

Approved Minutes of the
Electrical Construction
State Apprenticeship Advisory Committee

April 10, 2017

Associated Builders & Contractors of Wisconsin
Madison, WI

Members Present	Employer/Organization
Allen, Don (Co-Chair)	IBEW Local 158
Balthazor, Michael	Michaels Power
Grundahl, Carol	IBEW Local 159
Habermehl, Sylvia	Habermehl Electric
Miller, Dean	IBEW Local 388
O'Leary, Loyal (Co-Chair)	NECA-- WI Chapter
Pohlman, Mike	R.J. Nickles Electric Co.
Tourdot, Kelly	Associated Builders & Contractors
Walsh, John M.	IBEW Local 14
Members Absent	Employer/Organization
Bzdawka, John	IBEW Local 494
Kryzaniak, Rick	Faith Technologies
Sokolik, Leo	IBEW Local 890
Steiner, Rick	Steiner Electric
Warsh, Dean	IBEW Local Milwaukee
Young, Greg	IBEW Local 577
Consultants & Guests	Employer/Organization
Ahmad, Hafeezah	Bureau of Apprenticeship Standards
Anhalt, Tim	NECA-IBEW Apprenticeship & Training
Cattelino, Mike	Fox Valley Technical College
Cook, Jim	WI NECA-IBEW Apprenticeship & Training
Emrick, Leigh	Associated Builders & Contractors of WI
Harding, Burt	Bureau of Apprenticeship Standards

Consultants & Guests	Employer/Organization
Kiel, Todd	Northeast Wisconsin Technical College
Large, Dan	Local 494 JATC
Montgomery, Mark	Waukesha County Technical College
Morgan, Karen	Bureau of Apprenticeship Standards
Nakkoul, Nancy	Wisconsin Technical College System
Padilla, Richard	WI NECA
Perfokski, Lisa	Bureau of Apprenticeship Standards
Rice, Vincent	Bureau of Apprenticeship Standards
Schanke, Debbie	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards – Central Office
Wagner, Mike	NECA-IBEW Apprenticeship & Training

1. The meeting was called to order at 9:35 a.m. by Don Allen, Committee Co-chair, in conformity with the Wisconsin Open Meeting Law.
2. A roll call was conducted and a member sign-in sheet was circulated.
3. The committee reviewed the current roster for accuracy of contact information, vacancies, terms expiring soon, and overall representation. The committee has two vacancies that are being filled: Associated Builders and Contractors of WI will fill the vacancy left by Rick Steiner; and the JACs will fill the vacancy left by Jon Bzwadka.

4. **Old Business**

a. **Review the follow-up items from the previous meeting:**

i. **For action: approve the minutes**

The committee approved the minutes, with the following revisions: Jim Cook and Leigh Emrick attended as consultants.

ii. **For action: adopting administrative notices similar those used in the Plumbing apprenticeship**
Owen Smith reviewed that the committee had expressed concern over the delay between when the apprentice signs the contract and the time the apprentice receives the contract. The lag prevents the apprentice from obtaining the Department of Safety and Public Services credential necessary for working on a jobsite. As a potential solution, the committee proposed the Bureau adopt interim administrative notices or procedures similar to those used in the Plumbing apprenticeship. Owen gave the floor to Karen Morgan.

Karen acknowledged that the gap is problematic and agreed it is unreasonable to hold the apprentice at fault. However, the lag would not be resolved by changing the Bureau's administrative procedures; it would be resolved by revised the administrative rules for electrical licensing, which would be an action of the state legislature, not the Bureau. The administrative rules for the electrical license do not allow for the lag; the administrative rules for the plumbing license do. In the past, the state committee felt that the Apprenticeship Training Representatives would be the early-warning system.

The committee and consultants had these questions and comments:

- *Is the credential notice sufficient for the purpose? Sometimes the Department of Safety and Professional Services denies it and asks for a copy of the apprentice contract.*

Karen confirmed that the credential notice is sufficient. DSPS knows that, but sometimes new staff are unaware.

- *The lag is problematic in the field because inspectors expect all personnel on site to have a valid DSPS credential.*

Karen replied that DSPS is doing better at issuing the licenses sooner; their challenge is the volume of credentials to process.

- *Many apprentices have a beginner's license but need to transfer it to the electrician apprentice license. Do hours worked under the beginner license count towards the apprenticeship contract requirements?*

Karen confirmed that the hours would count towards the contract, if the contract has been signed. The key is that the apprentice has a license, whether beginner or apprentice. If they have a license and the contract is signed, the hours will count.

Karen encourages local committees to bring apprentices in within the first six months to check on the license and remind them that they need the electrical apprentice license. The state committee confirmed that all local committees do that. Some local committees allow apprentices to ride out the beginner license; other committees require the apprentices to convert the beginner license immediately.

Karen concluded the discussion by suggesting the state committee continue to monitor this issue. She restated that the best solution is to revise the administrative rules for electrical licensing to allow for a lag period. However, that would be an action of the state legislature, which the Department of Workforce Development is not ready to pursue at this time.

iii. For action: approve competency crosswalk between youth and registered apprenticeships

Jamie Bernthal presented the final draft of a crosswalk between the youth apprenticeship in Architecture & Construction and the registered apprenticeships for Construction Electrician and Residential Wirer. Jamie explained that the crosswalk presents the degree to which the competencies overlap, which will inform the state committee's potential recommendation that all local committees consider crediting a percentage of the youth apprentice graduates' on-the-job learning towards the registered apprenticeship programs. He reminded that state committee that all credit for on-the-job learning would be at the discretion of the local committee.

Jamie noted several fundamental components of the youth apprenticeship. It includes general competencies applicable to all construction trades, such as safety and blue print reading; it includes

several competencies specific to electrical work; the youth apprentices are required to obtain the beginner electrical credential before working on the job; and the youth apprentice is permitted to assist a journey worker or master electrician, but is prohibited from working independently.

