

March 30, 2021

TO: State Electric Utility Trades Apprenticeship Advisory Committee Members & Consultants

FROM: Owen Smith, Bureau of Apprenticeship Standards, [Owen.Smith@dwd.wisconsin.gov](mailto:Owen.Smith@dwd.wisconsin.gov)

SUBJECT: **State Electric Utility Trades Apprenticeship Advisory Committee meeting**

DATE: **Thursday, April 15, 2021**

TIME: **10:00 a.m.**

PLACE: <https://dwdwi.webex.com/dwdwi/j.php?MTID=m8d48cc56c0c61f3f2b1e9a95506de700>

Mtg Number: 145 698 2264

Password: diPSwDWi986

Via phone: +1-855-282-6330 US TOLL FREE

Access code: 145 698 2264

### **TENTATIVE AGENDA**

1. Call the meeting to order.
2. Record attendees.
3. Review the roster.
4. **Action Items:**
  - a. Approve the minutes of the previous meeting.
  - b. Review the related instruction.
  - 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. [Race and Registered Apprenticeship: RA's Role in Driving Equity](#)
- h. Implementing Transition to Trainer and Teaching Transition to Trainer
- i. Supportive services and OJL reimbursement for registered apprentices
- j. Applicant outreach campaign and revisions to [www.WisconsinApprenticeship.org](http://www.WisconsinApprenticeship.org)
- k. Apprenticeship Completion Award Program
- l. BAS leadership and personnel changes
- m. 2021 National Apprenticeship Week
- n. Other

6. WTCS Update
7. Review the program participants.
8. Schedule the next meeting.
9. Adjourn.

Draft Minutes of the  
**Electrical Utility**  
State Apprenticeship Advisory Committee

**October 29, 2020**  
Virtual

<b>Members Present</b>	<b>Employer / Organization</b>
Brodbeck, Steve (Co-Chair)	Madison Gas & Electric
Burke, Lance	Dairyland Power Co-operative
Chartier, Chris (Co-Chair)	WPPI Enegery
DeGraves, Jeff	Wisconsin Public Service
Muench, Mark	Alliant Energy
Reinceck, Scott	IBEW Local 2150
Tremaine, Todd	City of Oconomowoc Utilities
<b>Members Absent</b>	<b>Employer / Organization</b>
Jeske, Ken	WE Energies
Kumm, Nicholas	Marshfield Utilities
Nitek, Jeremy	Dairyland Power
<b>Consultants &amp; Guests</b>	<b>Employer / Organization</b>
Harris, Dave	WE Energies
Johnson, Josh	Bureau of Apprenticeship Standards
Kasper, Andrew	Bureau of Apprenticeship Standards
Kiel, Todd	Northeast Wisconsin Technical College
Nakkoul, Nancy	Wisconsin Technical College System
Schmidt, Kendall	Chippewa Valley Technical College
Smith, Owen	Bureau of Apprenticeship Standards
Wall, Julie	WE Energies
Wehling, Adam	Chippewa Valley Technical College

1. The meeting was called to order at 10:03 a.m. by Co-Chair Chartier in conformance with the Wisconsin Open Meeting Law.
2. Mr. Smith recorded attendance. A quorum was present.
3. The committee reviewed the current roster. Mr. Ken Jeske announced he will retire. He will be replaced by Julie DeWalt. Mr. Todd Kiel, a consultant to the committee, announced he, too, will retire.

#### **4. Special Topics**

##### **a. 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 was due mostly to the absence of new apprentice 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.

Attendees reported the following:

- Most utilities postponed hiring new personnel. Some were able to fill vacancies created by retirement. Some were able to graduate current apprentices.
- Most utilities adjusted on-the-job learning and related instruction significantly, which changed how work is performed on the job.
- Northeast Wisconsin Technical College opened classes for face-to-face lab activities, with small class sizes, social distancing, and masks.

##### **b. Mandatory registration in BASERS, effective July 1, 2021.**

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 BASERS works very well.

#### **5. Old Business**

##### **a. Approve the minutes.**

The committee approved the minutes as revised: Steve Brodbeck chaired.

##### **b. Implementing revisions to CFR 29.30**

Mr. Kasper 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.

**e. 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, and only eight states received more than \$8 million.

Attendees did not have questions or comments.

**f. 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.

**g. Applicant outreach campaign and revisions to [www.WisconsinApprenticeship.org](http://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 and be more user-friendly.

Attendees did not have questions or comments.

**h. 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.

**i. Other**

Mr. Todd Kiel recommended that the BAS and WTCS crosswalk the related instruction to the curriculum for the Electrical Power Distribution technical diploma. The state committee supported the project.

