

Department of Workforce Development
Employment and Training Division
Bureau of Apprenticeship Standards
201 E. Washington Ave., Room E100
P.O. Box 7972
Madison, WI 53707-7972
Telephone: (608) 266-3332
Fax: (608) 266-0766
Email: DWDEET@dwd.wisconsin.gov



Tony Evers, Governor
Amy Pechacek, Secretary
Michele Carter, Division Administrator

Construction Electrical State Apprenticeship Advisory Committee

Agenda

Wednesday, September 9, 2026
10:00 am - 12:00 pm

Attend In-Person:

Madison College-Commercial Ave Campus
2125 Commercial Avenue – Room: 242
Madison, WI 53704-2599

Attend Virtually: [Join Meeting Now](#)

Teams Meeting ID: 235 453 571 640 722 | Passcode: mg98V3sq

Attend via Phone: #608-571-2209 | Conference ID: 847 831 627#

Note: Public comment will occur only when noted, after committee discussion and prior to committee action.

1. **Call Meeting to Order**
2. **Record Attendees**
3. **Review Roster**
4. **Review and Approve Previous Meeting Minutes**
5. **Specific Committee Items for Discussion** (*Public Comment*)
 - a. **Ratio Neutral Language Specific to Licensed Trades** (carryover from spring)
 - b. **Mental Health Training for Apprentices** (carryover from spring)
6. **Director's Call Discussion**
7. **WTCS Report**
8. **DSPS Updates**
9. **Other Discussion Items**
10. **Review Program Participants**
11. **Set Next Meeting Date/Time**
12. **Adjourn**

State Apprenticeship Advisory Committee

Construction Electrical

April 22, 2026

10:00am

In-Person and/or Virtual: Both

Check if Present	Members	Organization/Employer
☒	Darren Johnson, Co-Chair	Employer: NECA
☒	Mike Balthazor	Employer: Michels Power
☐	Zach Newton	Employer: Newton Electric Corp
☐	Kelly Tourdot	Employer: Associated Builders & Contractors of WI
☒	Jason Helminski	Employer: Circle Electric
☐		
☒	Sean Frank, Co-Chair	Employee: IBEW Local 127 - Kenosha
☒	Brenda Egli	Employee: IBEW Local 159 - Madison
☐	John Jacobs	Employee: IBEW Local 494 - Milwaukee
☒	Jesse Jacques	Employee: IBEW Local 158 – Green Bay
☒	Jason Kay	Employee: IBEW Local 388 – Central WI
☒	John Walsh	Employee: IBEW Local 14 – Eau Claire/La Crosse
Check if Present	Consultants & Guests	Organization/Employer
☒	David Polk	Bureau of Apprenticeship, Director
☒	Liz Pusch	Bureau of Apprenticeship, Deputy Director
☒	Ben Stahlecker	Bureau of Apprenticeship, Section Chief
☒	Melissa Uffelman	Bureau of Apprenticeship, Policy & Program Analyst
☒	Amanda Mayek	Wisconsin Technical College System
☒	Owen Smith	WIDS
☒	Cheyenne Foster	ABC of WI
☒	Mike Wagner	WI Electrical Apprenticeship
☒	Paul Kamps	Bureau of Apprenticeship
☒	Matthew Wilkinson	Madison College
☒	Ashley Leavy	Wisconsin Chapter of NECA
☒	Amanda Mathews	Wisconsin Chapter of NECA
☒	Sam Everly	Wisconsin Electrical Apprenticeship
☒	Stephanie Johnston	Wisconsin Electrical Apprenticeship