The state committee and consultants had the following questions and comments:

- *Does the beginner electrician credential have an age restriction that would prohibit high school students?*
Jamie and Karen replied that youth apprentices can start as young as 16 and must be at least a junior in high school.
- *Who monitors the youth apprenticeship program?*
Karen answered that the state youth apprenticeship program is now included in the Bureau of Youth Apprenticeship. Bureau staff oversee 33 local consortiums, which consist of school districtus, employers, and other entities, such as chambers of commerce. Youth apprenticeships are overseen by regional coordinators. Karen emphasized that youth apprenticeship programs are intended to expose high school students to the occupation because they may not have other opportunities to learn the occupation exists or learn that registered apprenticeship is a viable alternative to a two or four-year degree. She encouraged the state committee to view youth apprenticeship as a means of building the pipeline of candidates and replenish the workforce.
- *The current term of the electrical pathway within the Architecture and Construction youth apprenticeship program is one year. Could the term be expanded to two years?*
Jamie answered that the Bureau plans to expand the term to two years once it receives additional funding for curriculum development because expanding the term would require adding more competencies.
- *Organizations involved with the registered apprenticeship program often discuss careers in the skilled trades with high school students. If a student asks about youth apprenticeship, to whom would we refer him or her?*
Jamie advised attendees to refer high school students to the Bureau or the local youth apprenticeship coordinators, which function similarly to apprenticeship training representatives.
- *What duties are youth apprentices prohibited from performing?*
Karen replied that youth apprentices are prohibited from working at heights and in trenches and confined spaces. She reminded attendees that the Bureau distributed a list of such restrictions at a previous state committee meeting.
- *How could local committees reach out to youth apprentices and their sponsors to inform them of registered apprenticeship?*
Karen answered that the Bureau will review whether registered apprenticeship sponsors could access youth apprentices and/or their employers. The answer may to contact the local consortia, but the Bureau will discuss it further.

Action: *the Bureau will discuss whether registered apprenticeship sponsors could outreach to youth apprentices and their employers.*

Karen reminded attendees that the state committee has been discuss this matter for several years. The purpose of youth apprentices is to expose high school students to the occupation so they know is is a good career option. Not all registered apprenticeship occupations may support youth apprenticeship; not all youth apprentices may pursue a registered apprenticeship. But youth apprenticeship and providing a seamless transition for its graduates to a registered apprenticeship are very helpful.

Karen informed the committee that the Bureau has two specific questions today: does the crosswalk look logical? If so, what do you recommend for credit?

A member of the state committee focus group that reviewed the crosswalk voiced support for it as a great idea for establishing a career pathway. The primary lesson the focus group learned is that if the electrical trade doesn't want the high school students, other occupations will surely pursue them. So, by not pursuing the crosswalk, the trade would be losing candidates to other trades. In addition, guidance counselors aren't sending candidates to the electrical trade. Therefore, supporting youth apprenticeship is a valuable opportunity.

Action: *the state committee approved the crosswalks for Construction Electrician and Residential Wirer, but did not recommend credit. All credit is at the discretion of the local committees.*

iv. For action: revise Special Provisions regarding license requirement

Owen reviewed that this topic was requested at the previous meeting.

Several members voiced support for amending the Special Provisions section to emphasize the necessity of working under a valid credential from DSPS. Amending the Special provisions would reinforce similar polices of all local committees. Other members agreed and added the language should be framed in the positive and the local committees can deal with exceptions.

Karen agreed that it is very important that the local committee and employer continually check that apprentices have the necessary credential. She shared an example of the situation the language is intended to prevent: a plumbing apprentice worked for several years without the appropriate license; when the apprentice transferred local committees, the new committee discovered the issue, and did not grant the apprentice any credit.

Action: *the committee approved a motion to amend the Special Provisions section of the Exhibit A to require apprentices to have the appropriate license and keep it current throughout the apprenticeship. The type of license was not specified because several licenses could apply, depending on the situation.*

Action: *the revisions will be effective for all new contracts as of May 1, 2017.*

v. For action: approve revisions to outreach booklet

Owen presented the working draft to the committee for targeted feedback. He explained that the focus group revised much of the language, removed several photographs, and asked that "one-stop shop" of all critical information be added across a two-page spread in the beginning of the booklet.

The committee and consultants provided several additional revisions to the text. The focus group will reconvene over the summer. A final draft will be presented to the state committee at the fall meeting.

b. Proposed revisions to CFR 29.30 (AA/EEO requirements)

Karen summarized that the CFR 29.30 has been revised and released. She reviewed key points in her handout, and emphasized that more technical assistance is forthcoming from the Department of Labor.

Karen highlighted the following:

- The regulations had not been updated in 40 years.
- The regulations were updated because they were 40 years old; the updates will help employers attract a larger and more diverse pool of applicants; the revisions clarify and streamline the regulations to make it easier for sponsors to comply; and the changes will bring policies in line with current civil rights statutes and case law.
- The changes include extended protections against discrimination; improve and clarify affirmative steps to ensure equal opportunity in apprenticeship; better defined the process for analyzing workforce and setting goals; include new affirmative steps for employing people with disabilities in apprenticeship; and clarify outreach, recruitment, and retention activities.
- The impacts on Wisconsin will be that sponsors will need to update their non-discrimination pledges and the Bureau will update the apprentice application with EEOC supplemental information.
- All sponsors will have to assign responsibility to an individual to oversee EEO activities; distribute EEO policy and conduct orientation and informational sessions; and conduct outreach and recruitment activities.
- Anti-harassment obligations for all sponsors include providing anti-harassment training to all employees directly involved with training, supervising, or mentoring apprentices; making all facilities and apprenticeship activities available to all; and establish and implementing procedures for handling and resolving complaints.
- Sponsors with five or more apprentices must have an affirmative action plan, must have utilization goals; and must engage in targeted outreach, recruitment, and retention activities.
- Sponsors are allowed to use any method of entry as long as it is not discriminatory.
- Sponsors must offer persons with disabilities three opportunities to self-identify: upon applying; after the applicant has been accepted but before the apprenticeship begins; and one time thereafter.
- The revisions provide the Bureau with more options for remediating sponsors that are out of compliance.
- Last, the timeline for implementation is as follows: during the summer of 2017, the Bureau will draft the new rule and hold a public hearing; during the fall of 2017, the formal rule making process will begin; and during the winter of the next year, 2018, the Bureau will submit its plan to the U.S. Department of Labor.

Karen stated that the Bureau is going to take its time with implementing the rule to ensure no adverse consequences occur. The Bureau will look very closely at implementing means of recruiting and retaining more minority and female apprentices because Wisconsin apprenticeship has a poor record of minority and female percentages. The Bureau's goal is to give sponsors all the tools they need to be compliant and make positive changes for the future.

Karen concluded by mentioning that the Bureau is planning to host a diversity conference for Wisconsin apprenticeship in the late fall or early winter of 2018. The focus would be to discuss revisions to CFR 29.30 and lay out the tools. More information will be released next year.

c. Federal grants to expand registered apprenticeship

Karen summarized the scope and central activities of the three competitive federal grants the Bureau received through the U.S. Department of Labor. The goal of each grant is to expand registered apprenticeship into new economic sectors, expand existing programs, and expand the system's capacity. Each grant targets different activities and sectors.

i. WAGE\$

The first grant the Bureau received is the Wisconsin Apprenticeship Growth and Enhancement Strategies (WAGE\$), a five-year, \$5 million American Apprenticeship grant. The bottom line of WAGE\$ is to register 1,000 new apprentices across advanced manufacturing, information technology, and health care apprenticeships. Efforts in advanced manufacturing include developing the new Mechatronics apprenticeship, a high-level robotics occupation, which will begin at Waukesha County Technical College this fall; and expanding several existing manufacturing apprenticeships into technical college districts that currently do not offer them. Efforts in information technology will begin soon with the development of a new apprenticeship program for Software Developer. Many companies with developing and coding needs argue it takes too long to wait for students to graduate two or four-year universities. Instead, they prefer to train the worker from scratch.

