

Aug 22, 2023

TO: State Electrical Apprenticeship Advisory Committee Members

FROM: [Owen Smith, Bureau of Apprenticeship Standards](#)

SUBJECT: State Electrical Apprenticeship Advisory Committee meeting

DATE: Tuesday, September 19, 2023

TIME: 10:00 a.m. – 12:00 p.m.

OPTIONS: [Attend virtually.](#)

Attend via phone only.

Call 608-571-2209.

Enter code: 647 895 739#.

Attend in person.

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

AGENDA

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

1. Call the meeting to order.
2. Introduce and record attendees.
3. **Administrative tasks, with potential action**
 - a. Review the roster.
 - b. Approve the minutes.
4. **Policy discussions, with potential action (public comment)**
 - a. Review math requirements.
 - b. Review policies identified in spring for potential revision.
5. **Policy discussions, without action**
 - a. Questions from the Director's Call.
 - b. Other
6. Review program participants.
7. Adjourn.

Draft Minutes of the
Electrical Construction
State Apprenticeship Advisory Committee

April 05, 2023
Department of Workforce Development
Madison, WI, with Virtual Option

Members Present	Employer/Organization
Balthazor, Michael	Michaels Power
Frank, Sean (Co-Chair)	Local 127
Grundahl, Carol	IBEW Local 159
Johnson, Darren (Co-Chair)	NECA-IBEW
Kastanek, Ryan	Circle Electric
Newton, Zach	WI River Valley Electrical JAC
Tourdot, Kelly	Associated Builders & Contractors
Walsh, John M.	IBEW Local 14
Warsh, Dean	IBEW Local Milwaukee
Members Absent	Employer/Organization
Habermehl, Sylvia	Habermehl Electric
Pohlman, Mike	R.J. Nickles Electric Co.
Young, Greg	IBEW Local 577
Consultants & Guests	Employer/Organization
Abbott, Nicholas	Bureau of Apprenticeship Standards
Arneson, Sarah	Wisconsin Technical College System
Badger, Richard	Bureau of Apprenticeship Standards
Cook, Jim	NECA-IBEW
Emrick, Leigh	Associated Builders and Contractors of WI
Grunewald, Jeff	Lakeshore Technical College
Guerrera, Candy	WRTP / BIG STEP

Grunewald, Jeffrey	Lakeshore Technical College
Herber, Ryan	Bureau of Apprenticeship Standards
Imhoff, Dan	Southwestern Technical College
Jacques, Jesse	IBEW 158
Jungwirth, Christina	Northeast Wisconsin Technical College
Large, Dan	Milwaukee JATC
Mayek, Mandy	Mid-State Technical College
Nakkoul, Nancy	Wisconsin Technical College System
Nowak, Raquel	Bureau of Apprenticeship Standards
O'Shasky, Lynn	Bureau of Apprenticeship Standards
Polk, David	Bureau of Apprenticeship Standards
Pusch, Liz	Bureau of Apprenticeship Standards
Sanger, Jenny	Bureau of Apprenticeship Standards
Sherman, Julie	Chippewa Valley Technical College
Smith, Owen	Bureau of Apprenticeship Standards
Wagner, Mike	NECA-IBEW
Wilkinson, Matthew	Madison College

1. The meeting was called to order at 1:03 p.m. by Mr. Owen Smith in conformity with the Wisconsin Open Meeting Law.
2. Attendees introduced themselves. Mr. Smith recorded attendance. A quorum was present.

3. Old Business

a. Review the roster.

The committee reviewed the current roster and recommended minor revisions to contact information; Sean Frank and Carol Grundahl's emails are incorrect.

b. Action: approve the minutes.

The committee approved the minutes as written.

c. Action: recommendations for math requirements

Nancy Nakkoul presented the material she shared with the focus group. The research question was, "What would be the equivalent of one year of high algebra in competency and assessment?" She

presented the following: a list of WTCS adult education and learner support services that would provide customized learning to any applicant and assessment, if needed, based on learner's needs, and at no cost or low cost; common assessment tools and minimum score indicators of competency by assessment; the directory of WTCS adult basic education and learner support contacts by college; and last, if needed, a college course equivalent for elementary algebra could be added, with tuition and fees.

Kelly Tourdot recommended including the names of tests but not the equivalencies because the equivalences change frequently. Jim Cook agreed.

Kelly recommended tabling the decision until fall to give her and the focus group time to draft and agree upon appropriate changes to the state standards.

Nancy Nakkoul asked who would review the documents. Kelly replied that the focus group would review the documents.

Action: the state committee tabled the review and approval of the final language for state standards until the fall meeting.

d. Action: adopt the Telecomm VDV Installer as a statewide program

Chris Van Elsehience of IBEW Local 14, Lacrosse chapter, recommended that the state committee establish oversight of the curriculum of the Telecommunications Voice-Data-Video Installer registered apprenticeship so that all apprentices consistently receive the same education. He expressed concern that apprentices do not receive the curriculum or instruction needed, such as structured cabling.

