

March 31, 2023

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, April 6, 2023**

TIME: **1:00 p.m. – 3:00 p.m.**

ATTEND: [Attend virtually.](#)

**Attend via phone only.**

Call 608-571-2209 and enter code 287 770 577#.

**Attend in person.**

Department of Workforce Development, Room F105  
201 East Washington Ave, Madison

**AGENDA**

***Public comment will occur after each item once committee members conclude their discussions.***

1. Call the meeting to order.
2. Record attendees.
3. **Old Business**
  - a. Review the roster.
  - b. **Action:** Approve the minutes.
  - c. Letter from committee to DSPS regarding blueprint example on licensing exam
  - d. Compiling completer data to cross-reference to determine effectiveness of 54-hour review
4. **New Business**
  - a. Review the revised template for state standards, approved by Policy & Standards Subcommittee:
    - i. Policies established in the *Wisconsin Apprenticeship Manual*
    - ii. Updated policies established by the Department of Labor
    - iii. Policies established by the state committee.
  - b. **Action:** verify policies established by the state committee are accurate.
  - c. **Action:** identify policies established by the state committee to revise further in fall, if needed.
  - d. Review survey results for five-year cyclical review of related instruction
  - e. Questions from the Director's Call.
  - f. Communicating state committee meetings to the public
  - g. Other

5. Review participant reports.
6. Adjourn.



**Draft Minutes of the  
Plumbing**

State Apprenticeship Advisory Committee

**October 12, 2022**

Department of Workforce Development, Madison  
With Virtual Option

<b>Members Present</b>	<b>Employer / Organization</b>
Brietlow, Christina	Local 75
Brietlow, Steve (Co-Chair)	UA Plumbers Local 75
Callies, Dan	Oak Creek Plumbing
Cannizzaro, Jessica	Milestone Plumbing, Inc.
Gain, Greg	United Mechanical
Schedler, Keith	Don's Plumbing Service Inc.
Thompson, Dmitrius	Local 75
Wagner, Andy (Co-Chair)	Dave Jones, Inc.
<b>Members Absent</b>	<b>Employer / Organization</b>
Balke, Brian	EGI Mechanical, Inc.
Brenner, Joseph N.	J.F. Ahern
Cartagena, Alaina	Local 75
Clark, Roger	Local 118
Evers, Tom	Local 400
Flory, Tyler	Local 434
Hersey, Mark	J.F. Ahern
Ignatowski, Christopher	Local 434
<b>Consultants &amp; Guests</b>	<b>Employer / Organization</b>
Abbot, Nick	Bureau of Apprenticeship Standards

Chacos, Kim	OMSWI
Conklin, Olivia	Bureau of Apprenticeship Standards
Emrick, Leigh	Associated Builders & Contractors
Fortney, Kelly	OMSWI
Gast, Brad	Northcentral Technical College
Gerhardt, Gail	OMSWI
Imhoff, Dan	Southwest Technical College
Johnson, Al	Local 18
Kasmira, Corissa	Plumbers Local 75
Lockwood, Eric	Northwood Technical College
Metko, Katie	Northcentral Technical College
Nakkoul, Nancy	Wisconsin Technical College System
Popp, Corey	Bureau of Apprenticeship Standards
Schofield, Trina	Bureau of Apprenticeship Standards.
Sherman, Julie	Chippewa Valley Technical College
Smith, Owen	Bureau of Apprenticeship Standards
Tyson, Lindsey	Bureau of Apprenticeship Standards
Wenger, Scott	Plumbers Local 400
Walsh, Julie	Mechanical Industries Center

1. The meeting was called to order at 10:04 a.m. by Co-Chair Steve Brietlow in conformance with the Wisconsin open meeting laws.
2. Attendees introduced themselves. Mr. Smith recorded attendance. A quorum was present.
3. Attendees reviewed the roster. Tom Evers retired; if he is still listed on rosters or communications, please remove him.

**4. Actions**

**a. Approve the minutes.**

The state committee approved the minutes as revised: the KRW local committee does not have a female apprentice.

**b. Elect Co-Chairs.**

The state committee approved Andy Wagner as Employer Co-Chair.

