



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

**March 11, 2011**

Virtual

<b>Members Present</b>	<b>Employer / Organization</b>
Brietlow, Christina	Local 75
Brietlow, Steve (Co-Chair)	UA Plumbers Local 75
Brenner, Joseph N.	J.F. Ahern
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
<b>Members Absent</b>	<b>Employer / Organization</b>
Balke, Brian	EGI Mechanical, Inc.
Bush, Mike	Local 75
Evers, Tom	Local 400
Flory, Tyler	Local 434
Schedler, Keith	Don's Plumbing Service Inc.
<b>Consultants &amp; Guests</b>	<b>Employer / Organization</b>
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
Metko, Katie	Northcentral Technical College
Nakkoul, Nancy	Wisconsin Technical College System
Nielsen, Julie	Local 118
Phillips, Amy	Bureau of Apprenticeship Standards
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 and will present a roster that notes the organization affiliation at the next meeting.

#### **4. Action Items**

##### **a. For action: approve the minutes**

The minutes were approved as written.

##### **b. Discontinue accepting TABE scores from applicants.**

Mr. Smith reviewed that the state committee had recommended discontinuing accepting TABE scores from applicants. He asked the committee and consultants to elaborate.

Several consultants reported that very few applicants submit TABE scores. Discontinuing the scores would likely have little impact on applicants, and it would make the assessment requirements cleaner.

**Action:** *the focus group will review the TABE and all scores during the review of the state standards.*

##### **c. Review the state standards.**

Mr. Smith reported that he invites the state committee to review its state standards in full this year to ensure all content, such as recent law changes and policies unique to the committee, is accurate.

The state committee agreed. Mr. Smith will convene a focus group over the summer.

## **5. Discussion Items**

### **a. Registered apprenticeship during COVID-19**

Mr. Smith reiterated that Wisconsin Apprenticeship supports sponsors and training facilities adjusting delivery as needed to ensure the safety of apprentices and staff. Director Johnson asked whether local committees were experiencing any difficulties that may need Bureau assistance.

The state committee replied that training is proceeding well.

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

Director Johnson reiterated that, effective July 1, all sponsors must do the following: register in BASERS; register all new contracts in BASERS; and experiment with performing all contract actions through BASERS and notify the Bureau of any technical or administrative difficulties.

The state committee replied that most local committees perform all required actions and believe BASERS works very well. A few local committees have informed the Bureau that BASERS presents undue administrative burdens.

### **c. Implementing revisions to CFR 29.30**

Mr. Andrew Kasper reviewed that the Bureau will begin conducting affirmative action plans with local committees once all new staff are training and staff are permitted to travel again.

Attendees did not have questions or comments.

### **d. Biden Administration Bolsters Registered Apprenticeship**

Director Johnson reviewed the announcement included in the meeting material. The Biden administration discontinued industry-recognized registered apprenticeships and strongly supports registered apprenticeship.

Attendees did not have questions or comments.

### **e. National Apprenticeship Act 2021**

Mr. Smith reviewed the proposed legislation and noted the emphasis on youth apprenticeship and certified pre-apprenticeship, both of which are featured and integrated in Wisconsin.

Attendees did not have questions or comments.

### **f. Wisconsin Apprenticeship Completer Report**

Ms. Nakkoul reviewed the report design and results, noting the data from Plumbing apprentices. She shared that future versions will standardize wage and earnings across a 40-hour workweek to account for variations in overtime.

Attendees complimented the report and thanked Ms. Nakkoul for presenting it.

### **g. Implementing Transition to Trainer and Teaching Transition to Trainer**

Ms. Nakkoul and Mr. Smith explained the requirements for T2T instructors certified prior to 2021 and

instructors who want to become certified to teach the course. Ms. Nakkoul reviewed the website that hosts the requirements and schedule of upcoming courses.

Mr. Smith reported that certified instructors who have not taken the required refresher can continue teaching the old curriculum until they complete the refresher.

The training coordinators reported that many instructors have taken the course and those who have not are aware that it is required.

**h. Supportive services and OJL reimbursement for registered apprentices**

Director Johnson explained the reimbursements available to sponsors and apprentices, the eligibility criteria, and the points of contact. Representatives of W RTP/ BIG STEP commented that graduates of their certified pre-apprenticeships would qualify.

Attendees did not have questions or comments.

**i. Applicant outreach campaign and revisions to [www.WisconsinApprenticeship.org](http://www.WisconsinApprenticeship.org)**

Director Johnson reported that the applicant campaign is underway. The theme is, "Apprenticeship: A Different Kind of Classroom." It targets women and minorities and includes billboards, social media, and electronic media placement. The new brand is, "Wisconsin Apprenticeship," which is an umbrella brand for registered, youth, and certified pre-apprenticeship. The brand and theme will be incorporated into the BAS website, which will be revised to be more user friendly by fall.

Attendees did not have questions or comments.

**j. Apprenticeship Completion Award Program**

Director Johnson reported that the program continues to be an example of strong bipartisan support for registered apprenticeship. He reviewed the reimbursement statistics and noted that declined requests will always exceed accepted requests because all requests received are for more than the maximum reimbursement amount.

Attendees did not have questions or comments.

**k. BAS leadership and personnel changes**

Director Johnson reported that new employees Ryan Herber and Raquel Nowak joined the bureau as Apprenticeship Training Representatives.

Attendees did not have questions or comments.

**l. 2021 National Apprenticeship Week**

Director Johnson reported that the dates have not been announced by the U.S. Department of Labor. If they are not announced by summer, he will announce Wisconsin Apprenticeship Week for the week November 14.

Attendees did not have questions or comments.

**m. Other**

Attendees did not have questions or comments.

**6. WTCS Update**

Ms. Nancy Nakkoul reviewed the executive summary in the meeting material.

Attendees did not have questions or comments.

7. Program participants included 1,483 apprentices and 555 employers with a contract in active or unassigned status on March 1, 2020.
8. The next meeting will be scheduled via online survey.
9. The meeting adjourned at 11:45 a.m.

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*Submitted by Owen Smith, Bureau of Apprenticeship Standards*



March 1, 2021

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: **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](http://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.



# Employment and Salary Data

## 2018-19 Apprenticeship Completion



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## 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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## 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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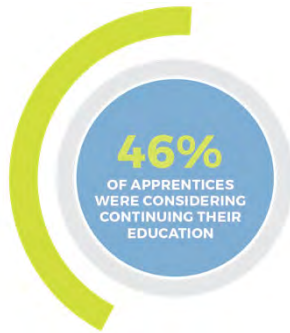
## Continuing Education



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](mailto:nancy.nakkoul@wtcsystem.edu) or [dan.arneson@wtcsystem.edu](mailto: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](http://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

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

## 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

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
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