Darren Johnson thanked Chris for expressing his concern and noted that the timing is premature; Darren assured Chris that he is committed to providing consistent, quality training; a review may be possible once the current renegotiations conclude. He recommended tabling the topic and reviewing options between meetings.

Chris agreed and thanked Darren and the committee for their consideration.

Action: the state committee approved a motion to table discussion of reviewing the Telecommunications VDV Installer until further notice.

4. New Business

a. Review the revised template for state standards.

Mr. Smith discussed the three objectives of revising the state standards: incorporate the revised content and terms from the Wisconsin Apprenticeship Manual; incorporate updated policies from the Department of Labor; and cite policies as established by the Manual or the state committee.

Mr. Smith explained that the revised table of contents reflects the operational scope of state committees: they establish minimum standards but are not parties to the apprentice contract. Section one included policies for state committees established in the Manual; section two included policies established by the state committee itself.

Policies that pertain to sponsors, such as evaluating and completing apprentices, were omitted; they will be addressed in the revised template for sponsors.

The state committee asked for guidance on the Department of Labor policy that permits applicants to be either a U.S. citizen or an eligible non-citizen. Mr. Smith replied that the Bureau is awaiting guidance and best practices from the Department of Labor.

b. For action: verify policies established by the state committee.

Mr. Smith asked the committee to verify that its policies were successfully transferred from the old template to the new template.

Action: the committee verified its previous policies were included in the new template.

c. Action: identify policies established by the state committee to revise further in fall, if needed.

Mr. Smith asked the committee to identify policies that it had established that may warrant further discussion at the fall meeting.

Action: The committee recommended reviewing these policies at the next meeting:

- *Minimum education requirement*
- *Be physically fit and able to perform the tasks of the trade*
- *Drug screening*
- *Must furnish proof of age*
- *Must furnish an official transcript of grades*
- *Must meet required norms on approved aptitude test*
- *Must have ability to get to work*
- *Math requirements*
- *All requirements for employers*
- *Requirements for supervision*
- *Requirements for completion – shall attend at least 90% of scheduled class hours.*

d. Questions from the Director's Call.

Mr. Smith reminded the committee that the Bureau will share apprenticeship-wide updates on the Directors' Call so each committee's individual meeting will be dedicated to its unique policies. However, the Bureau will include this topic on each agenda to ensure committees have an opportunity to ask follow-up questions, if needed.

Attendees did not have questions or comments.

e. Communicating state committee meetings to the public

Mr. Smith reported that he will discontinue cc'ing non-members on courtesy notifications of state committee meetings for appointed members. He reminded attendees that state committee meetings are open to the public and posted publicly; however, some stakeholders have confused the courtesy notification as permission to attend. He will continue emailing a courtesy meeting invitation to appointed members, who are welcome to forward it to colleagues. Non-members must check the websites.

Several members expressed concern that the Bureau post all material publicly and in a timely manner.

Owen and Liz Pusch reported that material must be posted at least 24 hours in advance, and the Bureau often posts material one week in advance.

Members requested the Bureau implement a web-based notification system to alert non-members when meeting information and material has been posted or updated. The Bureau agreed to research options.

f. Other

Attendees did not have questions or comments.

5. Review the program participants.

The state committee reviewed the participant report and did not find discrepancies in the data.

6. The committee adjourned at 11:45 a.m. The Bureau will schedule the next meeting via online survey.

Submitted by Owen Smith, Program and Policy Analyst

Section Two: Policies Established by the BAS and the State Committee

2. Minimum Qualifications for Applicants

- I. Must have satisfactorily (with a passing grade of "C" or better) completed one year of high school algebra (9th grade level) or its equivalency.
 - i. Equivalent courses are defined as one full year of high school Geometry, Algebra II, Trigonometry, or Calculus that are satisfactorily completed with a passing grade of "C", or one post high school Algebra, Geometry, Algebra II, Trigonometry, Calculus course with a passing grade of "C".
 - ii. Successful completion of either the Online electrical training ALLIANCE Tech Math course (www.electricaltrainingalliance.org), or the below approved common assessment tool and score as equivalent to the minimum algebra requirement.

Common Assessment Tool	Minimum Score Indicator of Competency = One-year of high school algebra
Test of Adult Basic Education (TABE) – ABE Version 11/12. Test D or A only	596 Scale Score
ALEKS PPL (Placement, Preparation, and Learning)	46
QAS - Accuplacer Algebra	250

**All WTCS colleges provide low or no cost Adult Basic Education (pre-college) learner services supported by the federal Adult Education and Family Literacy Act (AEFLA).*

- iii. To qualify as an equivalent, each course is required to be satisfactorily completed in its entirety, and each course will be considered separately.



