WISCONSIN— YOUTH APPRENTICESHIP

PLUMBER/SPRINKLER FITTER FUNDAMENTALS

Youth Apprenticeship

PLUMBER/SPRINKLER FITTERFUNDAMENTALS

Plumber/Sprinkler Fitter youth apprentices gain skills related to the use of plumbing safety, drawings and blueprints, materials, tools, materials, and general worksite procedures. Apprentices must adhere to industry safety and security standards.

Length of Apprenticeship: One Year or two years

COMPETENCIES

Year 1: Plumber/Sprinkler Fitter youth apprentices must complete **a total of 15** competencies. **Fourteen** of the 15 Plumber/Sprinkler Fitter competencies listed below must be complete. Employers can substitute **1** competency with another occupationally appropriate skill. That skill should be added to the competency list for assessment. Year **1** competencies are completed with employer guidance.

Youth Apprentices must also complete the following during Year 1: First Aid Certification

□ OSHA 10 or 30

Year 2: Plumber/Sprinkler Fitter youth apprentices must complete a total of 15 competencies. Fourteen of the 15 Plumber/Sprinkler Fitter competencies listed below must be complete. Employers can substitute 1 competency with one other occupationally appropriate skill. That skill should be added to the competency list for assessment. Competencies are completed with minimal employer guidance. Substitution must be added to the competency list for assessment.

Select construction type and circle the applicable year:

Residential completed during Year: One and/or Two
Commercial completed during Year: One and/or Two

Note that where necessary, skills can be simulated.

Plumber/Sprinkler Fitter Competencies

- 1. Follow safety procedures
- 2. Read construction drawings and plans
- 3. Interpret symbols and procedures
- 4. Contribute to a job task plan
- 5. Work as a member of a construction team
- 6. Prepare work area for construction
- 7. Select construction materials

- 8. Use hand and light duty tools
- 9. Use power tools and equipment
- 10. Perform materials handling
- 11. Install materials per job specifications
- 12. Perform construction measurements
- 13. Maintain a clean and safe work area
- 14. Clean up job site
- 15. Practice quality craftsmanship

REGISTERED APPRENTICESHIP BRIDGING OPPORTUNITIES

Some of the related instruction courses can bridge into the following registered apprenticeship:

- Plumber
- Sprinkler Fitter

POST-SECONDARY PATHWAY OPPORTUNITIES

There are several post-secondary pathway opportunities in this area. Following is partial list.



PLUMBER/SPRINKLER FITTERFUNDAMENTALS

Youth Apprenticeship ON-THE-JOB LEARNING PERFORMANCE STANDARDS GUIDE

YOUTH APPRENTICE INFORMATION

Youth Apprentice Name		
YA Coordinator	YA Consortium	
School District	High School Graduation Date	
REQUIREMENTS		
One Year		
Youth Apprentices completing a one-year a	pprenticeship must complete ALL the items listed below. C	Check completed
areas.		
☐ Competency checklist		
$\hfill \square$ Employability Skills checklist (in this	job book) or the DPI Employability Skills Certificate	
\square Related instruction equal to 1 high s	school credit or at least 3 college credits	
☐ Minimum of 450 work hours		
Two Year		
Youth Apprentices completing a two-year a	apprenticeship must complete ALL the items listed below. C	Check completed
areas.		·
☐ Competency checklist		
☐ Employability Skills checklist (in this	job book) or the DPI Employability Skills Certificate each ye	ear
, , , ,	school credit or at least 6 college credits	
☐ Minimum of 900 work hours	-	

HOURS

Record the hours the youth apprentice worked.