## **6. New Business**

### **a. 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

Attendees reported that applicants rarely submit ASVAB scores.

### **c. 2020 Meeting of National Association of State and Territorial Apprenticeship Directors**

Director Johnson reported that the NASTAD Conference was held virtually the week of September 29. States reported issues similar to those encountered by Wisconsin Apprenticeship: IRAPs, youth apprenticeship, etc.

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.

Attendees did not have questions or comments.

### **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.

### **h. Other**

The state committee inquired into whether technical colleges experienced any issues delivering classes pertaining to a commercial drivers license. Mr. Kiel responded that the classes are active and he has not heard of issues.

## **7. WTCS Update**

Ms. Nancy Nakkoul reviewed the written report. Attendees did not have questions or comments.

8. Participants included 267 apprentices and 84 employers with contracts in active or unassigned status on October 1, 2020.
9. The Bureau will schedule the next meeting via electronic survey.
10. The meeting adjourned at 11:20 a.m.

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*Submitted by Owen Smith, Bureau of Apprenticeship Standards*

DRAFT



# Employment and Salary Data

## 2018-19 Apprenticeship Completion



1

# Employment Location



Employment Location 2016-17



Employment Location 2017-18



Employment Location 2018-19



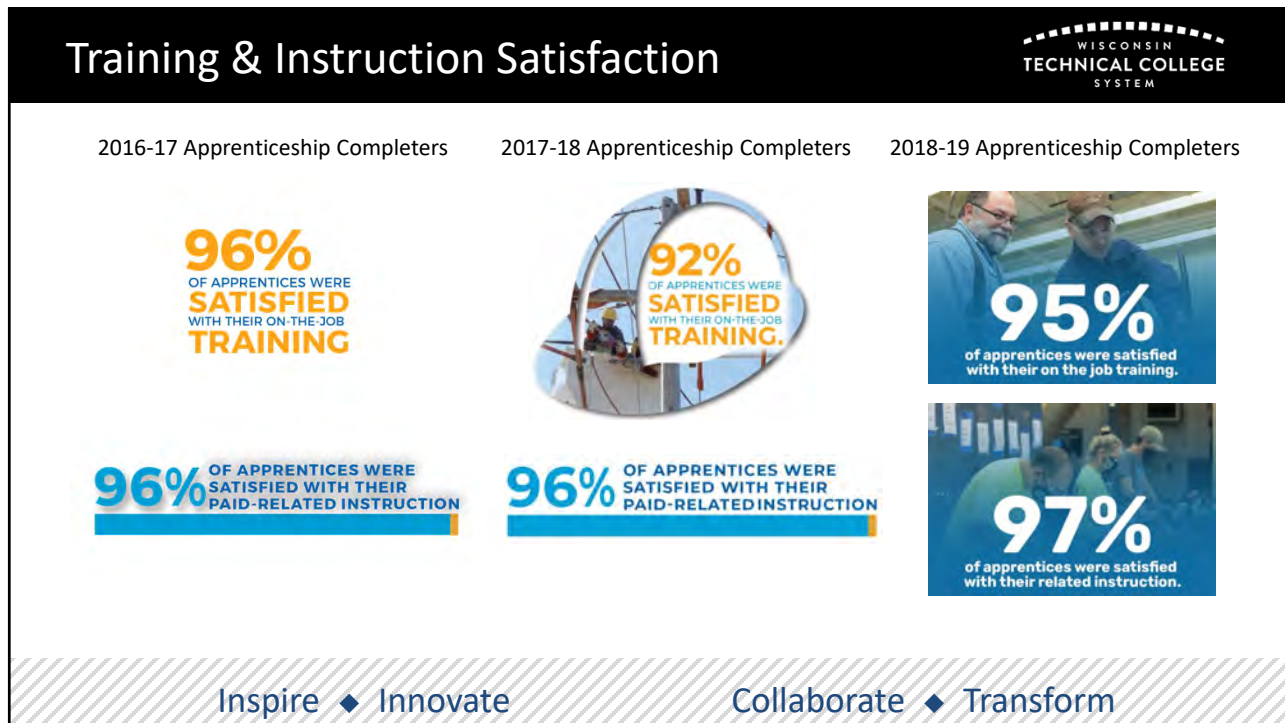
Inspire ♦ Innovate

Collaborate ♦ Transform

2



3



4

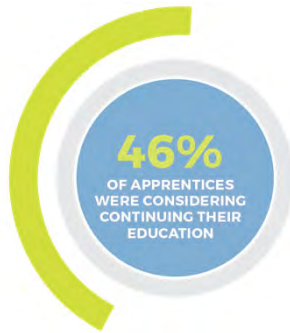
## Continuing Education



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](mailto:nancy.nakkoul@wtcsystem.edu) or [dan.arneson@wtcsystem.edu](mailto: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](http://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 5<sup>th</sup> at 2 p.m. CST. Awards may be made as soon as March 15<sup>th</sup>. Applications will be reviewed in the order in which they are received. Questions can be sent to our grants mailbox at [dwdetgrants@dwd.wisconsin.gov](mailto:dwdetgrants@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](mailto:Jose.galvan@employmilwaukee.org)  
2342 North 27<sup>th</sup> Street  
Milwaukee, WI 53210

**Office 414-270-1743  
Cell 414-852-1914**

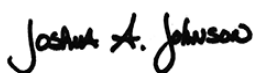
**All other Wisconsin counties**

South Central Workforce Development Board  
Jeff Kennedy  
[jkennedy@wdbscw.org](mailto: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

<b>Type</b>	<b>Fiscal Year</b>	<b># of RRs</b>	<b>\$Approved</b>	<b>\$Denied</b>