Last, WAGE\$ will fund workforce development boards to help the boards inform more employers about registered apprenticeship, including apprenticeship liaison positions. This will create an infrastructure of apprenticeship knowledge within the workforce system. When the grant money is done, there will be knowledgeable personnel in the system to help recruit and retain sponsors.

ii. Expansion Grant

Similar to WAGE\$, this 18-month, \$1.5 million grant will develop registered apprenticeships in new sectors of the economy and expand certain existing registered apprenticeships. The new sectors include biotechnology and financial services.

The grant will expand existing registered apprenticeships in construction by researching the participation of women and minority apprentices, including initial application totals, cancellation totals, and the reasons for cancellations. Many community-based organizations prepare individuals for employment in the construction industry, but many of the trainees do not get hired. Therefore, the grant will research the reasons why the trainees are not hired, will remediate the skills gaps, and develop best practices to share across the state.

This component will focus on southeastern Wisconsin because of the large number of construction projects coming and its projected workforce shortage. Efforts will include partnerships with Employ Milwaukee and the South Central Wisconsin Workforce Development Board.

The bottom line of the grant is to register 420 new apprentices.

iii. Accelerator Grant

The Bureau is using this grant to build its infrastructure by adding Apprenticeship Training Representatives (ATRs) and training them in consultative skills, compliance, and appeals. Frequent turnover in the staff over the last few years has resulted in internal training gaps in those areas. The governor's proposed budget includes funding for two additional staff positions. The budget does not specify the positions, and the Bureau had not determined what their duties will be. Last, this grant will focus also on expanding youth apprenticeship and bridging it to registered apprenticeship.

d. Apprenticeship Completion Award Program

Owen reminded attendees that the program will conclude on June 30, 2017. It is included in the Governor's proposed budget, so it may be renewed for an additional two years.

e. Other

Attendees had no further topics.

5. New Business

a. BAS personnel update

Karen explained that the Bureau hired two new ATRS: Dominic Robinson is the new ATR for the Racine area, which was held by Tim Ziffer; Lynn O'Shasky is the new ATR for the Lakeshore area, which was held by Sandy Destree, the new Field Operations Supervisor; and Richard Badger will be the new ATR for the Waukesha area. The Bureau will soon hire an ATR for a new area, Appleton South. The candidate has not yet accepted formally. The Bureau will receive two additional positions after July, but Karen is not sure how they will be utilized at this time.

b. Become an Apprenticeship LEADER

Karen reviewed that the LEADERS invites all registered apprenticeship stakeholders to help the Bureau share the value of registered apprenticeship with new industries and new groups within industries that currently use the training program. Karen explained that the Bureau often hears that registered apprenticeship is "the best kept secret," so the LEADERS initiative will spread the word about apprenticeship's value. Participants can choose their activities, which range from allowing the Bureau to use the company logo to co-presenting with the Bureau at industry roundtable discussions. Karen shared that a wide range of stakeholders have applied, but more participants are needed.

c. Other

A member asked why employers are notified only sometimes when an apprentice is unassigned. Karen acknowledged that that happens as a result of the Bureau's current computer system. The system is being upgraded and will be ready in the next six months.

A member shared that the Women Build Nations conference will be held October 13-15 in Chicago. It will feature many speakers and workshops addressing diversity in the skilled trades.

6. WTCS Update

Nancy Nakkoul noted highlights from the 2014-15 Apprenticeship Completer Report: 39% of completers responded to the survey, which is very high; the annual median earnings across all sectors was \$67,595; and 95% of respondents indicated they were very satisfied or satisfied with their paid related instruction.

Nancy noted several other items:

- Enrollment across all apprenticeship programs is up 47% between 2013 and 2016
- Paid related instruction curriculum standards are established and currently posted for 51 trades
- The Great Lakes Higher Education Foundation once again awarded 200 \$1,000 scholarships for industrial and construction apprentices
- And the WTCS allocated up to \$300,000 in grant funds to support direct instruction for apprentices for the 2016-17 academic year. This continues to reflect a 50% increase in the investment of funds available since 2015

7. Review the program participants.

Program participants included 1,345 apprentices and 318 employers with contracts active or unassigned on April 6, 2017.

Karen noted that 1.3% of electrical apprentices are female, which is below the state average.

A consultant asked whether employers hire year-round. The committee answered, yes, employers increasingly hire outside of peak times.

8. Next Meeting

The committee tentatively scheduled its next meeting for Monday, September 18, at 9:30 a.m., at Waukesha County Technical College.

9. The committee adjourned at 12:15 p.m.

10. Follow-Up Item

- i. BAS will research whether RA sponsors can outreach to YA sponsors and students*
- ii. BAS will implement the crosswalk.*
- iii. BAS will implement the revisions to Special Provisions.*

Submitted by Owen Smith, Program and Policy Analyst

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Employment and Training Division
Bureau of Apprenticeship Standards
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Scott Walker, Governor
Ray Allen, Secretary

April 6, 2017

TO: State Electrical Apprenticeship Advisory Committee Members and Consultants

FROM: Owen Smith, Bureau of Apprenticeship Standards (BAS)
608-266-2491, Owen.Smith@dwd.wisconsin.gov

SUBJECT: State Electrical Apprenticeship Advisory Committee Meeting

DATE: Monday, April 10, 2017

TIME: **9:30 a.m.**

PLACE: Associated Builders & Contractors
5330 Wall St
Madison, WI

TENTATIVE AGENDA

1. Call the meeting to order.
2. Circulate the sign-in sheet. Introduce attendees.
3. Review the roster.
4. **Old Business**
 - a. Review follow-up items from the previous meeting:
 - i. **For action:** approve the minutes.
 - ii. **For action:** adopting administrative notices similar to Plumbing trades
 - iii. **For action:** approve comparison of competencies in youth and registered apprenticeship
 - iv. **For action:** revise Special Provisions to state hours worked under expired license do not count
 - v. **For action:** approve revisions to outreach booklet
 - b. Proposed revisions to CFR 29.30 (AA/EEO requirements)
 - c. American Apprenticeship Grant / WAGES
 - d. Apprenticeship Completion Award Program
 - e. Other
5. **New Business**
 - a. BAS personnel update
 - b. Become an [Apprenticeship LEADER](#).
 - c. Other