This summary counts employers and apprentices, between 8/22/2023 and 8/22/2023 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
Report Total	2,558	228	8.9	91	3.6	1,323	51.7	1,235	48.3	442	127	28.7	319	72.2
Construction Electrician (47-2111.00)	2,558	228	8.9	91	3.6	1,323	51.7	1,235	48.3	442	127	28.7	319	72.2

Report Name COM-01 State Committee
Report

Refresh Date 8/22/23 9:46 AM

Wisconsin Bureau of Apprenticeship Standards

State Committee Report by Sponsor & Occupation



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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
Report Total	2,558	228	8.9	91	3.6	1,323	51.7	1,235	48.3	442	127	28.7	319	72.2
ABC of Wisconsin (All)	1,176	113	9.6	24	2.0	0	0	1,176	100.0	278	0	0	278	100.0
Construction Electrician (47-2111.00)	1,176	113	9.6	24	2.0	0	0	1,176	100.0	278	0	0	278	100.0
Appleton/Oshkosh Area Electrical JAC	87	5	5.7	5	5.7	87	100.0	0	0	10	10	100.0	0	0
Construction Electrician (47-2111.00)	87	5	5.7	5	5.7	87	100.0	0	0	10	10	100.0	0	0
Eau Claire Area Electrical JAC	165	5	3.0	5	3.0	165	100.0	0	0	15	15	100.0	0	0
Construction Electrician (47-2111.00)	165	5	3.0	5	3.0	165	100.0	0	0	15	15	100.0	0	0
Kenosha Area Electrical JAC	47	5	10.6	4	8.5	47	100.0	0	0	14	14	100.0	0	0
Construction Electrician (47-2111.00)	47	5	10.6	4	8.5	47	100.0	0	0	14	14	100.0	0	0
Kettle Moraine Area Electrical JAC	24	0	0	0	0	24	100.0	0	0	6	6	100.0	0	0
Construction Electrician (47-2111.00)	24	0	0	0	0	24	100.0	0	0	6	6	100.0	0	0
La Crosse Area Electrical JAC	55	4	7.3	2	3.6	55	100.0	0	0	11	11	100.0	0	0
Construction Electrician (47-2111.00)	55	4	7.3	2	3.6	55	100.0	0	0	11	11	100.0	0	0
Madison Area Electrical JAC	288	31	10.8	22	7.6	288	100.0	0	0	16	16	100.0	0	0
Construction Electrician (47-2111.00)	288	31	10.8	22	7.6	288	100.0	0	0	16	16	100.0	0	0
Milwaukee Area Electrical JAC	270	37	13.7	12	4.4	270	100.0	0	0	34	34	100.0	0	0
Construction Electrician (47-2111.00)	270	37	13.7	12	4.4	270	100.0	0	0	34	34	100.0	0	0

State Committee Report by Sponsor & Occupation



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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
Report Total	2,558	228	8.9	91	3.6	1,323	51.7	1,235	48.3	442	127	28.7	319	72.2
Northeast WI Area Electrical JAC	144	12	8.3	7	4.9	141	97.9	3	2.1	13	13	100.0	3	23.1
Construction Electrician (47-2111.00)	144	12	8.3	7	4.9	141	97.9	3	2.1	13	13	100.0	3	23.1
Northwestern Electrical Advisory	17	1	5.9	2	11.8	0	0	17	100.0	14	0	0	14	100.0
Construction Electrician (47-2111.00)	17	1	5.9	2	11.8	0	0	17	100.0	14	0	0	14	100.0
Racine Area Electrical JAC	28	3	10.7	2	7.1	28	100.0	0	0	13	13	100.0	0	0
Construction Electrician (47-2111.00)	28	3	10.7	2	7.1	28	100.0	0	0	13	13	100.0	0	0
South Central WI Area Electrical JAC	115	10	8.7	3	2.6	115	100.0	0	0	21	21	100.0	0	0
Construction Electrician (47-2111.00)	115	10	8.7	3	2.6	115	100.0	0	0	21	21	100.0	0	0
Southwest WI Area Electrical JAC	39	0	0	0	0	0	0	39	100.0	25	0	0	25	100.0
Construction Electrician (47-2111.00)	39	0	0	0	0	0	0	39	100.0	25	0	0	25	100.0
WI River Valley Area Electrical JAC	103	2	1.9	3	2.9	103	100.0	0	0	10	10	100.0	0	0
Construction Electrician (47-2111.00)	103	2	1.9	3	2.9	103	100.0	0	0	10	10	100.0	0	0

Historical Report by Year

Report Period: 2023* and Previous -10 Years

*Current year is YTD data as of Run Date: 08/22/2023		
Run Date: 08/22/2023		
State Electrical Committee		
Sponsored Trade Group(s): Construction		
Year	Active Apprentices	Active Employers
2013	894	242
2014	954	255
2015	1,042	277
2016	1,196	303
2017	1,342	329
2018	1,495	343
2019	1,683	350
2020	1,852	356
2021	1,987	385
2022	2,093	404
2023	2,246	418

