

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

October 29, 2020
Virtual

| Members Present | Employer / Organization |
|---------------------------------|---------------------------------------|
| 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 |
| Members Absent | Employer / Organization |
| Jeske, Ken | WE Energies |
| Kumm, Nicholas | Marshfield Utilities |
| Nitek, Jeremy | Dairyland Power |
| Consultants & Guests | Employer / Organization |
| 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

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.

Submitted by Owen Smith, Bureau of Apprenticeship Standards

October 19, 2020

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

FROM: Owen Smith, Bureau of Apprenticeship Standards, Owen.Smith@dwd.wisconsin.gov

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

DATE: **Thursday, October 29, 2020**

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

PLACE: <https://dwdwi.webex.com/dwdwi/j.php?MTID=mbdb4471741d5210f6715785ba0e36745>
Number: 145 140 6335
Password: t5G99JJ73J5
Join by phone: 1-855-282-6330 US TOLL FREE
Access code: 145 140 6335

TENTATIVE AGENDA

1. Call the meeting to order.
2. Record attendees.
3. Review the roster.
4. **Special topics**
 - a. Registered apprenticeship during COVID-19
 - b. Mandatory registration in BASERS as of July 1, 2021
5. **Old Business**
 - a. **For action:** approve the minutes of the previous meeting.
 - b. Implementing revisions to CFR 29.30
 - c. Federal grants to expand registered apprenticeship
 - d. Industry-Recognized Apprenticeship Programs
 - e. Applicant outreach campaign and revisions to www.WisconsinApprenticeship.org
 - f. Apprenticeship Completion Award Program
 - g. Other
6. **New Business**
 - a. Revising state standards in 2021
 - b. 2020 Meeting of National Association of State and Territorial Apprenticeship Directors (NASTAD)
 - c. 2020 National Apprenticeship Week
 - d. 2021 Biennial Apprenticeship Conference
 - e. Revising Transition to Trainer and Teaching Transition to Trainer

- f. BAS leadership and personnel changes
- g. Other

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

WAGE\$ Apprentices and Sponsors by Occupation Fall 2020 Committee Update

The Wisconsin Apprenticeship Growth and Expansion Strategies (WAGE\$) grant is a 5-year, \$5 million grant from the US Department of Labor. The purpose is to expand Registered Apprenticeship in Advanced Manufacturing and develop new programs in Information Technology and Health Care. The grant started October 1, 2015, and will conclude September 30, 2020.

- The overarching goal is 1,000 apprentices in the occupations selected for grant support.
- The table below shows the number of apprentices by occupation and underrepresented population.
- Employ Milwaukee, Inc., applied for and was granted the same type of grant that BAS applied for. Therefore, BAS and EMI entered into an agreement by which EMI would be able to count certain apprentices for its own grant. As of the date of this report, the following number of apprentices are included in EMI's grant, not the WAGE\$ grant.
 - 9 Industrial Manufacturing Technician apprentices
 - 4 IT Service Desk Technician apprentices
 - 9 Pharmacy Technician apprentices

| WAGE\$ Apprentices by Occupation and Underrepresented Status October 1, 2015 - September 2, 2020 | | | | |
|--|-------|-------------|-------------|------------|
| This report includes apprentice records for the report period: Industrial Manufacturing Technician; Maintenance Technician; Mechatronics Technician; Welder - Fabricator; Welder / Automated Welding; Software Developer; Medical Assistant; IT Service Desk Technician; Data Analyst; Broadband Service Technician; Cybersecurity Analyst; Pharmacy Technician; Medical Assistant (WTCS), | | | | |
| Apprentices claimed by Employ Milwaukee have been removed. | | | | |
| Occupation Name | Count | Female | Minority | Veteran |
| Report Total: | 678 | 67 | 110 | 50 |
| Industrial Manufacturing Technician - 77 completed; 32 cancelled; 9 apprentices counted by Employ Milwaukee | 146 | 21 (14%) | 42 (29%) | 6 (4%) |
| Maintenance Technician - 21 completed; 88 cancelled | 360 | 5 (1%) | 36 (10%) | 31 (9%) |
| Mechatronics Technician - 19 cancelled | 90 | 2 (2%) | 5 (6%) | 9 (10%) |
| Welder / Automated Welding & Fabricator - 5 completed; 5 cancelled | 36 | 1 (3%) | 4 (6%) | 3 (8%) |
| Broadband Service Technician | 1 | | | |
| Data Analyst - 4 apprentices counted by Employ Milwaukee | | | | |
| IT Service Desk Technician : 3 completed | 4 | 1 (25%) | 1 (20%) | |
| Software Developer | 2 | 2 (100%) | | |
| Medical Assistant - 14 completed; 2 cancelled | 39 | 35 (90%) | 22 (56%) | 1 (2%) |
| Pharmacy Technician – 9 apprentices counted by Employ Milwaukee | | | | |

195 (29%) of the apprentices identify with at least one of the underrepresented populations.