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

State Electrical Construction Apprenticeship Advisory Committee

October 7, 2016

IBEW Local 158
Green Bay, WI

Members Present	Employer/Organization
Allen, Don (Co-Chair)	IBEW Local 158
Grundahl, Carol	IBEW Local 159
Miller, Dean	IBEW Local 388
O'Leary, Loyal (Co-Chair)	NECA-- WI Chapter
Pohlman, Mike	R.J. Nickles Electric Co.
Steiner, Rick	Steiner Electric (ABC)
Tourdot, Kelly	Associated Builders & Contractors
Walsh, John M.	IBEW Local 14
Warsh, Dean	IBEW Local Milwaukee
Young, Greg	IBEW Local 577

Members Absent	Employer/Organization
Balthazor, Michael	Michaels Power
Bzdawka, John	IBEW Local 494
Habermehl, Sylvia	Habermehl Electric
Kryzaniak, Rick	Faith Technologies (Associated Builders & Contractors (ABC))
Sokolik, Leo	IBEW Local 890

Consultants & Guests	Employer/Organization
Anhalt, Tim	NECA-IBEW Apprenticeship & Training
Jackson, Troy	Department of Safety and Professional Services
Kiel, Todd	Northeast Wisconsin Technical College
Large, Dan	Local 494 JATC
Montgomery, Mark	Waukesha County Technical College
Smith, Owen	Bureau of Apprenticeship Standards – Central Office
Wagner, Mike	NECA-IBEW Apprenticeship & Training

1. The meeting was called to order at 10:02 a.m. by Loyal O'Leary, Committee Co-chair, in conformity with the Wisconsin Open Meeting Law.
2. A roll call was conducted and a member sign-in sheet was circulated.
3. The committee reviewed the current roster for accuracy of contact information, soon-to-expire terms, vacancies, geographic representation, and industry representation. No updates were necessary.

4. Old Business

a. Review the follow-up items from the previous meeting:

i. For action: approve the minutes

The committee approved the minutes, pending revisions.

ii. Discussion with Department of Safety and Professional Services

DSPS representative Troy Jackson presented follow-up information on several action items from the spring meeting. First, he distributed a copy of the new license card for electrical apprentices. It is made with more durable paper, ink, and laminate to avoid smearing and tearing. Second, he replied that Troy replied that the DSPS Office of Exams is considering the committee's request for additional exam locations. However, the Office currently offers 24 exams per year administrative code requires only four. Third, he reported that DSPS is developing a web-based electronic report on licensing statuses, but the release date has not been projected. The report would be available via paid subscription at a cost of \$.01 per record. Users will be able to search for licenses status by name, zip code, and credential type. Troy noted that the search functionality is currently available on the DSPS website, but the report and subscription functions are not.

The committee asked the following questions:

- *Do the exams have to proctored by DSPS? Yes.*
- *Is there a way to lessen or exempt the CEUs required of summer helpers? Many of them are high school students, and their license expires before they return to work the next season.*
The code does not provide leeway for that. DSPS does not track whether applicants are pursuing a journeyworkers license or not, so the department has no way of knowing whether the applicant will be working for three months or for the long haul. That credential is very popular with out-of-state-contractors coming into Wisconsin to work under a licensed master. Online CEU courses may be helpful for seasonal hires. High school courses could count, if the school has the courses approved by Joan Gage

iii. Proposed revisions to outreach booklet

Owen reported that the file has not yet been found. The committee requested a deadline of January 1, 2017.

iv. For action: proposed revisions to applicant assessment procedures.

Owen reminded the committee that it had declined to require its local committees to accept ACT scores from a applicants. He asked the committee to confirm its decision. The committee confirmed that it prefers its current applicant assessment procedures, which leave the assessment to the discretion of each local committee.

b. Proposed revisions to CFR 29.30 (AA/EEO requirements)

Owen reminded the committee that the proposed revisions are to the federal regulations governing affirmative action and equal employment regulations for registered apprenticeship programs. The draft revisions closely heavily borrowed requirements for federal contract compliance. Subsequent public input expressed noticeable concern that the revisions would not be beneficial for apprenticeship. The Department of Labor is prohibited from discussing the

revisions until they are released, so the Bureau does not know the pending content. The revisions are now projected to be released after the election.

c. Apprenticeship Completion Award Program

Owen presented the current reimbursement report. He noted that the total funds denied for reimbursement by the Bureau is significantly large because it includes both requests received without proper documentation and requests for more than the maximum reimbursement. The program will expire on June 30, 2017. Whether it is renewed or not will be a decision of the legislature.

d. American Apprenticeship Grant / WAGES

Owen reminded the committee that one goal of the WAGES grant is to increase the pool of qualified applicants. To accomplish this, the grant will provide funding to workforce development boards to promote youth apprenticeship programs and pre-apprenticeship programs. As part of that effort, the Youth Apprenticeship staff is working to ensure that youth apprenticeship graduates can transition into a related registered apprenticeship as seamlessly as possible. He introduced Jamie Bernthal.

Jamie continued that the Youth Apprenticeship staff plans to compare the competencies between the Architecture & Construction youth apprenticeship and the Electrical Construction registered apprenticeship. If the majority of the youth apprenticeship competencies overlap with the registered apprenticeship program, then the Youth Apprenticeship staff will ask the state committee to recommend that local committees credit a percentage of the youth apprenticeship graduate's program towards the registered apprenticeship.

A member expressed surprise that the youth apprenticeship program was operational. Owen noted that it had been developed a few years ago, with substantial input from industry. Then, after some registered apprenticeship sponsors expressed concern that they had not been involved in the development of the curriculum, the Bureau convened an additional focus group to review the content. The group approved the content, and the next step is now to compare it to the registered apprenticeship program.

A general discussion followed on contractor's perceptions of jobsite liability, the danger of worksites, applicable laws, and personal anecdotes of hiring high school students and recent graduates. The committee and consultants agree with the need to engage the K-12 system in construction careers.

Action: the committee informally agreed to develop the crosswalk. Mike Wagner, Kelly Tourdot, and Dan Large volunteered. Jamie will convene the focus group in the winter.

e. Other

The committee asked the Bureau for its guidance in dealing with apprentices that cannot pass the journeyworker's exam beyond one-year after their proposed completion date. Owen replied that the local committee is to recommend an action to the ATR. The Bureau allows apprentices one-year beyond the proposed completion date to pass the journey worker's exam. After one-year, the Bureau the local committee must make a recommendation to the Apprenticeship Training Representative. The local committee can consider extenuating circumstances, but the one-year timeframe should be considered strongly.

5. New Business

a. Become an Apprenticeship LEADER.