**5. Discussions**

**a. Follow-up questions regarding agenda items on the Directors' Call**

Several members of the state committee inquired into the review process for the *Wisconsin Apprenticeship Manual*. Director Polk explained that the Bureau will present the public comments to the Policy & Standards Subcommittee for review and incorporation. The Subcommittee will recommend a final draft to the Advisory Council at the Council's November meeting. If the final draft is approved by the Council, it will be implemented by the Bureau immediately.

The state committee noted asked how the Bureau will determine the new skilled wage rates and noted that the maps have shifted. Director Polk reviewed that the prevailing wage and surveys are no longer options, so the wages will be determined by the Bureau in collaboration with labor market information staff. This will be the new process moving forward.

**b. How is industry preparing for potential infrastructure projects?**

Director Polk explained that the Department inquired whether apprenticeship programs are preparing for potential infrastructure projects and, if so, how. For example, some occupations might anticipate an increase in overall hiring, special training, special materials, etc.

Attendees replied that the local committees continue to conduct outreach, training, and procurement as usual; however, procuring materials has been challenging due to supply chain issues.

Director Polk asked if local committees are preparing for lead lateral replacement. The training directors replied that lead lateral replacement is included in their training for lead service replacement.

**c. Reimbursements for on-the-job learning and supportive services**

Attendees did not have questions or comments on the related meeting material.

**d. Register National Apprenticeship Week events through the Department of Labor website**

Director Polk reviewed the information in the meeting material and encouraged stakeholders to host events and register them through the USDOL website.

Scott Wegner reported that his training center will not host events this year because it will be under renovation.

**e. Data on Plumbing Review course**

Owen Smith asked the state committee to clarify which data it prefers to compare to determine the effectiveness of the course. He noted that the data may have limitations. A general discussion followed on how to measure the course.

Attendees recommend that the Bureau compile the necessary data to compare the first-time pass rate of apprentices on the entire exam for apprentices who have taken the 54-hour review course.

**Action:** a focus group of training coordinators will meeting during the first quarter of 2023 to compile a list of completers for BAS to cross-reference.

Attendees also suggested compiling the elapsed time between the 54-hour review course and completing the entire exam; they noted the delay between the course and exam can be significant.

Attendees recommending adding a checkbox for completing the exam to either BASERS or the licensing exam itself. Director Polk disagreed; the sponsor is responsible for maintaining the appropriate record, not BASERS or DSPS.

**f. Other**

Jessica Cannizaro volunteered to draft a letter on behalf of the state committee expressing its concern with the blueprint example and other content in the licensing exam. She will forward the draft to the state committee co-chairs for review and signature.

The state committee reiterated that local committees continue to experience delays receiving the necessary completion letter from DSPS to take the licensing exam. Director Polk said he will share this with the Bureau's new liaison with DSPS.

Director Polk thanked the state committee for contribution to Wisconsin Apprenticeship surpassing 15,000 apprentices statewide for only the second time in its history.

6. The state committee reviewed the participant report. Consultants noted that the Lake to Lake JAC will dissolve; its one apprentice listed on the report will transfer to another local committee.
7. The meeting adjourned at 11:03 a.m. The Bureau will schedule the next meeting via online survey.

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*Submitted by Owen Smith, Bureau of Apprenticeship Standards*



This summary counts employers and apprentices, between 3/31/2023 and 3/31/2023 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>1,663</b>	<b>107</b>	<b>6.4</b>	<b>14</b>	<b>.8</b>	<b>549</b>	<b>33.0</b>	<b>1,114</b>	<b>67.0</b>	<b>590</b>	<b>106</b>	<b>18.0</b>	<b>491</b>	<b>83.2</b>
Plumber (47-2152.00)	1,663	107	6.4	14	.8	549	33.0	1,114	67.0	590	106	18.0	491	83.2

# State Committee Report by Sponsor & Occupation



This summary counts employers and apprentices, between 3/31/2023 and 3/31/2023 with contract status as Active & Unassigned in occupation(s) associated with this committee.

