100.0		
Steamfitter (0186228102201)	2	1	50.0	0	0.0	2	100.0			2	2	100.0		
Steamfitter (Construction) (0186228102208)	125	13	10.4	4	3.2	125	100.0			26	26	100.0		
Steamfitter (Service/Refrigeration) (0186228102207)	115	7	6.1	1	0.9	115	100.0			34	34	100.0		
Tri-City Area Steamfitting JAC	26	0		1	3.8	26	100.0			9	9	100.0		
Steamfitter (Construction) (0186228102208)	20	0		1	5.0	20	100.0			8	8	100.0		
Steamfitter (Service/Refrigeration) (0186228102207)	6	0		0	0.0	6	100.0			2	2	100.0		
Wausau Area Steamfitting JAC	30	0		0	0.0	30	100.0			13	13	100.0		
Steamfitter (Construction) (0186228102208)	18	0		0	0.0	18	100.0			10	10	100.0		
Steamfitter (Service/Refrigeration) (0186228102207)	12	0		0	0.0	12	100.0			6	6	100.0		