The committee reviewed the flier and registration form for the LEADER campaign. Owen noted that the objective of the campaign is to have sponsors explain the benefits of training through registered apprenticeship to new industries and potential sponsors. Employer-to-employer outreach is the most influential form of outreach. The program is open to all stakeholders. The Bureau asks a commitment of one year. Potential activities include speaking at roundtables, permitting the Bureau to use the company logo on outreach material, and more. The activities are at the discretion of the employer.

b. BAS personnel update

Owen reported that Joshua Johnson, former Apprenticeship Training Representative for Waukesha, accepted the position of Chief of Field Operations, formerly held by Kathy Wellington.

c. Other

A consultant requested that the agenda for the 2017 spring meeting include an action item on adding language to the Special Provision section of the Exhibit A that states that the apprentice cannot count hours worked under an expired license towards the contract.

Action: the Bureau will add the item to the spring agenda

6. WTCS Update

Nancy Nakkoul reviewed items on the WTCS system-wide activity update. She noted that the 2013-14 WTCS Apprenticeship Completer Report is now available online and in print. She emphasized that 99% of apprenticeship completers were employer full-time at the time of the survey, with an annual median earnings of \$66,347.

In addition, enrollment across all apprenticeship programs increased 47% between 2013 and 2016.

7. Review the program participants.


Program participants included 1,385 apprentices and 322 employers with a contract in active or unassigned status on October 1, 2016.

8. The committee did not set a date for the next meeting. Instead, Owen agreed to email an availability survey to all members.
9. The committee adjourned at 12:10 p.m.

Submitted by Owen Smith, Program and Policy Analyst



<i>Apprenticeship-Equal Opportunity</i>	
Why now?	Age of current regulations
Regulations	Key Changes
Timeline	Wisconsin
Next Steps	Implementation

Regulations	Why Update?
<ul style="list-style-type: none"> Regulations have not been updated in 40 Years Will help employers attract a larger and more diverse pool of applicants Clarifying and streamlining the regulations will make it easier for sponsors to comply. Changes will bring policies in line with current civil rights statutes and case law. 	

CFR 29 Part 30	Key Changes.
<ul style="list-style-type: none"> Extends protections against discrimination Improves and clarifies affirmative steps to ensure equal opportunity in apprenticeship Provides flexibility in implementing Better defines process for analyzing workforce and setting goals Introduces affirmative steps for employing people with disabilities in apprenticeship Clarifies outreach, recruitment, and retention activities 	

CFR 29 Part 30 Protected Bases



Adds additional classifications to list of protected bases

- Age-40 and older
- Disability
- Sexual Orientation
- Genetic Information

Regulations Wisconsin Impact

- Need to update Nondiscrimination Pledge
- Apprentice Application
 - EEOC Supplemental Information

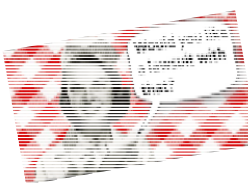


CFR § 30.3 Specific Actions – For All

- Assign responsibility to an individual to oversee EEO
- Distribute EEO policy and conduct orientation and informational sessions
- Conduct outreach and recruitment
 - 1) Develop and update a list of recruitment sources
 - 2) Identify a contact at each source
 - 3) Provide recruitment sources with advance notice of apprenticeship openings



CFR § 30.4 Anti-harassment obligations



- 1) Provide anti-harassment training
- 2) Make all facilities and apprenticeship activities available to all
- 3) Establish and implement procedures for handling & resolving complaints

CFR § 30.4 Sponsors with 5 or More

- ❑ Must have Affirmative Action Plan
 - ❑ Similar to current regulations
 - ❑ New tool to perform utilization analysis
- ❑ Must have utilization goals
- ❑ Must engage in targeted outreach, recruitment, and retention activities



CFR § 30.4 Sponsors with 5 or More

Exemptions

- ❑ Programs with fewer than five apprentices
- ❑ Sponsors who are meeting their goals
- ❑ Sponsors who have AA plan which meets the requirements of another governmental agency-specific cites in the rule.

CFR § 30.10 Selection of Apprentices

- Allows the sponsor to use any method of entry as long as not discriminatory
- Must comply with Uniform Guidelines on Employee Selection Procedures (UGESP) 41 CFR part 60-3



§ 30.11. People with Disabilities



- New section addresses self-identification of people with disabilities
 - Three stages
 - When applicants apply
 - After the applicant has been accepted but before begin
 - One time thereafter

CFR § 30.13**Compliance Reviews**

- Registration agency will regularly conduct compliance reviews with findings back to sponsor within 45 days
- If the sponsor is out of compliance, sponsor must submit a remediation plan.

Regulations**Wisconsin Impact****Timeline**

- By 05/31/2017-Review changes with State Committees
- Summer 2017-Draft new rule and hold hearing
- Fall 2017-Formal Rule Making
- Winter 2018-Submit Plan to US DOL Implementation

**Regulations****Wisconsin Impact****Wisconsin Regulatory Structure**

- WI Statutes Ch 106-No change needed
- DWD 295-Only minor changes needed
- DWD 296
- WI Apprenticeship Manual



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ApprenticeshipUSA

FACTSHEET

www.dol.gov/apprenticeship

Access to Registered Apprenticeship – A Proven Path to In-Demand Skills and the Middle Class

Apprenticeship rule update will help employers grow and diversify their apprenticeship programs

Background

Registered Apprenticeship is a powerful tool for growing our economy and workforce. It helps our workers and employers alike by providing skills-driven training tailored to the needs of our nation's businesses. Apprentices can afford to get the training they need because they learn skills on the job while earning wages. Employers can develop a top-notch, state-of-the-art workforce to stay competitive while apprentices benefit from hands-on career training and national industry certification; it can even lead to more workers getting the advanced training and college degrees they need to compete in the 21st Century economy.

Apprenticeships provide a measurable return on investment for our economy with nine out of ten apprentices employed after completion; the average starting wage is more than \$60,000. And studies show that apprentices who complete their training can earn substantially more over their lifetime - approximately \$240,000 more than their peers who didn't participate in apprenticeship. A stronger apprenticeship system is good for employers too – employers that sponsor apprenticeship programs report higher productivity and retention rates.

The U.S. Department of Labor is working to double and diversify the number of apprentices in the United States - to ensure that more Americans from all backgrounds can benefit from this proven training model. As part of this effort, we have updated and simplified the guidelines for employers and other apprenticeship sponsors on how to ensure Equal Employment Opportunity in apprenticeship programs for traditionally under-represented groups, including

women, minorities, and people with disabilities. These rules have long provided that employers cannot discriminate on the basis of race, color, religion, national origin and sex, in addition to requiring sponsors to take affirmative action efforts to ensure equal opportunity in apprenticeships. But these rules have not been updated since 1978, and needed to be revised to meet the realities of the modern economy and extend protections against discrimination to include a broader range of America's workforce. The updated guidelines will also make it more straightforward for sponsors to comply with the rules and will bring the rule in accord with the current landscape of civil rights statutes and developing case law.

