

March 1, 2021

TO: State Plumbing Apprenticeship Advisory Committee Members and Consultants

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

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

DATE: **Thursday, March 11, 2021**

TIME: **10:00 AM**

ACCESS: <https://dwdwi.webex.com/dwdwi/j.php?MTID=mc6a2bed13cf8677ef66848474373b5cd>
Mtg number: 145 032 6381
Password: JrFsymcx458
Join by phone: 1-855-282-6330 US TOLL FREE
Access code: 145 032 6381

TENTATIVE AGENDA

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

4. For action:

- a. Approve the minutes.
- b. Continue or discontinue accepting TABE scores from applicants.
- c. Review other applicant assessment requirements.
- d. Review 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. Other

6. WTCS Update

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

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

September 10, 2020
Virtual

Members Present	Employer / Organization
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
Clark, Roger	Local 118
Gain, Greg	United Mechanical
Hayden, Terry	WI Pipe Trades Association
Hersey, Mark	J.F. Ahern
Ignatowski, Christopher	Local 434
Members Absent	Employer / Organization
Balke, Brian	EGI Mechanical, Inc.
Bush, Mike	Local 75
Evers, Tom	Local 400
Flory, Tyler	Local 434
Schedler, Keith	Don's Plumbing Service Inc.
Consultants & Guests	Employer / Organization
Brenner, Joseph	
Chacos, Kim	Madison Association of Plumbing Contractors
Gerhardt, Gail	MCA

Johnson, Al	Local 118
Johnson, Joshua	Bureau of Apprenticeship Standards
Kasper, Andrew	Bureau of Apprenticeship Standards
Korn, Gary	Local 434
Metko, Katie	Northcentral Technical College
Nakkoul, Nancy	Wisconsin Technical College System
Nielsen, Julie	Local 118
Phillips, Amy	Bureau of Apprenticeship Standards
Roddy, Elizabeth	Associated Builders & Contractors
Smith, Owen	Bureau of Apprenticeship Standards
Walsh, Julie	MSCA
Zastrow, Wes	Plumbers Local 75

1. The meeting was called to order at 10:03 a.m. by Co-Chair Steve Brietlow in conformance with the Wisconsin open meeting laws.
2. Mr. Smith recorded attendance. A quorum was present.
3. The committee reviewed the current roster. The state committee and consultants expressed concerns about representative of contractor organizations. Mr. Smith reviewed the history.

At the 2018 spring meeting, Joe Brenner announced his retirement and the labor side stated it would nominate a replacement. At the 2018 fall meeting, Mark Hersey replaced Joe Brenner as an Employee member. Confusion arose as to where Mark Hersey or Joseph N. Brenner, Jr., replaced Joe Brenner.

At the 2019 spring and fall meetings, the committee discussed that Employer member Joseph N. Brenner, Jr., will be replaced by a nominee of MCA; and Employer members Bill Rozga and Dave Jones will be replaced by a nominee of Associated Builders & Contractors.

At the 2020 spring meeting, the same was discussed.

4. Special Topic: modernizing Youth Apprenticeship

Ms. Amy Phillips reported that the state youth apprenticeship staff and Worldwide Instructional Design System are revising all youth apprenticeship curriculum to ensure it meets the needs of industry and aligns with applicable registered apprenticeships. She noted that the project will include revising the Architecture & Construction youth apprenticeship and called for volunteers to validate the curriculum.

Several members volunteered to contact Ms. Phillips. The state committee thanked her for her presentation.

5. Old Business

a. For action: approve the minutes

The minutes were approved as written.

b. Registered apprenticeship during COVID-19

Director Johnson reported that 1,000 less apprentices are registered than this time last year. The most noticeable declines are in the service and utility sectors; construction was affected the least. He noted that the decline more represents the absence of new apprentice contracts than the cancellation of existing contracts.

Director Johnson noted that Bureau staff have been working from through since March and will continue through 2020. He thanked all attendees for their organizations' support for virtual meetings and continuing business as usual, to the extent possible.