Year One	21		\$97,137.35	\$328,547.82
<b>Year One Totals</b>		<b>404</b>	<b>\$97,137.35</b>	<b>\$328,547.82</b>
Completion	21		\$179,424.43	\$771,505.80
<b>Completion Totals</b>		<b>329</b>	<b>\$179,424.43</b>	<b>\$771,505.80</b>
<b>Report Totals</b>		<b>733</b>	<b>\$276,561.78</b>	<b>\$1,100,053.62</b>





## WTCS System-Wide Activity Update February 2021

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### 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: <https://wtcsystem.edu/impact/publications/apprenticeship-completion-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"> <li>• Carpentry (All)</li> <li>• Wastewater Treatment</li> <li>• Electrical (All)</li> <li>• Industrial Manufacturing Technician</li> <li>• IT-Service Desk</li> <li>• IT-Software Developer</li> </ul>	<ul style="list-style-type: none"> <li>• HVAC (ABC)</li> <li>• Industrial Pipefitter</li> <li>• Mechatronics</li> <li>• Barber/Cosmetology</li> <li>• Bricklaying/Masonry</li> <li>• IT Cybersecurity</li> <li>• IT Data Analyst</li> <li>• Broadband Technician</li> </ul>

## Apprenticeship in New Sectors: Snapshot of Program Growth Past Five and Current Years

### New Wisconsin Apprenticeship Programs in New Industries

2016	<b>Arborist</b> MILW   MSTC	<b>Mechatronics Tech</b> WCTC   BTC   GTC   LTC MILW   SWTC   MPTC   CVTC	<b>IT-Software Developer</b> MSTC   CVTC   NTC   MPTC   MDSN	
2017				
2018	<b>Organic Vegetable Farm Manager</b> NWTC	<b>Data Analyst</b> CVTC   NTC   MILW MDSN   MPTC	<b>IT-Service Desk Technician</b> WCTC   CVTC   NTC   MDSN   MPTC	<b>Financial Services Representative</b> MILW   CVTC   MPTC
2019	<b>Broadband Technician</b> WITC	<b>Medical Assistant</b> NTC	<b>Biotechnology Lab Support Assistant</b> MDSN	
2020	<b>Facilities Maintenance Technician</b> MILW	<b>Cybersecurity Analyst</b> MDSN	<b>Pharmacy Technician</b> MILW	
2021	<b>Roadway Maintenance Technician</b> CVTC	<b>Industrial Metrology Technician</b> FVTC	<b>Culinary Apprenticeship</b> MILW	





This summary counts employers and apprentices, between 3/30/2021 and 3/30/2021 with contract status as Active & Unassigned in occupation(s) associated with this committee.

Report is based on apprentice contracts where:

- Contract sector is 'Utilities'.
- 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>268</b>	<b>2</b>	<b>.7</b>	<b>1</b>	<b>.4</b>	<b>166</b>	<b>61.9</b>	<b>102</b>	<b>38.1</b>	<b>87</b>	<b>36</b>	<b>41.4</b>	<b>54</b>	<b>62.1</b>
Electric Line Worker (0682126101401)	246	1	.4	1	.4	156	63.4	90	36.6	82	34	41.5	51	62.2
Metering Technician (0671028103401)	15	0	0	0	0	4	26.7	11	73.3	14	4	28.6	10	71.4
Substation Electrician (0682026101803)	7	1	14.3	0	0	6	85.7	1	14.3	4	3	75.0	1	25.0