☒	Ryan Herber	Bureau of Apprenticeship
☒	Raquel Nowak	Bureau of Apprenticeship
☒	Brandon Peterson	Bureau of Apprenticeship
☒	Tammy Kennedy	Bureau of Apprenticeship
☒	Darrell Ferguson	Bureau of Apprenticeship
☒	Trina Schofield	Bureau of Apprenticeship
☒	Jeremy Crabb	Wisconsin Electrical Apprenticeship
☒	Peter Dettmer	Blackhawk Technical College
☒	Christina Jungwirth	Northeastern Wisconsin Technical College
☒	Brandi Davis	ABC of Wisconsin
☒	Mike Saugstad	ABC of Wisconsin
☒	Jeff Hanson	Electrical Contractors of Wisconsin
☒	Lavelle Gill	Bureau of Apprenticeship
☒	Chelsea Will	Bureau of Apprenticeship
☒	Joyce Ray	Bureau of Apprenticeship

Draft Meeting Minutes
State Construction Electrical Committee
Melissa Uffelman

Note: *Public comment will occur only when noted, after committee discussion and prior to committee action.*

1) Call Meeting to Order

- Note Who: Darren Johnson
- Note Time: 10:01 am

2) Record Attendees (in table above)

3) Review Roster

- BAS will reach out to expiring members in the next week for re-nominations.

4) Review and Approve Previous Meeting Minutes

- Note any Changes: None
- Motioned to Approve made by: Brenda Egli
- Seconded Motion made by: Jason Helminski

5) Specific Committee Items for Discussion (*Public Comment*)

a) Ratio Neutral Language Specific to Licensed Trades

A sub-committee was formed to meet separately regarding the proposed ratio-neutral language. Volunteer members include: Mike Wagner, Cheyenne Foster, John Walsh, Jason Helminski, Darren Johnson, Brenda Egli, Mike Saugstad and Mike Balthazor. BAS will also include John Jacobs and Dan Large from Milwaukee.

b) Mental Health Training for Apprentices

The State Advisory Committee is discussing implementing a mental health training requirement for all apprentices. BAS is compiling Local Committee's activities in this topic to assist in the decision to implement a mandatory program or make it a requirement at the local level.

Various members reported on their local and employer's activities. Opinions expressed were in support with a suggestion to require a minimum amount of resources to make it achievable for smaller sole sponsors.

6) Director's Call Discussion

- The Director's Call recording is available on the State Committee website.

7) WTCS Report

- **WIDS – Curriculum Review Update**

WIDS completed their review with no curriculum changes made. Minor instruction design changes were made to the ABC program.

8) DSPS Updates

- Clarification is requested regarding if all electrical experience hours must be signed off by a licensed JW for purposes of exam eligibility.

9) Other Discussion Items

- BAS reminded committee members to provide potential topics for discussion at least one month prior to the scheduled meeting.

10) Review program participants

- Expanded demographic information for the past 3 years from Fall meeting request

11) Set Next Meeting Date/Time

- In-Person meeting - Wednesday, September 9th at 10 am

12) Adjourn

- Note Time: 11:25 am
- Motion to Adjourn made by: Sean Frank
- Motion Seconded by: Darren Johnson

State Electrical Sub-Committee Meeting

Construction Electrical

June 9, 2026

10:00am

In-Person and/or Virtual: Virtual

Check if Present	State Committee Member Attendees	Organization/Employer
☒	Darren Johnson, Co-Chair	Employer: NECA
☒	Mike Balthazor	Employer: Michels Power
☐	Zach Newton	Employer: Newton Electric Corp
☐	Kelly Tourdot	Employer: Associated Builders & Contractors of WI
☒	Jason Helminski	Employer: Circle Electric
☐		
☐	Sean Frank, Co-Chair	Employee: IBEW Local 127 - Kenosha
☒	Brenda Egli	Employee: IBEW Local 159 - Madison
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Check if Present	Consultants & Guests	Organization/Employer
☒	David Polk	Bureau of Apprenticeship, Director
☒	Liz Pusch	Bureau of Apprenticeship, Deputy Director
☐	Ben Stahlecker	Bureau of Apprenticeship, Section Chief
☒	Melissa Uffelman	Bureau of Apprenticeship, Policy & Program Analyst
☒	Cheyenne Foster	ABC of Wisconsin
☒	Mike Wagner	WI Electrical Apprenticeship
☒	Dan Large	IBEW Milwaukee
☒	Dajen Bohacek	IBEW Milwaukee
☒	Mike Saugstad	ABC of Wisconsin
☐		

Draft Meeting Minutes
State Construction Electrical SUB-COMMITTEE Meeting
Melissa Uffelman

Note: Public comments will occur only when noted, after committee discussion and prior to committee action.