Total Hours Employed	Company Name	Telephone Number

CAREER PREPARATION Youth apprentices must complete one of the following during Youth Apprenticeship participation: ☐ 1. Student is participating in a local or regional career pathway*. Identify the pathway below: For more information contact the Wisconsin Department of Public Instruction. Additional help may be found on the WI DPI Wisconsin Pathways – Regional Career Pathways and DPI Career Clusters and Pathways web pages. *Local and Regional career pathways as defined by the WI DPI means that a student is participating in or has completed at least one CTE class in a cluster pathway sequence and has completed at least one of the other career pathway components: instructional related course, work-based learning, dual college credit, and/or career and technical student organization. \square 2. Student has completed one of the following certificates during their YA program or possess current certification earned previously. A copy of the certificate must be uploaded with the completed checklist. Select the certificate from the list below. ☐ Leadership Certificate (DPI) ☐ OSHA 10 or 30 ☐ Commercial Driver's License (CDL) – must be 18 years of age ☐ Skills USA ☐ Other certificates identified by the Career Technical Education (CTE) Approved Certifications List related to this occupational field (or related to this occupation) dwd.wisconsin.gov/det/cteincentive/ (YA certificates excluded) Title of Certification: ☐ 3. Student is participating in a Dual Enrollment Course connected to any postsecondary education provider including UW System, Wisconsin Association of Independent Colleges and Universities (WAICU), and any of the 16 Wisconsin

For more information on Dual Enrollment opportunities, please click on one of the below resources:

WTCS

Technical Colleges (WTCS).

College Name:

College Course Title:

- WAICU
- UW System connect with the college of choice.

Course Number:

SIGNATURES

The On-the-Job Learning Performance Standards Guide includes a list of competencies youth apprentices learn through mentoring and training at the worksite.

Instructions for the Worksite Employers/Mentors and School-Base or YA coordinators.

This document should be reviewed with the employer / mentor, school-based or YA coordinator on a regular basis with the youth apprentice to record progress and plan future steps to ensure completion of the required competencies. Mentors, school-based / YA coordinator, and the apprentice sign below.

5 1 /00 x 6; x	5 1 /hh : 6: ·
Employer/Mentor Signature	Employer/Mentor Signature
- 1 (1)	
Employer/Mentor	Employer/Mentor
Business/Company	Business/Company
Date Signed	Date Signed
School-Based and/or YA Coordinator Signature	School-Based and/or YA Coordinator Signature
School-Based and/or YA Coordinator	School-Based and/or YA Coordinator
Click or tap here to enter text.	
'	
School District or Organization	School District or Organization
Date Signed	Date Signed
Youth Apprentice Signature	Youth Apprentice Signature
Youth Apprentice	Youth Apprentice
Colored District Attick Colored	Colored Biotect / With Colored
School District / High School	School District / High School
Date Signed	Date Signed
	1

EMPLOYABILITY SKILLS

Youth apprentices must demonstrate key employability skills.

The DWD YA program employability skills requirement may be attained and demonstrated through two processes. (See options listed below.) Employability skills must be completed for every year a student is in the program. The DPI Employability Skills Certificate may be counted as meeting one of those two years, provided the certificate is earned in the same year the student is enrolled in youth apprenticeship or they can complete the YA Employability Skills in the OJL. The Employability Skills Certificate must be obtained through the DPI.

- 1. If a student has successfully completed a Wisconsin Department of Public Instruction (DPI) State-Certified Cooperative Education, Co-Op Employability Skill certification then they have met the YA Employability Skills requirement for that year for that year. A copy of the student's DPI Co-Op Employability Skill Certificate must be maintained on file with their YA regional consortium.
 - ☐ Earned Wisconsin Employability Skills Certificate (checked if applicable) or,
- 2. Completed and rated "Employability Skills" through this YA OJL guide as described below.
- Exceeds Expectations: Exceeds entry-level criteria; requires minimal supervision; consistently displays this behavior
 Meets Expectations: Meets entry-level criteria; requires some supervision; often displays this behavior
 Working to Meet Expectations: Needs improvement; requires much assistance and supervision; rarely displays this behavior

The following skills are required of all youth apprentices.

