

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.

Draft Minutes of the
Steamfitting
State Apprenticeship Advisory Committee

September 16, 2020
Webinar

Members Present	
Christensen, Paul	1901 Inc.
Clark, Roger	Local 118
Hayden, Terry	WI Pipe Trades Assoc
Lauer, Joe	EGL Mechanical
Martin, Trevor	Local 434
Weinfurter, Greg	Tweet-Garot
Zielke, Joel	Local 601
Members Absent	
Bencke, Todd	Local 434
Colwell, James	United Mechanical
Stramowski, Gary	JM Brennan
Consultants & Guests	
Johnson, Joshua	BAS
Korn, Gary	Local 400
Kowalski, Jonathan	PMC
Smith, Owen	BAS
Valerine, Christopher	Local 601
Walsh, Julie	MSC
Wenger, Scott	UA 400

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. Special Topic: modernizing Youth Apprenticeship curriculum

Director Johnson 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. He noted that the project will include revising the Architecture & Construction youth apprenticeship and called for volunteers to validate the curriculum.

The state committee thanked Director Johnson for the information; attendees will contact the state youth apprenticeship staff, if interested.

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.

The state committee reported that the numbers of participating apprentices and employers remained steady because construction was deemed an essential business.

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 was 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; 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

The state committee asked whether the Bureau wrote a summary of its tour of the German Apprenticeship program. Some of its stakeholders participated in the trip and were told a report would be provided.

Director Johnson stated he will research whether the Department of Workforce Development wrote a report; if it did, Mr. Smith will email it to attendees.

Mr. Hayden reported that German Apprenticeship may place two representatives in Wisconsin to expand German companies' participation in registered apprenticeship and share about the German model.

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, now and in the future.

The state committee reported that most local committees have registered in BASERS and perform contract actions through it. Most find BASERS performs contract actions very efficiently.

b. For action: revising state standards, including applicant assessment requirements, 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.

State construction committees will also review their applicant assessment requirements

Mr. Smith reported that several state construction committees asked the Bureau to research whether the Armed Services Vocational Aptitude Battery would be a feasible alternative for veterans, in lieu of the local assessments. 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, it would create unequal requirements for veterans and civilian applicant.

Mr. Smith asked attendees whether they prefer the Bureau researches the topic further.

The state committee replied that it is not ready to make a blanket decision; it would prefer to see more research; and many members agree with the approach of the State Plumbing Committee that all applicants should take the same assessment.

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.

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.

The state committee asked whether the course will continue to be offered online after the pandemic. Many training coordinators believe the course works very well online because registered apprentices may work irregular hours. Director Johnson stated that the course revisions include online modules.

The state committee replied that in-person classes provides apprentices more opportunity to network, but the online format does work well. Ultimately, knowing whether the course must delivered in-person, online, or both is helpful mostly for planning purposes.

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 recent grant award.

Attendees did not have questions or comments.

6. WTCS Update

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

7. Review the participants.

Participants included 728 apprentices and 126 employers with a contract in active or unassigned status as of September 1, 2020.

The state committee reiterated that it prefers the two occupation titles included in the report but is curious whether local unions use them for journeymen. Mr. Hayden replied that the two titles are used by many states for training purposes; once apprentice graduate, they are referred to nationally as simply "Steamfitter."

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

9. The committee adjourned at 2:15 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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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

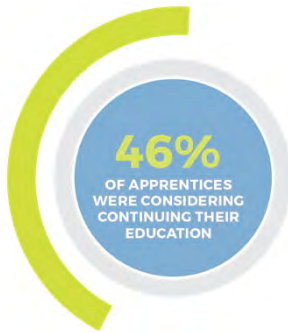
Continuing Education



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

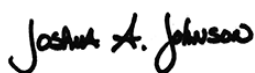
All other Wisconsin counties

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		