Modernizing and streamlining the rules will also make it easier for employers and apprenticeship sponsors to effectively grow and diversify their apprenticeship programs. These rules are a tool to help programs reach a larger and more diverse pool of applicants, as well as to help improve the experience of all individuals while in the program, thereby broadening participation in apprenticeships and improving the quality of programs.

The updated rules are designed to help employers and apprenticeship sponsors access all of the nation's talent. Women, for example, make up nearly one-half of the American workforce, but less than ten percent of all registered apprentices, meaning many employers are missing out on a large source of talent. Minorities are also under-represented in many industries compared to their share of the talent pool. For instance, while Hispanics make up approximately one

sixth of the labor force, they account for less than one tenth of apprenticeship enrollments in industries such as manufacturing, utilities, and transportation.

The new rules are designed to help employers and apprenticeship sponsors access more of America's talent, and to ensure that we tap into our nation's full potential.

What's New in the Apprenticeship Equal Employment Opportunity Regulations

Apprenticeship sponsors and employers have long been responsible for ensuring a workplace free from discrimination and taking affirmative steps to support diversity by reaching a broader pool. The first updates to these regulations in nearly 40 years will provide employers and other apprenticeship sponsors with greater clarity in meeting these responsibilities.

The final rule improves on the previous regulations by:

- Extending protections against discrimination to include a broader range of America's workforce, including protections based on disability, age (40 or older), sexual orientation, and genetic information.
- Improving and clarifying the affirmative steps employers and sponsors must take to ensure equal opportunity in apprenticeship.
- Providing new apprenticeship programs with additional flexibility, including up to two years to develop initial affirmative action programs.
- Simplifying and clearly defining the process for analyzing the talent available in the labor market to establish clear and achievable goals for diversity in apprenticeship making it easier for employers and sponsors to comply.
- Clarifying the outreach, recruitment, and retention activities expected of sponsors by specifying four common-sense required activities, such as advertising openings and partnering with educational institutions to recruit diverse talent.
- Providing effective technical assistance - the Office of Apprenticeship will provide technical assistance to States and work with apprenticeship program sponsors to help them meet their affirmative action responsibilities.



More Information About the Final Rule

The full text of the final rule and other information can be found on the Office of Apprenticeship's EEO website, see <https://www.doleta.gov/oa/eoo/>.

Detailed Summary of the Apprenticeship Equal Employment Opportunity Final Rule

The following is a summary of the previous rule and the updates made in this final rule.

Nondiscrimination

- The previous rule prohibited discrimination in the recruitment, selection, employment and training of apprentices on the basis of race, color, religion, national origin, and sex.
- The updated final rule expands protected groups for nondiscrimination purposes, including disability, age (40 or older), sexual orientation, and genetic information. The final rule's EEO pledge also clarifies that sex discrimination includes discrimination on the basis of pregnancy and gender identity.

Affirmative Steps to Ensure Equal Employment Opportunity

- The previous rule established that program sponsors have a general duty in operating their Registered Apprenticeship program to engage in affirmative steps to ensure equal opportunity. However, the previous regulation did not make explicit how employers had to comply with this obligation, which could lead to uncertainty.
- The final rule clarifies what sponsors must do by setting forth the basic steps that all Registered Apprenticeship programs must undertake, eliminating confusion as to what compliance looks like. These affirmative steps, which draw from best practices that some sponsors already engage in, include:
 - Assigning responsibility to an individual to oversee EEO efforts;
 - Internally distributing the EEO policy as well as conducting orientation and information sessions for apprentices regarding the EEO policy;
 - Conducting outreach and recruitment and providing notice about apprenticeship openings to community-based organizations, schools, and other groups that represent diverse populations and who can help increase apprenticeship applications from those populations; and,
 - Keeping the workplace free from harassment, intimidation, and retaliation, which includes anti-harassment training and maintaining procedures for handling and resolving complaints.

Written Affirmative Action Program

- The previous rule required sponsors with five or more apprentices to establish an Affirmative Action Program (AAP) at the time their apprenticeship program was registered (either with OA or a recognized State Apprenticeship Agency). The AAP includes a written plan that details the steps the sponsor has taken and will take to ensure equal opportunity in recruitment, selection, employment, and training of apprentices.
- The final rule now allows new program sponsors more time to establish initial AAPs. New program sponsors will have up to two years to prepare an initial written affirmative action plan. This will give sponsors ample time for preparation of their first plan under these proposed regulations.

- The final rule exempts certain sponsors from the requirement to maintain and update an AAP, in keeping with the previous rule:
 - Sponsors with fewer than five apprentices; and
 - Sponsors that are already in compliance with other equal opportunity programs providing for affirmative action on the bases of race, ethnicity, sex, and disability, including the use of goals for any underrepresented group. An example is federal contractors that have written AAPs developed in accordance with Executive Order 11246 and Section 503 of the Rehabilitation Act, administered by the Department's Office of Federal Contract Compliance Programs (OFCCP).

Analysis of Apprenticeship Programs' Composition by Race, Ethnicity, and Sex

- Under the previous regulations, non-exempt sponsors typically worked with their registration agencies to analyze the racial, sex, and ethnic composition of their apprenticeship workforce ("workforce analysis") and compare that to the composition of qualified individuals in the relevant labor market ("availability analysis"). This comparison is the "utilization analysis." If the portion of women or minorities was significantly less among the sponsor's apprentices than is reasonably expected given the availability of those individuals in the labor market, then the sponsor had to set goals and undertake good faith efforts to meet these goals.
- The final rule maintains these requirements but also:
 - Explains that these goals (1) are not rigid and inflexible quotas that must be met; (2) do not allow preferential selection on the basis of race, sex, or ethnicity; (3) do not create "set-asides" for specific groups; and (4) cannot be used to supersede eligibility requirements.
 - Adjusts the workforce analysis so that it is conducted at the occupation level, and the utilization analysis at the major occupation category level, using a common source of data easily accessible to sponsors.
 - Simplifies the process for analyzing the labor market composition by: (1) decreasing the number of data sources to be analyzed; (2) clarifying the steps required to do the analysis; (3) providing clear directions for establishing goals; and (4) making clear that the Registration Agency will assist the sponsor throughout this process.

