

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

May 19, 2022

Department of Workforce Development, Madison
with Virtual Option

Members Present	
Birong, Josh	Local 118
Christensen, Paul	1901 Inc.
Colwell, James	United Mechanical
Lauer, Joe	EGI Mechanical
Martin, Trevor	Local 434
Zielke, Joel	Local 601
Members Absent	
Bencke, Todd	Local 434
Weinfurter, Greg	Tweet-Garot
Runge, Mitch	Local 434
Consultants & Guests	
Bohacek, Dajen	PSMCA
Dubenske, Scott	Wisconsin Technical College System
Fortney, Kelly	Organization Management Services
Gerhardt, Gail	Organization Management Services
Johnson, Al	Local 118
Jungwirth, Christine	Northeast Wisconsin Technical College
Korn, Gary	Local 400
Nielsen, Julie	Local 118
Polk, David	Wisconsin Apprenticeship
Popp, Corey	Wisconsin Apprenticeship
Richards, Deb	Madison Area Technical College
Schofield, Trina	Wisconsin Apprenticeship
Smith, Owen	Wisconsin Apprenticeship
Valerine, Christopher	Local 601
Walsh, Julie	MSC
Wenger, Scott	Local 434

1. The meeting was called to order at 10:03 a.m. by Co-Chair Pau Christensen, 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 Employer side has one new member: Mark Riehl. The Employee side has two vacancies: one for Terry Hayden and one for Roger Clark. The Bureau will research whether Terry Hayden's replacement will come from Local 434 or the Wisconsin Pipe Trades Association. The state committee reported that Roger Clark was replaced by Josh Birong.

4. Action Items

a. Approve the minutes.

The state committee approved the minutes as written.

b. Review applicant assessment scores.

Mr. Smith reviewed that the state committee wanted to discuss whether to raise its required ACT Match score from 17 to 19. He reviewed that the Bureau encouraged state construction committees to establish statewide applicant assessments five years ago for two reasons: establish equal requirements for entry to the same occupation across the state; and streamline the application process for recent high school graduates by crosswalking Accuplacer Next Generation scores to ACT scores, mandated for high school juniors in 2018.

Mr. Smith reported that several state construction committees have revisited their scores since that time due to the ebb and flow of qualified candidates. He framed the decisions as such: if scores are set too high, qualified applicants may decrease; if scores are set too low, apprentices may cancel.

The state committee and its training coordinators discussed the pros and cons of the current score. Advocates for raising the score argued many apprentices do not perform at the level required in the occupation. Advocates of the current score reported that it reflects the needs of the occupation, remedial courses and tutoring are available for apprentices, and there is a lack of data to identify the score as the cause of cancellation.

Action: *the state committee approved a motion to have the training coordinators gather necessary data on test scores and cancellations for the state committee's ongoing review.*

5. Discussions

a. BAS Director's Call with State Committees

Director Polk reviewed that the Bureau convened the virtual forum this spring to present apprenticeship-wide updates to all state committees in a single meeting. The forum was approved by the Wisconsin Apprenticeship Advisory Council. He reiterated that the Director's Call is for all state committees and their consultants and state committees can have necessary follow-up discussions at their individual meetings.

Director Polk asked attendees for feedback.

Attendees reported that the invitation was confusing; the purpose and target audience could have been stated more clearly. Otherwise, the format is efficient and helpful.

Attendees asked whether minutes would be provided in the future. Director Polk stated the Bureau will record the first half of the fall Director's Call and then stop recording for the question and answer period. That will provide an efficient recording and adhere to legal guidance from the Department.

b. Modified format of state committee meetings

Director Polk reiterated that the objective of the Director's Call is to discuss apprenticeship-wide updates in a single forum rather than with each committee individually. It does not reduce the voice of the state committees. Rather, it focuses their individual agendas to their unique policies, content, and needs.

Attendees agreed and voice support for the format.

Mr. Smith added that the state committee overwhelmingly preferred a hybrid meeting format. So, meetings will continue to be held in person and include a virtual option.

Co-Chair Christensen voiced support for the hybrid format and recommend state committee co-chairs attend in person for ease of operation.

c. Revisions to the *Wisconsin Apprenticeship Manual*

Director Polk reported that the *Manual* was reviewed by the Wisconsin Apprenticeship Advisory Council's Policy and Standards subcommittee and is now under review by the full Council. The Council meets to approve the *Manual* on June 6; the meeting will be entirely virtual and open to the public. The Council's approval will begin a 90-day public comment period; stakeholders are welcome to email their feedback to apprenticeship@dwd.wisconsin.gov.

The state committee asked if the Bureau will provide the document. Director Polk confirmed that the Bureau will email the original manual, the revised version, and a summary of changes. He noted that most changes eliminate redundancies, provide greater logical order, and clarify existing policies; no new policies were introduced.