Several state committee members, training coordinators, and technical college coordinators reported their organizations continue to adapt on-the-job learning and related instruction for apprentices' safety.

c. Implementing revisions to CFR 29.30

Director Johnson reported the Bureau's current efforts to implement CFR 29.30. The Bureau continues to update the Wisconsin Apprenticeship Manual with laws that were passed since the manual was last revised, such as CFR 29.30. The Bureau drafted the new discrimination and harassment complaint form and disability disclosure form for apprentices and revised the quality assessment for all sponsors. The discrimination form and quality assessment form will be reviewed by the WI Apprenticeship Advisory Council at its year-end meeting. The disability disclosure form has been in circulation for the past few months and the response rate has been high.

Attendees did not have questions or comments.

d. Federal grants to expand registered apprenticeship

Director Johnson reported that the WAGE\$ grant concluded in September. The Bureau met most of its goals with exception of enrollment in some new occupations, which is not a surprise because enrollment in new occupations grows slowly.

The first and second rounds of the state expansion grant expire on October 30. Round two includes reimbursements to sponsors that hire underrepresented populations and graduates of certified pre-apprenticeship programs; the reimbursements cover certain costs of on-the-job learning.

Reimbursements will be issued on a first come, first served basis. The related policies are pending approval of the Department of Administration populations.

The Bureau received a fourth round of federal grant funding, totaling \$9 million. The grant goals include the following: register 3,000 new apprentices; increase underrepresented populations in registered apprenticeship; align related instruction for specific registered apprenticeships with curriculum in technical diploma and associate degree programs; incentivize sponsoring registered apprentices; fund an extensive, applicant-focused outreach campaign; and hire an Apprenticeship

Navigator for the northeast and four new Apprenticeship Training Representatives for specific sectors, excluding construction.

Director Johnson noted that he was excited that the Department of Labor awarded the grant to the Bureau after the retirement of former director, Karen Morgan. He considered the grant a sign of faith in his leadership. Forty-two states received a base of \$450,000, and only eight states received more than \$8 million.

Attendees did not have questions or comments.

e. Industry-Recognized Apprenticeship Programs (IRAPs)

Director Johnson reported that IRAPs were implemented this year and the standards recognition entities, or approving bodies, were announced on the Department of Labor website this September. The Bureau, with the support of the WI Department of Workforce Development, maintains it will not approve IRAPs in Wisconsin. Instead, the Bureau will offer flexible registered apprenticeships.

Attendees did not have questions or comments.

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

Director Johnson reported that the applicant outreach campaign to be funded by the new federal grant will include a complete redesign of the Bureau website. The new website will look and function like a business website, not a government website, and be much more user-friendly to career seekers, potential sponsors, and current sponsors and apprentices.

Attendees did not have questions or comments.

g. Apprenticeship Completion Award Program

Director Johnson reviewed the most recent reimbursement statistics. He reiterated that ACAP has continued to be a clear example of bipartisan support for registered apprenticeship for several years.

Attendees did not have questions or comments.

h. Other

Attendees did not have questions or comments.

6. New Business

a. Mandatory registration in BASERS

Director Johnson reported that he has proposed that all current and future sponsors must register in and perform contract actions through BASERS as of July 1, 2021. Sponsors that do not comply will not be permitted to register new apprentices. He will discuss the proposal with the WI Apprenticeship Advisory Council at its upcoming meeting. The objective of the proposal is to position BASERS as the central contract and communication portal between the Bureau and all sponsors in the future.

The state committee reported that most local committees registered in BASERS and perform all contract actions through it. A few consultants, however, expressed concern that requiring BASERS places an undue administrative burden on local committees and third-party administrative service providers that results from an increased time commitment and the need to enter data into a proprietary database and BASERS.

Director Johnson replied that the Bureau is committed to exploring different interfaces between databases and BASERS to allow bulk upload.

b. For action: revising state standards, including applicant assessments and ASVAB

Mr. Smith reported that all state committees will review their state standards throughout 2021 to ensure all recent legislative and policy updates have been incorporated and all content is current.