1) Call Meeting to Order

- Note Who: David Polk
- Note Time: 10:00 am

2) Record Attendees (in table above)

3) Ratio Neutral Language Specific to Licensed Trades

Subcommittee continued review of proposed language to allow for apprentices who have completed all contract requirements with the exception of the DSPS-required exam, to be "neutral" for the purposes of the jobsite ratio.

BAS provided a summary of the history of the committee's ratio requirements, as well as 2017 WI Act 148 and subsequent WI §106.015.

Committee discussed the proposed language presented at the spring state committee meeting and recommended updating it with the following, to include Transition to Trainer:

Proposed Language

*Apprentices who are in good standing and have completed all requirements of their apprentice contract, with the exception of passing the State Journey Worker Electrical Exam or the Master Electrician Exam, **and Transition to Trainer**, will not be counted as apprentices or journey workers for the purpose of the apprentice to journey worker ratio.*

Members continued with the following discussions in relation to the proposal:

- Reviewed similar language adopted by the State Plumbing Committee.
- It was noted that Electrical apprentices with hours can pass JW Exam earlier based on experience. A member proposed the following ratio neutral language *"Passed their JW exam but not completed their apprenticeship."*
 - BAS stated that this would not be allowed. An individual is an apprentice until all contract requirements have been met.
- General mixed feedback on proposal:
 - Some members saw no issues with the proposal
 - Others noted potential issues with ensuring prevailing wage requirements are met while allowing for expanded apprentice ratios
 - Some concerns raised regarding the ability to ensure safety and any potential additional liability
- Darren Johnson inquired as to whether or not BAS could allow for ratio neutral language under 2017 WI Act 148.
 - BAS explained the 1:1 ratio prohibits BAS from requiring a ratio of greater than one JW per apprentice. Because of that it has been a standardized 1:1 ratio that has been enforced. The BAS would still view the person who is considered ratio neutral as an apprentice. The intent was to prohibit the BAS from requiring more JW than apprentices. Only recently have trades requested the allowance of more apprentices per JW.
- Outdated language in Standards: The conversations surrounding "ratio neutrality" began when reviewing updated local Standards submissions that contained previously approved

language (prior to 2017 WI Act 148).

- Mike Saugstad noted that, as recently as April 2023, some of the old language was still in State Standards.
- BAS noted that previous State Standards were not aligned with the updated state statutes.
- Some members provided feedback specific to the local committees they work with:
 - John Jacobs reviewed the affiliated unions CBA's and noted that most of them have 3:2 language and most of them do not allow for ratio neutral language.
 - Darren Johnson said this is not the case with some of their committees-they have a structure already in place where they can monitor the programs, there is accountability, safety and different levels of checks and balances. They feel comfortable that they could monitor ratio neutral in those conditions.
 - Mike Saugstad (ABC) agreed with Darren's feedback and stated that some local committees would allow it, and some would not.
 - Darren Johnson and Mike Saugstad said they would like the ratio neutral language in State Standards to set a minimum and then the Local Committees can institute more strict guidelines.

BAS confirmed there are two items for the committee to address:

- 1. Does the committee want to allow for apprentice ratio neutrality in the final year when all contract requirements have been completed except for the DSPS-required testing and Transition to Trainer?**
- 2. If so, what does that look like?**

- Darren Johnson proposed moving ahead with the sub-committee drafting language for ratio neutral language for state committee level as well as drafting local committee stricter language that would not allow for those locals who would not want to allow it. Concerns expressed by Dan Large and Mike Wagner to make sure the language is strict enough that there can't be an individual local committee abusing it.
- Liz Pusch proposed potential expanded language for consideration:

"A local committee may allow certain apprentices, as indicated below, to be considered ratio-neutral for purposes of the apprentice-to journey worker ratio. Any committee electing to implement this provision must include the applicable language in its local apprenticeship standards. Any policies or procedures governing the administration of this provision are subject to approval prior to implementation."