Employability Skills	Rating			
	Minimum Rating of 2 for EACH		2 for EACH	
Competency and Rating Criteria		Check Rating		
	1 2 3		3	
1. Develops positive work relationships with others.	,	Year 1 Ratir	ng	
Examples of qualities and habits that the employee might exhibit				
include	,	Year 2 Ratir	ng	
 Interacts with others with respect and in a non-judgmental manner 				
Responds to others in an appropriate and non-offensive manner				
 Helps co-workers and peers accomplish tasks or goals 				
 Applies problem-solving strategies to improve relations with others 				
 When managing others, shows traits such as compassion, 				
listening, coaching, team development, and appreciation				

	Employability Skills	Rating		
		Minimum Rating of 2 for EACI		
	Competency and Rating Criteria	Check Rating		
		1	2	3
2.	Communicates effectively with others	,	Year 1 Ratir	ng
	Examples of qualities and habits that the employee might exhibit			
	include	,	Year 2 Ratir	ng
	 Adjust the communication approach for the target audience, purpose, and situation to maximize impact 		П	П
	Organizes messages/information in a logical and helpful manner			
	Speaks clearly and writes legibly			
	 Models behaviors to show active listening 			
	Applies what was read to actual practice			
	Asks appropriate questions for clarity			
3.	Collaborates with others	•	Year 1 Ratir	ng
	Examples of qualities and habits that the employee might exhibit			
	includeWorks effectively in teams with people of diverse backgrounds	•	Year 2 Ratin	ng
	regardless of sex, race, ethnicity, nationality, sexuality, religion,			
	political views, and abilities			
	Shares responsibility for collaborative work and decision making			
	Uses the problem-solving process to work to work through			
	differences of opinion in a constructive manner to achieve a			
	reasonable compromiseAvoids contributing to an unproductive group conflict			
	Shares information and carries out responsibilities in a timely			
	manner			
4.	Maintains composure under pressure	,	Year 1 Ratir	ıg
	Examples of qualities and habits that the employee might exhibit			
	include		Year 2 Ratir	ng
	 Uses critical thinking to determine the best options or outcomes when faced with a challenging situation 			
	Carries out assigned duties while under pressure			
	Acts in a respectful, professional, and non-offensive manner			
	while under pressure			
	Applies stress management techniques to cope under pressure			
5.	Demonstrates integrity	•	Year 1 Ratir	ng
	Examples of qualities and habits that the employee might exhibit			
	include		Year 2 Ratir	
	Carries our responsibilities in an ethical, legal and confidential			П
	 manner Responds to situations in a timely manner 			
	Takes personal responsibility to correct problems			
	 Models behaviors that demonstrate self-discipline, reliability, 			
	and dependability			

	Employability Skills	Rating		
		Minimum Rating of 2 for EAG		
	Competency and Rating Criteria		Check Ratin	g
		1	2	3
6.	Performs quality work		Year 1 Ratin	ıg
	Examples of qualities and habits that the employee might exhibit			
	includeCarries out written and verbal directions accurately		Year 2 Ratin	ıg
	Carries out written and verbal directions accurately Completes work efficiently and effectively			
	Preforms calculations accurately			
	Conserves resources, supplies, and materials to minimize costs and environmental impact			
	Uses equipment, technology, and work strategies to improve workflow			
	Applies problem-solving strategies to improve productivity			
	Adheres to worksite regulations and practices			
	Maintains an organized work area			
7.	Provides quality goods or services (internal and external)	•	Year 1 Rating	
,.	Examples of qualities and habits that the employee might exhibit			ъ П
	include	Year 2 Rating		
	Shows support for the organizational goals and principles by			_
	own personal actions			
	Displays a respectful and professional image to customers			
	 Displays an enthusiastic attitude and desire to take care of customer needs 			
	 Seeks out ways to increase customer satisfaction 			
	Produces goods to workplace specifications			
	1 Touties goods to workplace specifications			
8.	Shows initiative and self-direction Examples of qualities and habits that the employee might exhibit		Year 1 Ratin	g
	include			
	Prioritizes and carries out responsibilities without being told		Year 2 Ratin	ig
	Responds with enthusiasm and flexibility to handle tasks that			
	need immediate attention			
	Reflects on any unsatisfactory outcome as an opportunity to .			
	learn			
	 Improves personal performance by doing something different or differently 			
	Analyzes how own actions impact the overall organization			
	Supports own action with sound reasoning and principles			
	 Balances personal activities to minimize interference with work responsibilities 			
	,			