The state committee asked if the Bureau will resume Technical Assistance Guide trainings for new members to local committees before or after the review. Director Polk confirmed that the Bureau will resume the training sessions after the public comment period concludes.

d. Revisions to the state standards

Mr. Smith explained that the *Manual* provides the boilerplate language that constitutes 90% of the state standards. Therefore, once the *Manual* is fully approved, the Bureau will update the boilerplate language and format of the state standards. He emphasized that the policies that are unique to the state committee, such as its applicant assessment scores and training content, will not change; they are established by the state committee and open to review at any time.

Attendees did not have questions or comments.

e. Other

The state committee asked whether a youth apprentice can work on a federal job. Director Polk replied that he will refer the matter to the state youth apprenticeship staff. He noted that a youth apprentice should be able to work on the project but not earn journeyworker wages.

The state committee reported that it hosted a successful statewide skills competition.

6. Review the program participants.

The state committee reviewed the participant statistics and did not find discrepancies.

The committee asked whether the Bureau monitors employers that do not train through registered apprenticeship. Director Polk explained that the participant statistics reflect employers that train through registered apprenticeship; employers that train through other methods are not monitored by the Bureau.

7. The Bureau will schedule the fall meeting via electronic survey.
8. The committee adjourned at 11:00 a.m.

Submitted by Owen Smith, Bureau of Apprenticeship Standards

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Employment and Training Division
Bureau of Apprenticeship Standards
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STATE OF WISCONSIN

Department of Workforce Development
Tony Evers, Governor
Amy Pechacek, Secretary-Designee
Michele Carter, Division Administrator

May 16, 2022

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: Thursday, May 19, 2022

TIME: 10:00 A.M.

OPTIONS: **Attend in person:**
Department of Workforce Development, Room F105
201 E Washington Ave
Madison, WI 53703

Attend via phone only:
608-571-2209; 837 497 772#

[Attend virtually.](#)

TENTATIVE AGENDA

1. Call the meeting to order.
2. Record attendees.
3. Review the roster.
- 4. Action:**
 - a. Approve the minutes.
 - b. Review the related instruction.
 - c. Review the applicant assessment procedures and scores.
- 5. Discussion**
 - a. BAS Director's Call with State Committees
 - b. Modified format of state committee meetings
 - c. Review of the *Wisconsin Apprenticeship Manual*
 - d. Review of the state standards
 - e. Other
6. Review the participants.
7. Adjourn.

Report Name COM-01 State Committee
Report

Refresh Date 5/16/22 9:47 AM

Wisconsin Bureau of Apprenticeship Standards

State Committee Report



This summary counts employers and apprentices, between 5/1/2022 and 5/1/2022 with contract status as Active & Unassigned in occupation(s) associated with this committee.

Report is based on apprentice contracts where:

- Contract sector is 'Construction'.
- Contract occupation code matches a occupation code assigned to committee.
- Contract sponsor is the employer.

Note: Employers active in more than one occupation or committee can cause Column #3 totals at the Committee or State level to deviate from the summed total of the individual occupation or committee rows.

Occupation	Apprentices									Employers				
	Total	Minority		Females		Union		Non-Union		Total	Union		Non-Union	
		#	%	#	%	#	%	#	%		#	%	#	%
1	2	3	3a	4	4a	5	5a	6	6a	7	8	8a	9	9a
Report Total	678	23	3.4	9	1.3	664	97.9	14	2.1	120	115	95.8	5	4.2
Steamfitter (0186228102201)	3	0	0	0	0	2	66.7	1	33.3	2	1	50.0	1	50.0
Steamfitter (Construction) (0186228102208)	429	16	3.7	8	1.9	416	97.0	13	3.0	86	82	95.3	4	4.7
Steamfitter (Service/Refrigeration) (0186228102207)	246	12	4.9	1	.4	246	100.0	0	0	72	72	100.0	0	0

State Committee Report by Sponsor & Occupation



This summary counts employers and apprentices, between 5/1/2022 and 5/1/2022 with contract status as Active & Unassigned in occupation(s) associated with this committee.