The review will include assessment requirements and the possibility of adopting the Armed Services Vocational Aptitude Battery, which was recommended by several state construction committees to help streamline veterans' application process. Mr. Smith reported, however, that the ASVAB is a categorically different assessment than the Accuplacer and ACT and is not used by the Wisconsin Technical College System. Therefore, if implemented, the ASVAB may create unequal requirements for veterans and civilian applicant.

Mr. Smith asked attendees whether they have encountered ASVAB scores from applicants and whether they prefer the Bureau research the topic further.

The training coordinators reported that they have not received ASVAB scores from applicants. Rather, veterans submit ACT or Accuplacer Next Generation scores.

***Action:** The state committee stated that it would prefer that all applicants take the same assessments. A formal motion was not made.*

***Action:** the state committee requested that removing the TABE from the state standards be added to the agenda for the 2021 spring meeting.*

c. 2020 Meeting of National Association of State and Territorial Apprenticeship Directors

Director Johnson reported that the NASTAS Conference will be held virtually throughout the week of September 29. Discussions will include the effects of COVID-19 on registered apprenticeship, Industry-Recognized Apprenticeship Programs, and more.

Attendees did not have questions or comments.

d. 2020 National Apprenticeship Week

Director Johnson reported that National Apprenticeship Week will occur the week of November 8. Sponsors and stakeholders are encouraged to host virtual events and provide the access information to the Bureau for inclusion on the master calendar.

Attendees did not have questions or comments.

e. 2021 Biennial Apprenticeship Conference

Director Johnson reported that he and the WI Apprenticeship Advisory Council voted to postpone the conference until the spring of 2022 due to COVID-19.

Attendees did not have questions or comments.

f. Revising Transition to Trainer and Teaching Transition to Trainer

Director Johnson reported that the Wisconsin Technical College System is revising both courses to

align them with current training needs, remove outdated content, enhance their delivery online, and broaden the pool of potential instructors. The project is scheduled to finish by the end of the year; the courses are projected to be implemented in early 2021.

Attendees did not have questions or comments.

g. BAS leadership and personnel changes

Director Johnson reported several personnel changes: ATR Chris Landreman accepted a new position with DWD Job Service; Darla Burton from youth apprenticeship accepted a new position; and Liz Pusch is the new BAS section chief. The Bureau will hire six new positions through its grant.

Attendees did not have questions or comments.

h. Other

Attendees did not have questions or comments.

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. She reviewed the items on the WTCS update.

Attendees did not have questions or comments.

Ms. Metko reported that her college received many requests from high school students regarding how to prepare for a career in plumbing. She offered this to encourage state committee members to participate in the review of youth apprenticeship curriculum.

7. Program participants included 1,495 apprentices and 560 employers with a contract in active or unassigned status on September 1, 2020.
8. The next meeting will be scheduled via online survey.
9. The meeting adjourned at 2:45 p.m.

Submitted by Owen Smith, Bureau of Apprenticeship Standards

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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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

