

Department of Workforce Development  
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

October 6, 2022

**TO:** State Steamfitting 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 Steamfitting Apprenticeship Advisory Committee meeting

**DATE:** Tuesday, October 18, 2022

**TIME:** 1:00 PM

**OPTIONS:** [Attend virtually.](#)

**Attend via phone only:**

Call: 608-571-2209. Code: 106 906 966#

**Attend in person:**

Department of Workforce Development, Room F105  
201 E Washington Ave  
Madison, WI 53703

**TENTATIVE AGENDA**

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

**4. Action:**

- a. Approve the minutes.
- b. Review data on test scores and cancellations.

**5. Discussion**

- a. Questions from the Directors' Call with State Committees
- b. How is industry preparing for potential infrastructure projects?
- c. Reimbursement for on-the-job learning and supportive services
- d. [Register your National Apprenticeship Week event with the U.S. Department of Labor](#)
- e. Other

6. Review the participants.
7. Adjourn.



**Draft 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 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. 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](mailto: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*



## APPRENTICESHIP GRANT FUNDING AVAILABLE

(up to) **\$2,500** for **EMPLOYERS** and **\$600** for **APPRENTICES**

### On-the-Job Learning

**up to \$2,500 available for employers (per apprentice)**

- Reimbursement for employers who hire apprentices
- Compensation for hands-on training (OJL) provided to the apprentice by the employer

### Supportive Services

**up to \$600 available for apprentices**

- Work-related clothing, boots and tools
- Books and testing fees
- Required physicals
- Transportation
- Housing or Childcare

[Apply here - dwd.wisconsin.gov/aBASERS/](https://dwd.wisconsin.gov/aBASERS/)

### ~ WHO TO CONTACT ~

**Kenosha, Milwaukee, Racine, Ozaukee,  
Walworth, Washington & Waukesha Counties**  
Employ Milwaukee, Inc.

**Jeff McAlister**

[apprenticeships@employmilwaukee.org](mailto:apprenticeships@employmilwaukee.org)

**All Other Wisconsin Counties**  
Workforce Development Board  
of South Central Wisconsin, Inc.

**Jeff Kennedy**

[JKennedy@wdbscw.org](mailto:JKennedy@wdbscw.org)  
(608) 249-9001 Ext. 230

This Department of Labor federal grant funding is available for employers and apprentices if the apprentice is deemed eligible based on the following criteria:

- Registered apprenticeship contract must have been activated within the time period of: 07/01/19 – 06/30/23
- Apprentice has not received funding from a previous registered apprenticeship grant

**This workforce product was funded by a grant awarded by the U.S. Department of Labor's Employment and Training Administration**

**For more detailed information, please visit our website:**  
**[WisconsinApprenticeship.org](https://WisconsinApprenticeship.org)**





**Report Name** COM-01 State Committee  
Report

**Refresh Date** 10/6/22 2:44 PM

Wisconsin Bureau of Apprenticeship Standards

## State Committee Report



This summary counts employers and apprentices, between 10/1/2022 and 10/1/2022 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
<b>Report Total</b>	<b>713</b>	<b>23</b>	<b>3.2</b>	<b>10</b>	<b>1.4</b>	<b>696</b>	<b>97.6</b>	<b>17</b>	<b>2.4</b>	<b>120</b>	<b>114</b>	<b>95.0</b>	<b>6</b>	<b>5.0</b>
Steamfitter (0186228102201)	1	0	0	0	0	0	0	1	100.0	1	0	0	1	100.0
Steamfitter (Construction) (0186228102208)	429	16	3.7	9	2.1	413	96.3	16	3.7	82	77	93.9	5	6.1
Steamfitter (Service/Refrigeration) (0186228102207)	283	14	4.9	1	.4	283	100.0	0	0	76	76	100.0	0	0

## State Committee Report by Sponsor & Occupation



This summary counts employers and apprentices, between 10/1/2022 and 10/1/2022 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 #7 totals at the Committee or State level to deviate from the summed total of the individual occupation or committee rows.