- 164 of them identify with one of the populations.
- 30 identify with two of them.
- 1 of them identifies with all three.

All ACAP Reimbursement Requests Processed (Time Period) - Summary

Apprenticeship Completion Award Program (ACAP)

Bureau of Apprenticeship Standards

Division of Employment and Training

9/9/20 03:02 PM

Filters Applied: Determination Date between 7/1/19 and 7/13/20, Fiscal Year(s)= FY20

| Type | Fiscal Year | # of RRs | \$Approved | \$Denied |
|--------------------------|-------------|--------------|---------------------|-----------------------|
| Year One | 20 | | \$143,372.43 | \$673,638.86 |
| Year One Totals | | 707 | \$143,372.43 | \$673,638.86 |
| Completion | 20 | | \$207,219.76 | \$1,281,497.76 |
| Completion Totals | | 479 | \$207,219.76 | \$1,281,497.76 |
| Report Totals | | 1,186 | \$350,592.19 | \$1,955,136.62 |



WTCS System-Wide Activity Update September 2020

WTCS Apprenticeship Enrollment Trend

WTCS enrollments across all apprenticeship programs increased from 7588 to 7910 unduplicated, and 7696 to 8038 duplicated, students by the end of 2019-2020 academic year. That is a 4.1% and 4.25% increase, respectively, in one year.

Ascendium Education Group Tools of the Trade Scholarships Increased Again in 2020

For the 2020-21 academic year, Ascendium Education Group has committed to awarding an additional 50 scholarships to industrial and construction sector apprentices who receive their related instruction through a WTCS college. A total of 250 awards of \$1500 apiece will be granted statewide in March 2021, with the scholarship application period open from late August until mid-October 2020.

WTCS Systemwide Apprenticeship Curriculum and Course Development Projects Summary FY 2019-20

| New Program Systemwide Curriculum Standards | Major Curriculum Revision | Below-the-Line Courses with virtual modality option | Crosswalks between apprenticeship & technical diploma or AAS programs |
|--|---------------------------|--|---|
| <ul style="list-style-type: none">• Industrial Metrology• Roadway Maintenance Technician• Biotechnology Lab Support Tech• Pharmacy Technician• Medical Assistant• Cybersecurity Analyst• Facilities Maintenance Technician | Early Childhood Educator | <ul style="list-style-type: none">• Arborist (2)• Machine Tool (1)• Plumbing (2 URI)• IT-Software Developer (4)• IT-Service Desk (3)• IT-Data Analyst (5)• DC Theory Common Core• AC Theory Common Core | <ul style="list-style-type: none">• IT-Software Developer• IT-Service Desk• Cybersecurity Analyst• Metal Fabricator / Welder |

Active WTCS-BAS Apprenticeship Programs, By Sector, Occupation, and College as of August 2020

The master chart of all apprenticeship programs with related instruction offered through the WTCS colleges can be found here via the following link. "Active" is defined as approved programs with enrollments in the past two years. The color-coded chart can be found on the MyWTCS website here: [WTCS Active Apprenticeship Programs Snapshot - Color Chart](#)

State Committee Report

This summary counts employers and apprentices with a contract active or unassigned on 10/15/2020 in trade(s) associated with this committee.

Report is based on apprentice contracts where:

- Status is 'Active' or 'Unassigned'.
- Contract sector is 'Utilities'.
- Contract trade code matches a trade code assigned to committee.
- Contract sponsor is the employer.

Note: Employers with contracts in more than one trade or committee can cause Column #3 totals at the Committee or State level to deviate from the summed total of the individual trade or committee rows.

| Trade | Total # of Sponsors | Total # of Apprentices | Of Total Apprentices in Column 3, # who are... | | | |
|--|------------------------|---------------------------|---|------------|----------|-----------|
| | | | Minority | | Females | |
| | | | # | % | # | % |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| Report Total | 84 | 267 | 3 | 1.1 | 1 | .4 |
| Electric Line Worker (0682126101401) | 78 | 245 | 2 | .8 | 1 | .4 |
| Metering Technician (0671028103401) | 14 | 15 | | | 0 | |
| Substation Electrician (0682026101803) | 4 | 7 | 1 | 14.3 | 0 | |