

Department of Workforce Development
Employment and Training Division
Bureau of Apprenticeship Standards
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Scott Walker, Governor
Raymond Allen, Secretary
Chythania Brown, Division Administrator

May 10, 2018

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

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

SUBJECT: State Electric Utility Trades Apprenticeship Advisory Committee meeting

DATE: Monday, May 14, 2018

TIME: 10:00 a.m.

PLACE: Western Technical College, Room 121-123
1000 College Ave
Mauston, WI

TENTATIVE AGENDA

1. Call the meeting to order.
2. Introduce attendees.
3. Review the roster.

4. Old Business

- a. Review follow-up items from the previous meeting:
 - i. **For action:** approve the minutes.
- b. Update on implementing revisions to CFR 29.30 (AA/EEO requirements)
- c. Update on WI 2017 WI Act 148 (apprentice-to-journeyworker ratio)
- d. Update on federal grants to expand "registered apprenticeship"
- e. Update on Presidential executive order to expand "apprenticeship"
- f. Update on Bureau of Apprenticeship Standards Electronic Registration System (BASERS)
- g. Update on Apprenticeship LEADERS initiative
- h. Update on Apprenticeship Completion Award Program
- i. Other

5. New Business

- a. **For action:** applying CVTC's Credit for Prior Learning process to first year test outs
- b. Hands-on training in related instruction
- c. National Association of State & Territorial Apprenticeship Directors (NASTAD) Conference
- d. Registered apprenticeship on JobCenterOfWisconsin.com

5. New Business, continued

- e. Registered apprenticeship in correctional facilities
- f. Learning exchanges with Japan and Mississippi
- g. BAS website changes
- h. BAS personnel changes
- d. Other

6. WTCS Update

- a. WTCS
- b. Chippewa Valley Technical College
- c. Mid-State Technical College
- d. Northeast Wisconsin Technical College

7. Review the program participants.

8. Schedule the next meeting.

9. Adjourn.

Minutes of the State Electric Utility Apprenticeship Advisory Committee

October 30, 2017
Western Technical College
Mauston, WI

Members Present	Employer / Organization
Ardelt, Bruce	Oakdale Electric Cooperative
Brodbeck, Steve	Madison Gas & Electric
Chartier, Chris	WPPI Enegery
Christopherson, Garry	Dairyland Power Cooperative
DeGrave, Jeff	Wisconsin Public Service
Jeske, Ken	WE Energies
Kumm, Nicholas	Marshfield Utilities
Lukasavitz, Craig	IBEW Local 2150
Muench, Mark	Alliant Energy
Nitek, Jeremy	Dairyland Power
Tremaine, Todd	City of Oconomowoc Utilities
Members Absent	Employer / Organization
Diehl, Leo	Rice Lake Utilities
Consultants & Guests	Employer / Organization
Aagaard, John	Alliant Energy
Crownhart, Ed	Mid-State Technical College
Kallies, Jacob	MEUW
Kiel, Todd	Northeast Wisconsin Technical College
Mayek, Mandy	Mid-State Technical College
Nakkoul, Nancy	Wisconsin Technical College System
O'Sullivan, Kathy	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards
Wehling, Adam	Chippewa Valley Technical College

1. The meeting was called to order at 10:00 a.m. by Craig Lukasavitz, Committee Co-Chair, in conformance with the Wisconsin Open Meeting Law.
2. A roll call was conducted. A sign-in sheet was circulated. A quorum was present.
3. The committee reviewed the current roster. The committee still has a vacancy. The committee recommended a representative of the Substation Electrician apprenticeship from either Menasha and Kaukauna Utility.

4. **Old Business**

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

i. For action: approve the minutes.

The committee approved the minutes as written.

ii. For action: proposed revisions to state Exhibit A and Job Book for Electric Line Worker

The committee approved the proposed Exhibit A with some revisions to the optional work processes.