Expansion to Individuals with Disabilities

- The previous regulations did not include nondiscrimination or affirmative action requirements on the basis of disability.
- **The final rule adds disability** to the bases protected by the nondiscrimination requirement, and it adds disability as an element of sponsors' affirmative action programs. Rather than each program conducting an availability analysis specific to its labor market, the final rule establishes a single, national goal that seven percent of programs' apprentices be individuals with disabilities. This approach is based upon available labor market demographic data and is consistent with OFCCP's revised Section 503 regulations that, among other things, established a nationwide seven percent goal for the utilization of qualified individuals with disabilities by federal contractors.
- As with race/sex goals, this updated rule clarifies that the seven percent goal is not a quota, and sponsors will not be cited for violations simply for failing to meet the goal. Rather, sponsors that do not meet the goal would be required to examine if impediments to equal opportunity exist, and if so, to correct those impediments.
- To provide sponsors with necessary information on applicants' and apprentices' disability status, under the rule sponsors invite individuals to voluntarily self-identify as an individual with a disability.

Outreach and Recruitment

- The previous rule set forth 10 kinds of outreach, recruitment, and retention activities but does not specify which, or how many, were required.
- In the final rule, there are only two different outreach and recruitment obligations set forth in the rule.
- The final rule provides more clarity as to how outreach obligations work.
- First, the rule states that all sponsors must implement measures to ensure that its outreach and recruitment measures extend to all potential apprentices regardless of race, sex, ethnicity, or disability. To do so, the sponsor must:
 - Develop and update a list of recruitment sources (several examples of which are provided in the rule);

- Identify a contact person at each recruitment source; and
 - Provide these recruitment sources advance notice of openings to they can notify and refer candidates
- Second, the rule also requires that those sponsors that maintain an AAP and are required to set race/sex utilization goals, and/or that identify barriers to EEO with regard to disability, must engage in targeted outreach, and recruitment, and retention activities in response. These activities are:
 - Distributing information to community-based organizations, local high schools, local community colleges, local vocational, career and technical schools, career centers at minority serving institutions, and other groups;
 - Advertising openings by publishing advertisements in electronic media and other appropriate forms;
 - Cooperating with local school boards and vocational education systems to develop relationships with pre-apprenticeship programs in order to prepare students from under-represented groups to meet apprenticeship entry standards; and
 - Establishing agreements to enlist the support of pre-apprenticeship programs, community-based organizations, or advocacy organizations in recruiting qualified individuals and in developing pre-apprenticeship programs.

Selection of Apprentices

- The previous rule set forth four detailed mechanisms by which sponsors may select apprentices into their programs.
- The final rule provides much greater flexibility for selection, providing that sponsors may use any method to select apprentices so long as that method complies with long-established Uniform Guidelines on Employee Selection Procedures and the Americans with Disabilities Act, is uniformly and consistently applied, and is not discriminatory.

Complaint Procedure

- The previous regulations provided that applicants or apprentices could file a written complaint with OA or the State Apprenticeship Agency alleging discrimination or a failure to comply with other equal opportunity provisions.
- The final rule clarifies the complaint procedures both for individuals to file EEO complaints and for OA and State Apprenticeship to handle these complaints.

Measures for Noncompliance

- OA recognizes the voluntary nature of these programs and wants Registered Apprenticeships to succeed. It uses compliance enforcement measures as a last resort after exhausting other avenues.
- The previous regulations' measures for noncompliance included cancellation or deregistration of an apprenticeship program.
- The final rule includes additional, more flexible, enforcement mechanisms. Rather than the only enforcement mechanisms being deregistration or cancellation of a program, which essentially would shut down the apprenticeship program, the updated rule allows the placement of a temporary moratorium on a sponsor's registration of new apprentices. This will allow the sponsor to work with the Registration Agency to address the violations and meet the steps identified in its compliance action plan before deregistration proceedings are instituted.





Apprenticeship Grants

WAGE\$ Grant Overview

The ApprenticeshipUSA Wisconsin Apprenticeship Growth and Enhancement Strategies (WAGE\$) grant is a \$5 million statewide grant from the U.S. Department of Labor to the Wisconsin Department of Workforce Development, Bureau of Apprenticeship Standards from October 1, 2015 – September 30, 2020.

Key project goals are to implement Registered Apprenticeships in three sectors (Advanced Manufacturing, Health Care, and Information Technology) to ultimately result in **1,000 new apprentices**. The grant will also strengthen collaboration among organizations within the workforce system, thus increasing Wisconsin's capacity to support future Registered Apprenticeship growth.

WAGE\$ Sub-Recipients

11 Workforce Development Boards

- Role: Hire or designate an Apprenticeship Liaison at each Board, assist with employer outreach, and support the development of pre-apprenticeship programs

Wisconsin Technical College System (WTCS)

- Role: Develop and modify curriculum for new apprenticeship programs and support expansion activities in classes with low enrollment

Proposed Occupations and Numbers of Apprentices

➤ **Advanced Manufacturing**

- Industrial Manufacturing Technician (100) - *Expansion*
- Maintenance Technician (120) - *Expansion*
- Welder/Fabricator (75) - *Expansion*
- Mechatronics (32) – *New Program*

➤ **Information Technology – All New Programs**

- Computer Network Support Analyst (50)
- Computer System Analyst (100)
- Information Security Analyst (100)
- Data Warehouse Specialist (30)
- Business Intelligence Analyst (60)

➤ **Health Care – All New Programs**

- Community Health Care Worker (83)
- Licensed Practical Nurse (70)
- Medical Assistant (180)

NOTE: The actual programs selected for development will be industry-led and may be modified, with U.S. Department of Labor approval, based on employer discussions about training needs.



State Expansion Grant

The ApprenticeshipUSA State Expansion Grant is a \$1.5 million statewide grant from the U.S. Department of Labor to the Wisconsin Department of Workforce Development, Bureau of Apprenticeship Standards beginning November 1, 2016 with continuation funding available.

Key project goals are to expand apprenticeship into two new areas (Biotech and Finance), to increase apprenticeship in high growth construction sectors, and to expand training opportunities for underrepresented workers. The grant will result in an addition **427 new apprentices.**

Expansion Grant Sub-Recipients

- 2 Workforce Development Boards: Employ Milwaukee and Workforce Development Board of South Central Wisconsin

Key Registered Apprenticeship Expansion Grant Strategies

1. Target regions with high growth sectors and concentrations of underrepresented workers
2. Enhance the pipeline for underrepresented workers
3. Increase Registered Apprenticeship demand in the construction sector
4. Expand into new high growth sectors
5. Continue funding for best practices statewide

Accelerator Grant

The ApprenticeshipUSA State Expansion Grant is a \$200,000 statewide grant from the U.S. Department of Labor to the Wisconsin Department of Workforce Development, Bureau of Apprenticeship Standards from July 1, 2016 – December 2017.

Key project goals are to align the skills of Apprenticeship Training Representatives to meet the projected increase in outreach duties; conduct asset mapping to better tell the apprenticeship story to new industries; conduct outreach and technical support; and hold strategic partnership meetings and associated trainings. The grant initiatives will expand Bureau of Apprenticeship Standards capacity and include organizational changes that will enhance overall apprenticeship outreach efforts.