Apprentices who are in good standing and have completed all requirements of their apprentice contract, with the exception of passing the State Journey Worker Electrical Exam or the Master Electrician Exam, and Transition to Trainer, will not be counted as apprentices or journey workers for the purpose of the apprentice to journey worker ratio."

Members requested that BAS verify this change with DSPS prior to approval.

Members agreed to meet again in August after gathering more feedback.

4) Set Next Sub-Committee Meeting Date/Time

- Virtual meeting - Tuesday, August 4th. 10 am.

5) Adjourn

- Note Time: 11:00 am
- Motion to Adjourn made by:
- Motion Seconded by:



This summary counts employers and apprentices, between 8/20/2025 and 8/20/2026 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	3,876	441	11.4	166	4.3	1,918	49.5	1,984	51.2	533	135	25.3	399	74.9
Construction Electrician (47-2111.00)	3,876	441	11.4	166	4.3	1,918	49.5	1,984	51.2	533	135	25.3	399	74.9

State Committee Report by Sponsor & Occupation



This summary counts employers and apprentices, between 8/20/2025 and 8/20/2026 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
Report Total	3,876	441	11.4	166	4.3	1,918	49.5	1,984	51.2	533	135	25.3	399	74.9
ABC of Wisconsin (All)	1,867	221	11.8	59	3.2	0	0	1,867	100.0	337	0	0	337	100.0
Construction Electrician (47-2111.00)	1,867	221	11.8	59	3.2	0	0	1,867	100.0	337	0	0	337	100.0
Appleton/Oshkosh Area Electrical JAC	136	11	8.1	11	8.1	136	100.0	0	0	11	11	100.0	0	0
Construction Electrician (47-2111.00)	136	11	8.1	11	8.1	136	100.0	0	0	11	11	100.0	0	0
Eau Claire Area Electrical JAC	241	12	5.0	9	3.7	241	100.0	0	0	22	22	100.0	0	0
Construction Electrician (47-2111.00)	241	12	5.0	9	3.7	241	100.0	0	0	22	22	100.0	0	0
Kenosha Area Electrical JAC	62	11	17.7	4	6.5	62	100.0	0	0	15	15	100.0	0	0
Construction Electrician (47-2111.00)	62	11	17.7	4	6.5	62	100.0	0	0	15	15	100.0	0	0
La Crosse Area Electrical JAC	70	4	5.7	2	2.9	70	100.0	0	0	15	15	100.0	0	0
Construction Electrician (47-2111.00)	70	4	5.7	2	2.9	70	100.0	0	0	15	15	100.0	0	0
Madison Area Electrical JAC	401	57	14.2	31	7.7	401	100.0	0	0	22	22	100.0	0	0
Construction Electrician (47-2111.00)	401	57	14.2	31	7.7	401	100.0	0	0	22	22	100.0	0	0
Milwaukee Area Electrical JAC	379	58	15.3	19	5.0	379	100.0	0	0	33	33	100.0	0	0
Construction Electrician (47-2111.00)	379	58	15.3	19	5.0	379	100.0	0	0	33	33	100.0	0	0
Milwaukee Area Electrical (KM) JAC	40	0	0	1	2.5	40	100.0	0	0	9	9	100.0	0	0
Construction Electrician (47-2111.00)	40	0	0	1	2.5	40	100.0	0	0	9	9	100.0	0	0