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
<b>Report Total</b>	<b>713</b>	<b>23</b>	<b>3.2</b>	<b>10</b>	<b>1.4</b>	<b>696</b>	<b>97.6</b>	<b>17</b>	<b>2.4</b>	<b>120</b>	<b>114</b>	<b>95.0</b>	<b>6</b>	<b>5.0</b>
<b>ABC of Wisconsin (All)</b>	<b>17</b>	<b>1</b>	<b>5.9</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>17</b>	<b>100.0</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>100.0</b>
Steamfitter (0186228102201)	1	0	0	0	0	0	0	1	100.0	1	0	0	1	100.0
Steamfitter (Construction) (0186228102208)	16	1	6.3	0	0	0	0	16	100.0	5	0	0	5	100.0
<b>Appleton Area Steamfitter JAC</b>	<b>115</b>	<b>4</b>	<b>3.5</b>	<b>3</b>	<b>2.6</b>	<b>115</b>	<b>100.0</b>	<b>0</b>	<b>0</b>	<b>22</b>	<b>22</b>	<b>100.0</b>	<b>0</b>	<b>0</b>
Steamfitter (Construction) (0186228102208)	83	3	3.6	3	3.6	83	100.0	0	0	19	19	100.0	0	0
Steamfitter (Service/Refrigeration) (0186228102207)	32	1	3.1	0	0	32	100.0	0	0	8	8	100.0	0	0
<b>East Central Steamfitting JAC</b>	<b>17</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>17</b>	<b>100.0</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>6</b>	<b>100.0</b>	<b>0</b>	<b>0</b>
Steamfitter (Construction) (0186228102208)	12	0	0	0	0	12	100.0	0	0	5	5	100.0	0	0
Steamfitter (Service/Refrigeration) (0186228102207)	5	0	0	0	0	5	100.0	0	0	2	2	100.0	0	0
<b>Eau Claire Area Steamfitting JAC</b>	<b>32</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>32</b>	<b>100.0</b>	<b>0</b>	<b>0</b>	<b>11</b>	<b>11</b>	<b>100.0</b>	<b>0</b>	<b>0</b>
Steamfitter (Construction) (0186228102208)	18	0	0	0	0	18	100.0	0	0	7	7	100.0	0	0
Steamfitter (Service/Refrigeration) (0186228102207)	14	0	0	0	0	14	100.0	0	0	9	9	100.0	0	0
<b>Green Bay Area Steamfitting JAC</b>	<b>67</b>	<b>1</b>	<b>1.5</b>	<b>1</b>	<b>1.5</b>	<b>67</b>	<b>100.0</b>	<b>0</b>	<b>0</b>	<b>13</b>	<b>13</b>	<b>100.0</b>	<b>0</b>	<b>0</b>
Steamfitter (Construction) (0186228102208)	43	1	2.3	1	2.3	43	100.0	0	0	8	8	100.0	0	0
Steamfitter (Service/Refrigeration) (0186228102207)	24	0	0	0	0	24	100.0	0	0	8	8	100.0	0	0
<b>K-R-W Steamfitting JAC</b>	<b>44</b>	<b>4</b>	<b>9.1</b>	<b>0</b>	<b>0</b>	<b>44</b>	<b>100.0</b>	<b>0</b>	<b>0</b>	<b>17</b>	<b>17</b>	<b>100.0</b>	<b>0</b>	<b>0</b>
Steamfitter (Construction) (0186228102208)	23	2	8.7	0	0	23	100.0	0	0	10	10	100.0	0	0
Steamfitter (Service/Refrigeration) (0186228102207)	21	2	9.5	0	0	21	100.0	0	0	10	10	100.0	0	0

## State Committee Report by Sponsor & Occupation



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- Contract sponsor is the employer.

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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
<b>Report Total</b>	<b>713</b>	<b>23</b>	<b>3.2</b>	<b>10</b>	<b>1.4</b>	<b>696</b>	<b>97.6</b>	<b>17</b>	<b>2.4</b>	<b>120</b>	<b>114</b>	<b>95.0</b>	<b>6</b>	<b>5.0</b>
<b>La Crosse Area Steamfitting JAC</b>	<b>21</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>21</b>	<b>100.0</b>	<b>0</b>	<b>0</b>	<b>12</b>	<b>12</b>	<b>100.0</b>	<b>0</b>	<b>0</b>
Steamfitter (Construction) (0186228102208)	14	0	0	0	0	14	100.0	0	0	9	9	100.0	0	0
Steamfitter (Service/Refrigeration) (0186228102207)	7	0	0	0	0	7	100.0	0	0	6	6	100.0	0	0
<b>Madison Area Steamfitting JAC</b>	<b>132</b>	<b>6</b>	<b>4.5</b>	<b>2</b>	<b>1.5</b>	<b>132</b>	<b>100.0</b>	<b>0</b>	<b>0</b>	<b>22</b>	<b>22</b>	<b>100.0</b>	<b>0</b>	<b>0</b>
Steamfitter (Construction) (0186228102208)	81	4	4.9	2	2.5	81	100.0	0	0	15	15	100.0	0	0
Steamfitter (Service/Refrigeration) (0186228102207)	51	4	7.8	0	0	51	100.0	0	0	15	15	100.0	0	0
<b>SE WI Area Steamfitting JAC</b>	<b>222</b>	<b>9</b>	<b>4.1</b>	<b>4</b>	<b>1.8</b>	<b>222</b>	<b>100.0</b>	<b>0</b>	<b>0</b>	<b>45</b>	<b>45</b>	<b>100.0</b>	<b>0</b>	<b>0</b>
Steamfitter (Construction) (0186228102208)	112	7	6.3	3	2.7	112	100.0	0	0	30	30	100.0	0	0
Steamfitter (Service/Refrigeration) (0186228102207)	110	7	6.4	1	.9	110	100.0	0	0	29	29	100.0	0	0
<b>Tri-City Area Steamfitting JAC</b>	<b>24</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>24</b>	<b>100.0</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>7</b>	<b>100.0</b>	<b>0</b>	<b>0</b>
Steamfitter (Construction) (0186228102208)	16	0	0	0	0	16	100.0	0	0	5	5	100.0	0	0
Steamfitter (Service/Refrigeration) (0186228102207)	8	0	0	0	0	8	100.0	0	0	4	4	100.0	0	0
<b>Wausau Area Steamfitting JAC</b>	<b>22</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>22</b>	<b>100.0</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>8</b>	<b>100.0</b>	<b>0</b>	<b>0</b>
Steamfitter (Construction) (0186228102208)	11	0	0	0	0	11	100.0	0	0	6	6	100.0	0	0
Steamfitter (Service/Refrigeration) (0186228102207)	11	0	0	0	0	11	100.0	0	0	5	5	100.0	0	0



## Historical Report by Year

### Report Period: 2022\* and Previous -10 Years

*Current year is YTD data as of Run Date: 10/06/2022		
Run Date: 10/06/2022		
State Steamfitting Committee		
Sponsored Trade Group(s): Construction		
Year	Active Apprentices	Active Employers
2012	372	100
2013	335	95
2014	337	96
2015	389	100
2016	431	109
2017	519	114
2018	573	118
2019	664	122
2020	695	117
2021	699	118
2022	688	120