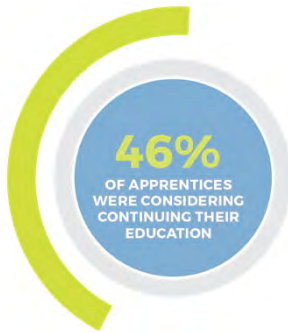
Continuing Education



2016-17 Apprenticeship Completers

2017-18 Apprenticeship Completers

2018-19 Apprenticeship Completers



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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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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 Plumbing 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	1483	90	6.1	11	0.7	477	32.2	1006	67.8	555	107	19.3	457	82.3
ABC of Wisconsin (All)	493	36	7.3	3	0.6			493	100.0	168			168	100.0
Plumber (0186238103001)	493	36	7.3	3	0.6			493	100.0	168			168	100.0
Appleton Area Plumbing JAC	108	1	0.9	0	0.0	26	24.1	82	75.9	40	7	17.5	33	82.5
Plumber (0186238103001)	108	1	0.9	0	0.0	26	24.1	82	75.9	40	7	17.5	33	82.5
Central WI Area Plumbing JAC	25	1	4.0	0	0.0	8	32.0	17	68.0	17	6	35.3	12	70.6
Plumber (0186238103001)	25	1	4.0	0	0.0	8	32.0	17	68.0	17	6	35.3	12	70.6
Eau Claire Area Plumbing JAC	82	0		0	0.0	27	32.9	55	67.1	38	12	31.6	28	73.7
Plumber (0186238103001)	82	0		0	0.0	27	32.9	55	67.1	38	12	31.6	28	73.7
Fond du Lac Area Plumbing JAC	26	0		0	0.0	15	57.7	11	42.3	13	3	23.1	10	76.9
Plumber (0186238103001)	26	0		0	0.0	15	57.7	11	42.3	13	3	23.1	10	76.9
Kenosha-Racine-Walworth Plumbing JAC	65	7	10.8	1	1.5	58	89.2	7	10.8	25	19	76.0	7	28.0
Plumber (0186238103001)	65	7	10.8	1	1.5	58	89.2	7	10.8	25	19	76.0	7	28.0
La Crosse Area Plumbing JAC	84	2	2.4	0	0.0	22	26.2	62	73.8	37	8	21.6	29	78.4
Plumber (0186238103001)	84	2	2.4	0	0.0	22	26.2	62	73.8	37	8	21.6	29	78.4
Lake To Lake Area Plumbing JAC	25	0		0	0.0	6	24.0	19	76.0	14	3	21.4	11	78.6
Plumber (0186238103001)	25	0		0	0.0	6	24.0	19	76.0	14	3	21.4	11	78.6
Madison Area Plumbing JAC	148	10	6.8	4	2.7	89	60.1	59	39.9	46	11	23.9	37	80.4
Plumber (0186238103001)	148	10	6.8	4	2.7	89	60.1	59	39.9	46	11	23.9	37	80.4
Marshfield Area Plumbing JAC	13	1	7.7	0	0.0			13	100.0	8			8	100.0
Plumber (0186238103001)	13	1	7.7	0	0.0			13	100.0	8			8	100.0
Milwaukee Area Plumbing JAC	175	26	14.9	2	1.1	175	100.0			43	43	100.0		
Plumber (0186238103001)	175	26	14.9	2	1.1	175	100.0			43	43	100.0		
Northeast WI Area Plumbing JAC	79	2	2.5	1	1.3	27	34.2	52	65.8	33	6	18.2	27	81.8
Plumber (0186238103001)	79	2	2.5	1	1.3	27	34.2	52	65.8	33	6	18.2	27	81.8
Northern WI Plumbing Advisory Committee	32	3	9.4	0	0.0			32	100.0	17			17	100.0
Plumber (0186238103001)	32	3	9.4	0	0.0			32	100.0	17			17	100.0
Rhineland Area Plumbing JAC	25	1	4.0	0	0.0	2	8.0	23	92.0	22	2	9.1	20	90.9
Plumber (0186238103001)	25	1	4.0	0	0.0	2	8.0	23	92.0	22	2	9.1	20	90.9
Southwest WI Area Plumbing Advisory Comm	27	0		0	0.0			27	100.0	19			19	100.0
Plumber (0186238103001)	27	0		0	0.0			27	100.0	19			19	100.0
Wausau Area Plumbing JAC	46	0		0	0.0	17	37.0	29	63.0	29	7	24.1	22	75.9

State Committee Report - Construction

State Plumbing Committee

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All Sponsors Total	1483	90	6.1	11	0.7	477	32.2	1006	67.8	555	107	19.3	457	82.3
Plumber (0186238103001)	46	0		0	0.0	17	37.0	29	63.0	29	7	24.1	22	75.9
Western WI Area Plumbing JAC	30	0		0	0.0	5	16.7	25	83.3	17	2	11.8	16	94.1
Plumber (0186238103001)	30	0		0	0.0	5	16.7	25	83.3	17	2	11.8	16	94.1