State Committee Report by Sponsor & Occupation



This summary counts employers and apprentices, between 8/20/2025 and 8/20/2026 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.
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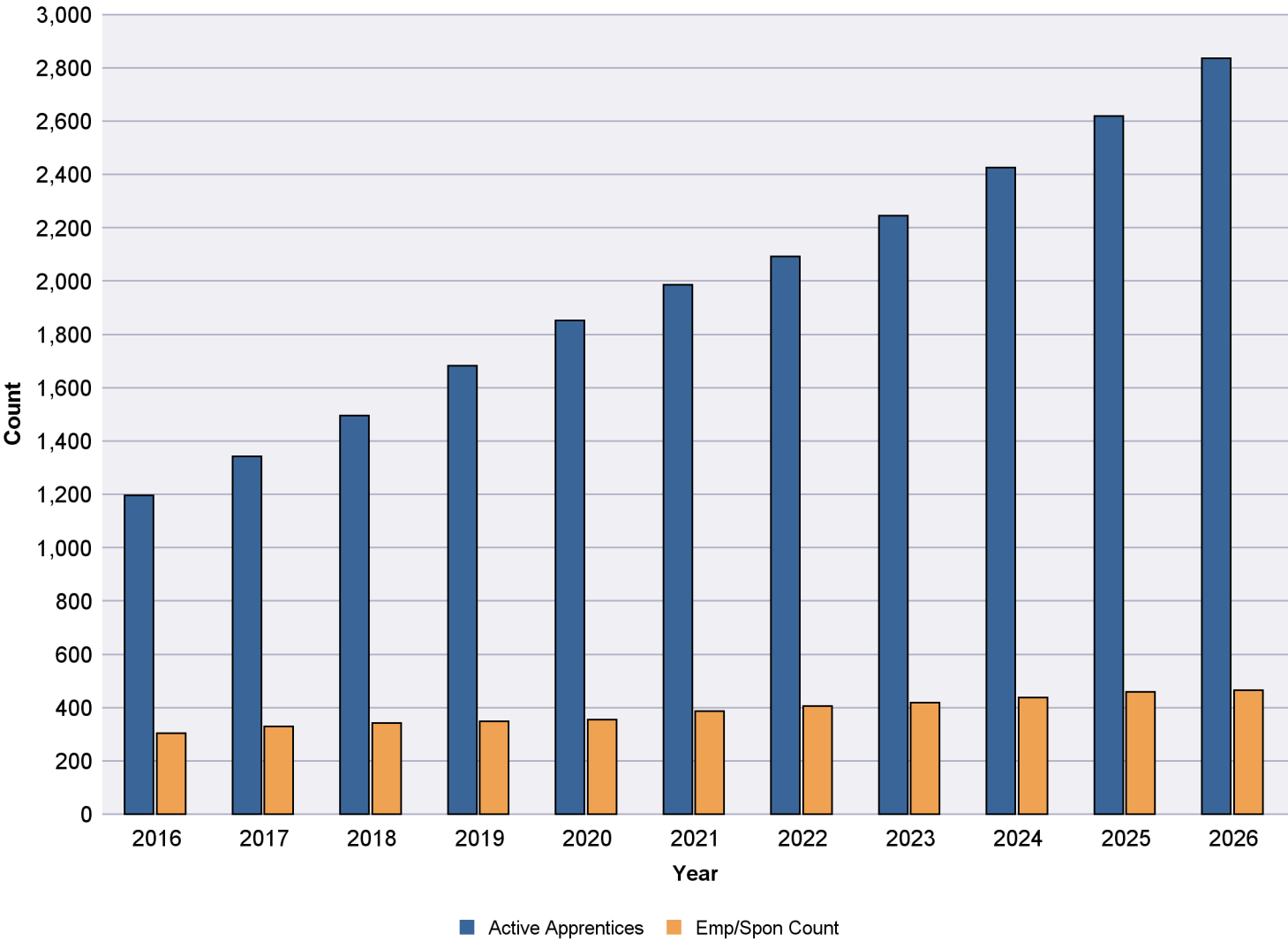
Note: Employers active in more than one occupation or committee can cause Column #7 totals at the Committee or State level to deviate from the summed total of the individual occupation or committee rows.