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Sponsor Name Occupation	Apprentices									Employers				
	Total	Minority		Females		Union		Non-Union		Total	Union		Non-Union	
		#	%	#	%	#	%	#	%		#	%	#	%
1	2	3	3a	4	4a	5	5a	6	6a	7	8	8a	9	9a
Report Total	678	23	3.4	9	1.3	664	97.9	14	2.1	120	115	95.8	5	4.2
ABC of Wisconsin (All)	14	1	7.1	0	0	0	0	14	100.0	5	0	0	5	100.0
Steamfitter (0186228102201)	1	0	0	0	0	0	0	1	100.0	1	0	0	1	100.0
Steamfitter (Construction) (0186228102208)	13	1	7.7	0	0	0	0	13	100.0	4	0	0	4	100.0
Appleton Area Steamfitter JAC	108	4	3.7	3	2.8	108	100.0	0	0	23	23	100.0	0	0
Steamfitter (Construction) (0186228102208)	79	3	3.8	3	3.8	79	100.0	0	0	19	19	100.0	0	0
Steamfitter (Service/Refrigeration) (0186228102207)	29	1	3.4	0	0	29	100.0	0	0	7	7	100.0	0	0
East Central Steamfitting JAC	21	0	0	0	0	21	100.0	0	0	9	9	100.0	0	0
Steamfitter (0186228102201)	2	0	0	0	0	2	100.0	0	0	1	1	100.0	0	0
Steamfitter (Construction) (0186228102208)	14	0	0	0	0	14	100.0	0	0	7	7	100.0	0	0
Steamfitter (Service/Refrigeration) (0186228102207)	5	0	0	0	0	5	100.0	0	0	3	3	100.0	0	0
Eau Claire Area Steamfitting JAC	32	0	0	0	0	32	100.0	0	0	9	9	100.0	0	0
Steamfitter (Construction) (0186228102208)	20	0	0	0	0	20	100.0	0	0	6	6	100.0	0	0
Steamfitter (Service/Refrigeration) (0186228102207)	12	0	0	0	0	12	100.0	0	0	7	7	100.0	0	0
Green Bay Area Steamfitting JAC	59	1	1.7	0	0	59	100.0	0	0	12	12	100.0	0	0
Steamfitter (Construction) (0186228102208)	38	1	2.6	0	0	38	100.0	0	0	7	7	100.0	0	0
Steamfitter (Service/Refrigeration) (0186228102207)	21	0	0	0	0	21	100.0	0	0	8	8	100.0	0	0
K-R-W Steamfitting JAC	44	4	9.1	0	0	44	100.0	0	0	16	16	100.0	0	0
Steamfitter (Construction) (0186228102208)	26	2	7.7	0	0	26	100.0	0	0	10	10	100.0	0	0
Steamfitter (Service/Refrigeration) (0186228102207)	18	2	11.1	0	0	18	100.0	0	0	9	9	100.0	0	0

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	Total	Minority		Females		Union		Non-Union		Total	Union		Non-Union	
		#	%	#	%	#	%	#	%		#	%	#	%
1	2	3	3a	4	4a	5	5a	6	6a	7	8	8a	9	9a
Report Total	678	23	3.4	9	1.3	664	97.9	14	2.1	120	115	95.8	5	4.2
La Crosse Area Steamfitting JAC	19	0	0	0	0	19	100.0	0	0	12	12	100.0	0	0
Steamfitter (Construction) (0186228102208)	13	0	0	0	0	13	100.0	0	0	9	9	100.0	0	0
Steamfitter (Service/Refrigeration) (0186228102207)	6	0	0	0	0	6	100.0	0	0	5	5	100.0	0	0
Madison Area Steamfitting JAC	121	6	5.0	2	1.7	121	100.0	0	0	22	22	100.0	0	0
Steamfitter (Construction) (0186228102208)	80	4	5.0	2	2.5	80	100.0	0	0	16	16	100.0	0	0
Steamfitter (Service/Refrigeration) (0186228102207)	41	4	9.8	0	0	41	100.0	0	0	15	15	100.0	0	0
SE WI Area Steam Fitting JAC	215	8	3.7	4	1.9	215	100.0	0	0	42	42	100.0	0	0
Steamfitter (Construction) (0186228102208)	115	6	5.2	3	2.6	115	100.0	0	0	27	27	100.0	0	0
Steamfitter (Service/Refrigeration) (0186228102207)	100	5	5.0	1	1.0	100	100.0	0	0	32	32	100.0	0	0
Tri-City Area Steamfitting JAC	21	0	0	0	0	21	100.0	0	0	7	7	100.0	0	0
Steamfitter (Construction) (0186228102208)	17	0	0	0	0	17	100.0	0	0	6	6	100.0	0	0
Steamfitter (Service/Refrigeration) (0186228102207)	4	0	0	0	0	4	100.0	0	0	2	2	100.0	0	0
Wausau Area Steamfitting JAC	24	0	0	0	0	24	100.0	0	0	8	8	100.0	0	0
Steamfitter (Construction) (0186228102208)	14	0	0	0	0	14	100.0	0	0	6	6	100.0	0	0
Steamfitter (Service/Refrigeration) (0186228102207)	10	0	0	0	0	10	100.0	0	0	5	5	100.0	0	0