Report is based on apprentice contracts where:

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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>1,663</b>	<b>107</b>	<b>6.4</b>	<b>14</b>	<b>.8</b>	<b>549</b>	<b>33.0</b>	<b>1,114</b>	<b>67.0</b>	<b>590</b>	<b>106</b>	<b>18.0</b>	<b>491</b>	<b>83.2</b>
<b>ABC of Wisconsin (All)</b>	<b>591</b>	<b>50</b>	<b>8.5</b>	<b>4</b>	<b>.7</b>	<b>0</b>	<b>0</b>	<b>591</b>	<b>100.0</b>	<b>205</b>	<b>0</b>	<b>0</b>	<b>205</b>	<b>100.0</b>
Plumber (47-2152.00)	591	50	8.5	4	.7	0	0	591	100.0	205	0	0	205	100.0
<b>Appleton Area Plumbing JAC</b>	<b>104</b>	<b>3</b>	<b>2.9</b>	<b>1</b>	<b>1.0</b>	<b>27</b>	<b>26.0</b>	<b>77</b>	<b>74.0</b>	<b>46</b>	<b>8</b>	<b>17.4</b>	<b>39</b>	<b>84.8</b>
Plumber (47-2152.00)	104	3	2.9	1	1.0	27	26.0	77	74.0	46	8	17.4	39	84.8
<b>Central WI Area Plumbing JAC</b>	<b>35</b>	<b>1</b>	<b>2.9</b>	<b>0</b>	<b>0</b>	<b>13</b>	<b>37.1</b>	<b>22</b>	<b>62.9</b>	<b>16</b>	<b>7</b>	<b>43.8</b>	<b>9</b>	<b>56.3</b>
Plumber (47-2152.00)	35	1	2.9	0	0	13	37.1	22	62.9	16	7	43.8	9	56.3
<b>Eau Claire Area Plumbing JAC</b>	<b>93</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>37</b>	<b>39.8</b>	<b>56</b>	<b>60.2</b>	<b>38</b>	<b>14</b>	<b>36.8</b>	<b>25</b>	<b>65.8</b>
Plumber (47-2152.00)	93	0	0	0	0	37	39.8	56	60.2	38	14	36.8	25	65.8
<b>Fond du Lac Area Plumbing JAC</b>	<b>40</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2.5</b>	<b>22</b>	<b>55.0</b>	<b>18</b>	<b>45.0</b>	<b>19</b>	<b>7</b>	<b>36.8</b>	<b>12</b>	<b>63.2</b>
Plumber (47-2152.00)	40	0	0	1	2.5	22	55.0	18	45.0	19	7	36.8	12	63.2
<b>Kenosha-Racine-Walworth Plumbing JAC</b>	<b>64</b>	<b>6</b>	<b>9.4</b>	<b>0</b>	<b>0</b>	<b>56</b>	<b>87.5</b>	<b>8</b>	<b>12.5</b>	<b>26</b>	<b>19</b>	<b>73.1</b>	<b>7</b>	<b>26.9</b>
Plumber (47-2152.00)	64	6	9.4	0	0	56	87.5	8	12.5	26	19	73.1	7	26.9
<b>La Crosse Area Plumbing JAC</b>	<b>95</b>	<b>1</b>	<b>1.1</b>	<b>0</b>	<b>0</b>	<b>23</b>	<b>24.2</b>	<b>72</b>	<b>75.8</b>	<b>37</b>	<b>7</b>	<b>18.9</b>	<b>30</b>	<b>81.1</b>
Plumber (47-2152.00)	95	1	1.1	0	0	23	24.2	72	75.8	37	7	18.9	30	81.1
<b>Lake To Lake Area Plumbing JAC</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>100.0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>100.0</b>
Plumber (47-2152.00)	1	0	0	0	0	0	0	1	100.0	1	0	0	1	100.0