	Employability Skills	Rating		
		Minimum Rating of 2 for EACH		
	Competency and Rating Criteria		Check Ratin	
	composition, and many contents	1	2	3
a	Adapts to change		Year 1 Ratir	
٦.	Examples of qualities and habits that the employee might exhibit			
	include			
	Shows flexibility and willingness to learn new skills for various	· ·	Year 2 Ratir	ıg
	job roles			
	 Uses problem-solving and critical-thinking skills to cope with 			
	changing circumstances			
	Modifies own work behavior based on feedback, unsatisfactory			
	outcomes, efficiency, and effectiveness			
	Displays a "can do" attitude			
	.,.,			
10.	Demonstrates safety and security regulations and practices	•	Year 1 Ratir	ng
	Examples of qualities and habits that the employee might exhibit			
	include		Year 2 Ratir	ng
	 Follows personal safety requirements Maintains a safe work environment 		П	
	Demonstrates professional role in an emergencyFollows security procedures			
	 Follows security procedures Maintains confidentiality 			
	• Maintains confidentiality			
11.	Applies job-related technology, information, and media	,	Year 1 Ratir	ıg
	Examples of qualities and habits that the employee might exhibit			
	include	,	Year 2 Ratir	ıg
	Applies technology effectively in the workplace Assessed and products information on the inter-			П
	Assesses and evaluates information on the job	_		
	Assesses training manuals, website, and other media related to			
	the job			
	7-1611			
12.	Fulfills training or certification requirements for employment Examples of qualities and habits that the employee might exhibit		Year 1 Ratir	ng —
	include			
	Participation in required career-related training and/or	•	Year 2 Ratir	ıg
	educational programs			
	 Passing certification tests to qualify for licensure and/or 			
	certification			
	Participation in company training or orientation			

Employability Skills	Rating			
		um Rating of 2 for EACH Check Rating		
	1	2	3	
13. Sets personal goals for improvement	Year 1 Rating			
Examples of qualities and habits that the employee might exhibit				
include Setting goals that are specific and measurable		Year 2 Rating		
 Setting goals that are specific and measurable Setting work-related goals that align with the organization's mission Identifying strategies to reach goals Reflecting on goal progress to regularly evaluate and modify goals 				

COMPETENCIES

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☐ First Aid Certification

□ OSHA 10 or 30

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Select construction type and circle the applicable year:

☐ Residential completed during Year: One and/or Two

☐ Commercial completed during Year: One and/or Two

Note that where necessary, skills can be simulated.

Rating Scale

- 3: Exceeds entry level criteria | Requires minimal supervision | Consistently displays this behavior
- 2: Meets entry level criteria | Requires some supervision | Often displays this behavior
- 1: Needs improvement | Requires much assistance and supervision | Rarely displays this behavior

PLUMBER/SPRINKLER FITTERFUNDAMENTALS

Plumber/Sprinkler Fit	ter Fundamental Skills	Rating		
			m Rating of 2	
Competency	and Rating Criteria	1	Check Rating	3
Follows safety procedures		-	Year 1 Rating	
· ·	lothing and personal protective			
equipment (PPE)			Year 2 Rating	
	nd security rules and regulations			
 maintain a clean and organize 	ed work environment			_
 identify and report unsafe jo 	b conditions			
 report injuries and damage t 	o property			
2. Reads construction drawings an	d plans		Year 1 Rating	5
 relate drawing to job task 				
 interpret elements and syml 			Year 2 Rating	g
 locate worksite features on a 	·			
convert scales measurement				
translate specifications to we	ork requirements			
3. Interprets symbols and procedu	res		Year 1 Rating	g
 explain the role of drawings 	•			
	ols used on a construction drawing		Year 2 Rating	g
* * *	vings in construction activities			
	earing on construction drawings			
•	rements in terms of actual dimensions			
explain specifications in term	ns of work requirements			
4. Contributes to a job task plan			Year 1 Rating	8
 setup and prepare tools and 	equipment for safe operation			
 determine the scope of world 	<		Year 2 Rating	3
 respect contractual relations 	ships			
 apply scheduling practices 				
5. Works as a member of a constru			Year 1 Rating	3
 offer and request assistance 				
 follow company policies and 			Year 2 Rating	3
learn from other team mem	bers			