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
Report Total	3,876	441	11.4	166	4.3	1,918	49.5	1,984	51.2	533	135	25.3	399	74.9
Northeast WI Area Electrical JAC	174	12	6.9	6	3.4	174	100.0	0	0	15	15	100.0	0	0
Construction Electrician (47-2111.00)	174	12	6.9	6	3.4	174	100.0	0	0	15	15	100.0	0	0
Northwestern Electrical Advisory	53	1	1.9	1	1.9	0	0	53	100.0	24	0	0	24	100.0
Construction Electrician (47-2111.00)	53	1	1.9	1	1.9	0	0	53	100.0	24	0	0	24	100.0
Racine Area Electrical JAC	91	18	19.8	8	8.8	91	100.0	0	0	15	15	100.0	0	0
Construction Electrician (47-2111.00)	91	18	19.8	8	8.8	91	100.0	0	0	15	15	100.0	0	0
South Central WI Area Electrical JAC	194	32	16.5	13	6.7	194	100.0	0	0	23	23	100.0	0	0
Construction Electrician (47-2111.00)	194	32	16.5	13	6.7	194	100.0	0	0	23	23	100.0	0	0
Southwest WI Electrical Advisory Cmt	65	1	1.5	1	1.5	0	0	65	100.0	39	0	0	39	100.0
Construction Electrician (47-2111.00)	65	1	1.5	1	1.5	0	0	65	100.0	39	0	0	39	100.0
WI River Valley Area Electrical JAC	132	6	4.5	5	3.8	132	100.0	0	0	10	10	100.0	0	0
Construction Electrician (47-2111.00)	132	6	4.5	5	3.8	132	100.0	0	0	10	10	100.0	0	0



Historical Report by Year
Report Period: 2026* and Previous -10 Years

*Current year is YTD data as of Run Date: 08/24/2026		
Run Date: 08/24/2026		
State Electrical Committee		
Sponsored Trade Group(s): Construction		
Year	Active Apprentices	Active Employers
2016	1,196	303
2017	1,342	329
2018	1,495	342
2019	1,683	349
2020	1,852	355
2021	1,987	386
2022	2,093	405
2023	2,245	419
2024	2,425	437
2025	2,620	459
2026	2,835	465



Occupation: Construction Electrician

Count	Total	Women	All Minority	Black	Hispanic	Asian	American Indian	Hawaiian/Pacific Islander
Active on 8/20/2023	2,205	87	225	55	122	22	29	9
Active on 8/20/2024	2,714	106	272	55	162	26	36	8
Active on 8/20/2025	2,946	122	317	63	194	32	38	8
Active on 8/20/2026	3,239	133	386	75	246	43	37	11
Change	+1,034	+46	+161	+20	+124	+21	+8	+2

Number of apprentices with an active contract on 8/20/2023, 8/20/2024, 8/20/2025 and 8/20/2026 and the total increase between 8/20/2023 and 8/20/2026.

Percentage	Total	Women	All Minority	Black	Hispanic	Asian	American Indian	Hawaiian/Pacific Islander
8/20/2023	100%	3.9%	10.2%	2.5%	5.5%	1.0%	1.3%	0.4%
8/20/2024	100%	3.9%	10.0%	2.0%	6.0%	1.0%	1.4%	0.3%
8/20/2025	100%	4.1%	10.8%	2.1%	6.6%	1.1%	1.3%	0.3%
8/20/2026	100%	4.1%	11.9%	2.3%	7.6%	1.3%	1.1%	0.3%
Change in Participation	-	+0.2%	+1.7%	-0.2%	+2.1%	+0.3%	-0.2%	-0.1%

Percentage of total apprentices with an active contract 8/20/2023, 8/20/2024, 8/20/2025 and 8/20/2026 and the percentage change between 8/20/2023 and 8/20/2026.

	Total	Women	All Minority	Black	Hispanic	Asian	American Indian	Hawaiian/Pacific Islander
New Apprentices Past 3 Years	2,463	122	313	61	201	37	26	10

Number of apprentices with a contract start date between 8/20/2023 and 8/20/2026.