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		#	%	#	%	#	%	#	%		#	%	#	%
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<b>Madison Area Plumbing JAC</b>	<b>147</b>	<b>11</b>	<b>7.5</b>	<b>3</b>	<b>2.0</b>	<b>93</b>	<b>63.3</b>	<b>54</b>	<b>36.7</b>	<b>43</b>	<b>12</b>	<b>27.9</b>	<b>34</b>	<b>79.1</b>
Plumber (47-2152.00)	147	11	7.5	3	2.0	93	63.3	54	36.7	43	12	27.9	34	79.1
<b>Marshfield Area Plumbing JAC</b>	<b>16</b>	<b>1</b>	<b>6.3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>16</b>	<b>100.0</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>11</b>	<b>100.0</b>
Plumber (47-2152.00)	16	1	6.3	0	0	0	0	16	100.0	11	0	0	11	100.0
<b>Milwaukee Area Plumbing JAC</b>	<b>212</b>	<b>32</b>	<b>15.1</b>	<b>3</b>	<b>1.4</b>	<b>212</b>	<b>100.0</b>	<b>0</b>	<b>0</b>	<b>38</b>	<b>38</b>	<b>100.0</b>	<b>0</b>	<b>0</b>
Plumber (47-2152.00)	212	32	15.1	3	1.4	212	100.0	0	0	38	38	100.0	0	0
<b>Northeast WI Area Plumbing JAC</b>	<b>91</b>	<b>2</b>	<b>2.2</b>	<b>1</b>	<b>1.1</b>	<b>35</b>	<b>38.5</b>	<b>56</b>	<b>61.5</b>	<b>38</b>	<b>8</b>	<b>21.1</b>	<b>30</b>	<b>78.9</b>
Plumber (47-2152.00)	91	2	2.2	1	1.1	35	38.5	56	61.5	38	8	21.1	30	78.9
<b>Northern WI Plumbing Advisory Committee</b>	<b>33</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>3.0</b>	<b>32</b>	<b>97.0</b>	<b>21</b>	<b>1</b>	<b>4.8</b>	<b>20</b>	<b>95.2</b>
Plumber (47-2152.00)	33	0	0	0	0	1	3.0	32	97.0	21	1	4.8	20	95.2
<b>Rhineland Area Plumbing JAC</b>	<b>24</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>4.2</b>	<b>1</b>	<b>4.2</b>	<b>23</b>	<b>95.8</b>	<b>19</b>	<b>1</b>	<b>5.3</b>	<b>18</b>	<b>94.7</b>
Plumber (47-2152.00)	24	0	0	1	4.2	1	4.2	23	95.8	19	1	5.3	18	94.7
<b>Southwest WI Area Plumbing Advisory Comm</b>	<b>36</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>36</b>	<b>100.0</b>	<b>25</b>	<b>0</b>	<b>0</b>	<b>25</b>	<b>100.0</b>
Plumber (47-2152.00)	36	0	0	0	0	0	0	36	100.0	25	0	0	25	100.0
<b>Wausau Area Plumbing JAC</b>	<b>47</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>17</b>	<b>36.2</b>	<b>30</b>	<b>63.8</b>	<b>26</b>	<b>7</b>	<b>26.9</b>	<b>19</b>	<b>73.1</b>
Plumber (47-2152.00)	47	0	0	0	0	17	36.2	30	63.8	26	7	26.9	19	73.1

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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
<b>Report Total</b>	<b>1,663</b>	<b>107</b>	<b>6.4</b>	<b>14</b>	<b>.8</b>	<b>549</b>	<b>33.0</b>	<b>1,114</b>	<b>67.0</b>	<b>590</b>	<b>106</b>	<b>18.0</b>	<b>491</b>	<b>83.2</b>
<b>Western WI Area Plumbing JAC</b>	<b>34</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>12</b>	<b>35.3</b>	<b>22</b>	<b>64.7</b>	<b>18</b>	<b>4</b>	<b>22.2</b>	<b>14</b>	<b>77.8</b>
Plumber (47-2152.00)	34	0	0	0	0	12	35.3	22	64.7	18	4	22.2	14	77.8



## Historical Report by Year

Report Period: 2023\* and Previous -10 Years

*Current year is YTD data as of Run Date: 03/31/2023		
Run Date: 03/31/2023		
State Plumbing Committee		
Sponsored Trade Group(s): Construction		
Year	Active Apprentices	Active Employers
2013	418	256
2014	447	269
2015	547	312
2016	692	360
2017	834	406
2018	972	448
2019	1,153	497
2020	1,323	528
2021	1,434	551
2022	1,546	580
2023	1,650	593