6.	Prepares work area for construction		Year 1 Rating	3
	remove debris			
	clean up sites		Year 2 Rating	3
	 dispose of waste and hazardous materials 			
7.	Selects construction materials		Year 1 Rating	
	 consider usefulness and portability 			
	consider minimizing cost		Year 2 Rating	
	consider performance goals			
8.	Uses hand and light duty tools		Year 1 Rating	3
	wear appropriate personal protective equipment (PPE)			
	select the correct tool for the job		Year 2 Rating	ξ
	• inspect tool			
	operate the tool safely	_		
	perform routine maintenance on hand tools			
	• store tool			
9.	Uses power tools and equipment		Year 1 Rating	3
	 wear appropriate personal protective equipment (PPE) 			
	select the correct tool for the job		Year 2 Rating	g
	• inspect tool			
	 operate the tool safely 			
	 perform routine maintenance on power tools 			
	• store tool			
10.	Performs materials handling		Year 1 Rating	7
	identify materials necessary to complete the task			<u> </u>
	conserve resources and materials		Year 2 Rating	
	retrieve equipment and materials needed			<u> </u>
	 load and unload materials, tools, equipment, and supplies 	1		_
	lift, position, and secure materials during installation			
	,,			
11.	Installs materials per job specifications		Year 1 Rating	g
	 retrieve equipment and materials needed 			
	 unload materials, tools, equipment, and supplies 		Year 2 Rating	g
	 lift, position, and secure materials during installation 			
12	Performs construction measurements		Voor 1 Doting	-
12.			Year 1 Rating	<u> </u>
	select measuring toolread measurement accurately			
	scale proportions		Year 2 Rating	
	 convert units of measurement estimate resources, materials, and supplies needed for a project 			
	record measurements			
	• Tecoru illeasurements			

13. Maintains a clean and safe work area		Year 1 Rating	3	
 clean and maintain materials and tools 				
 clean, organize, and put way items in the work area 		Year 2 Rating	3	
 store materials and tools after use 				
 follow facility procedures for clean-up and shut down 				
14. Cleans up job site		Year 1 Rating	3	
 clean and maintain materials and tools 				
 store materials and tools after use 		Year 2 Rating	3	
follow facility procedures for clean-up and shut down				
15. Practices quality craftsmanship		Year 1 Rating		
 inspect and test work to determine quality 				
 monitor throughout for safety and quality 		Year 2 Rating	3	
 identify impact of building codes on quality of work 				
verify work meets job expectation				
Competency Substitute (if you replaced a competency above, note the		Year 1 Rating	3	
competency and rating)				
		Year 2 Rating	3	
Comments:				

RELATED INSTRUCTION

Indicate which related instruction courses the youth apprentice completed:

Course Title	Credits	Location



Post-Program Completion Survey

Youth Apprenticeship

YA POST-PROGRAM COMPLETION SURVEY

The <u>Post-Program Completion Survey</u> form is to be provided to each student completing the Youth Apprenticeship program to capture information on the student's plans after leaving the program. The form should be filled out during the final meeting between the student, mentor, and Local Youth Apprenticeship Coordinator, when the final checklist if filled out and signed. Information captured on this form must be entered online using the Youth Apprenticeship Online Data Application (YODA) System.

DWD is an equal opportunity employer and service provider. If you have a disability and need assistance with this information, please dial 7-1-1 for Wisconsin Relay Service. Please contact the Division of Employment and Training at 888-258-9966 and press 6 to request information in an alternate format, including translated to another language. **STATE OF WISCONSIN Department of Workforce Development**