WTCS System-Wide Activity Update for Spring 2017

- **WTCS Apprenticeship Completion Report:** The WTCS published the new Apprenticeship Completion Report in February 2017 with data from completers from 2014-15.
<http://www.wtcsystem.edu/about-us/wtcs-overview>
 - Of 669 apprentice completers surveyed, 263 responded for a 39% response rate.
 - 95% indicated they were employed in the trade for which they received training, down 4% from the prior report.
 - Annual median earnings of \$67,595 was reported across all sectors, up approximately \$1200 from the prior report.
 - 95% indicated that they were very satisfied or satisfied with their paid-related instruction. For On-The-Job Training, 90% reported they were very satisfied or satisfied.
 - 34% are considering continuing their formal education, up slightly from 31% from the prior year's survey (i.e., Technical Studies Journey Worker AAS, associate degree, bachelor's degree)
- **WTCS Apprenticeship Enrollment Trend:** Enrollment across all apprenticeship programs is up 47% between 2013 and 2016, far outpacing enrollment growth in non-apprenticeship technical degree and diploma programs at the WTCS Colleges. As of end of academic year 2016, there were 6128 apprentices enrolled the Wisconsin Technical College System, unduplicated count. That is a 14% increase from the prior year. With duplicates, there are 6,633 enrollments. Confirmed actual enrollment data for the 2016-17 year will not be available until August 2017.
- **System-wide Curriculum:** PRI model Curriculum Standards are established and currently posted for 51 trades to the WTCS WIDS Repository. Additional curriculum projects are underway for 2016-17, in particular for new apprenticeship programs for Auto Body Collision and Organic Vegetable Farm Grower/Manager, as well as those occupations targeted under the WAGE\$ grant in Mechatronics and IT-Software Developer. Colleges are able to map/create a matrix showing how their curriculum aligns with the model standards and to evaluate credits earned. ATRs regularly use the PRI documents to explain and promote learning content to current and potent apprenticeship sponsors.
- **Great Lakes Tools of the Trade/WTCS Apprenticeship Scholarships:** The Great Lakes Higher Education Foundation once again awarded 200, \$1000 scholarships for industrial and construction apprentices. Awards were distributed in February 2017.
- **Apprentice Direct Instructional Support GPR grants:** For 2016-17, the WTCS has allocated up to \$300,000 in grant funds to support direct instruction for apprentices due to rapidly expanding enrollments and opening of new programs and sections. This continues to reflect a 50% increase in the investment of funds available since 2015.

State Committee Report - Construction

State Electrical Advisory Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 4/6/2017 in trade(s) associated with this committee.

Sponsor Name Trade	Apprentices									Employers				
	Total	Minority		Female		Union		Non- Union		Total	W/Union Appr		W/Non-Union Appr	
		#	%	#	%	#	%	#	%		#	%	#	%
1	2	3	3a	4	4a	5	5a	6	6a	7	8	8a	9	9a
All Sponsors Total	1345	40	3.0	18	1.3	723	53.8	622	46.2	318	109	34.3	209	65.7
ABC of Wisconsin (All)	595	13	2.2	2	0.3			595	100.0	189			189	100.0
Construction Electrician (182426101001)	595	13	2.2	2	0.3			595	100.0	189			189	100.0
Appleton/Oshkosh Area Electrical JAC	32	1	3.1	1	3.1	32	100.0			9	9	100.0		
Construction Electrician (182426101001)	32	1	3.1	1	3.1	32	100.0			9	9	100.0		
Eau Claire Area Electrical JAC	112	4	3.6	1	0.9	112	100.0			15	15	100.0		
Construction Electrician (182426101001)	112	4	3.6	1	0.9	112	100.0			15	15	100.0		
Kenosha Area Electrical JAC	13	2	15.4	0	0.0	13	100.0			7	7	100.0		
Construction Electrician (182426101001)	13	2	15.4	0	0.0	13	100.0			7	7	100.0		
Kettle Moraine Area Electrical JAC	12	1	8.3	0	0.0	12	100.0			4	4	100.0		
Construction Electrician (182426101001)	12	1	8.3	0	0.0	12	100.0			4	4	100.0		
La Crosse Area Electrical JAC	40	1	2.5	1	2.5	40	100.0			11	11	100.0		
Construction Electrician (182426101001)	40	1	2.5	1	2.5	40	100.0			11	11	100.0		
Madison Area Electrical JAC	132	2	1.5	7	5.3	132	100.0			14	14	100.0		
Construction Electrician (182426101001)	132	2	1.5	7	5.3	132	100.0			14	14	100.0		
Milwaukee Area Electrical JAC	208	11	5.3	5	2.4	208	100.0			27	27	100.0		
Construction Electrician (182426101001)	195	11	5.6	5	2.6	195	100.0			26	26	100.0		
Residential Wirer (182426190001)	13	1	7.7	0	0.0	13	100.0			4	4	100.0		
Northeast WI Area Electrical JAC	50	3	6.0	1	2.0	49	98.0	1	2.0	11	10	90.9	1	9.1
Construction Electrician (182426101001)	50	3	6.0	1	2.0	49	98.0	1	2.0	11	10	90.9	1	9.1
Racine Area Electrical JAC	20	1	5.0	0	0.0	20	100.0			11	11	100.0		
Construction Electrician (182426101001)	20	1	5.0	0	0.0	20	100.0			11	11	100.0		
South Central WI Area Electrical JAC	62	2	3.2	2	3.2	62	100.0			16	16	100.0		
Construction Electrician (182426101001)	62	2	3.2	2	3.2	62	100.0			16	16	100.0		
Southwest WI Area Electrical JAC	26	0		0	0.0			26	100.0	19			19	100.0
Construction Electrician (182426101001)	26	0		0	0.0			26	100.0	19			19	100.0
WI River Valley Area Electrical JAC	43	1	2.3	0	0.0	43	100.0			8	8	100.0		
Construction Electrician (182426101001)	43	1	2.3	0	0.0	43	100.0			8	8	100.0		

Wisconsin Bureau Of Apprenticeship Standards
State Electrical Advisory Committee
Historical Report by Year
Report Period: 2017* and Previous 10 Years



*Current year is YTD data as of Run Date: 04/06/2017		
Run Date: 04/06/2017		
State Electrical Advisory Committee		
Sponsored Trade Group(s): Construction		
Year	Active Apprentices	Active Employers
2007	1,437	349
2008	1,405	336
2009	1,271	299
2010	1,098	269
2011	955	251
2012	972	256
2013	1,035	266
2014	1,159	280
2015	1,298	309
2016	1,451	330
2017	1,373	321