The committee approved the approach to the job book and granted the focus group authority for final revisions.

b. Revisions to CFR 29.30

Owen reviewed that the revisions had been released, but following the Presidential election and the new administration, it was unclear whether the new administration would keep or omit the revisions. Owen informed the committee that the administration has decided to keep the revisions, but the U.S. Department of Labor has yet to release further implementation guidance to states. Therefore, the Bureau advises sponsors and stakeholders to "stay tuned" for further information.

The committee did not have questions or comments.

c. Federal grants to expand apprenticeship

Owen reviewed that the Bureau received three federal grants to expand registered apprenticeship: the WAGE\$ grant; the state expansion grant; and the state accelerator grant. He reviewed that the WAGE\$ and expansion grants will focus on expanding registered apprenticeship into new sectors of the economy and recruiting and retaining women and minorities. These grants will indirectly affect the utility trades by increasing the pool of qualified applicants to all apprenticeships through promoting youth apprenticeship and pre-apprenticeship readiness programs. The state accelerator grant will be used to increase the Bureau's administrative capacity: the Bureau will further train its field representatives in consultative skills training for outreach; fund additional field representative positions; and upgrade its contract management system.

The committee did not have questions or comments.

d. Apprenticeship LEADERS

Owen reported that 64 stakeholders will participate in the LEADERS campaign. The Bureau will kick-off the campaign with a formal luncheon and presentation during National Apprenticeship Week in November.

Owen emphasized that the participants represent all sectors and categories of stakeholders, e.g. construction sponsors, manufacturing sponsors, service sponsors, and technical colleges. Participants will choose their level of involvement; stakeholders could simply permit the Bureau to use their logos in outreach material or commit to co-presenting with the Bureau at presentations to new industries.

Owen concluded by encouraging attendees to apply, if they have not done so. There is a role for everyone, and each participant chooses his or her level of participation.

The committee did not have questions or comments.

e. Apprenticeship Completion Award Program

Owen reviewed that ACAP had concluded on June 30, 2017, and was recently renewed for two years as part of the Governor's budget for the next biennium. In the interim, the Bureau's database still sent eligibility notices to apprentices and sponsors. Apprentices that became eligible in the interim will be grandfathered in.

The committee did not have questions or comments.

f. Other

The committee did not have additional topics.

5. New Business

a. Presidential Executive Order: Expanding Apprenticeships in America

Owen explained that there are two means of registering an apprenticeship program: through a state approval agency, such as Wisconsin or Minnesota, or through a state that administers apprenticeships directly through the U.S. Department of Labor, such as Illinois or Michigan. In both cases, the apprenticeships are registered.

In contrast, Owen explained, the executive order will create a third option: industry-recognized apprenticeships, which will be distinguished by less regulations, less requirements, and less "red-tape" for sponsors.

A federal task force was created recently to develop the implementation plan. The timeline of the task force is not known. Once it recommends its plan to the President, it will disband within 30 days.

The committee asked how industry-recognized apprenticeships would operate in Wisconsin. Owen cautioned that many details on the implementation and related policies are unknown at this time.

b. 2017 WI Senate Bill 411

Owen explained that this proposed law would make the apprentice-to-journeyworker ratio 1:1 for all trades and remove the Bureau's ability to modify the ratio. He noted that it would most directly affect the construction trades, which have varying ratios. He noted that it would apply to the utility trades, but not affect them because their ratios have always been 1:1.

The committee did not have questions or comments.

c. National Apprenticeship Week 2017

Owen informed the committee that the third annual National Apprenticeship Week will be November 13-19. The Bureau encourages all stakeholders to consider hosting an open house or similar event for their local partners and audiences. Monday will feature the kick-off of the LEADERS campaign, with an official luncheon at the Governor's Mansion. Tuesday will feature a meeting of the WI Apprenticeship Advisory Council at the cement mason's training center; a career fair will be held concurrently upstairs. Wednesday, November 15, will emphasize construction training centers across the state. Thursday will feature a luncheon at the Bradley Center for apprentices working on the construction of the new Bucks arena. Friday will feature an event at Milwaukee Job Corp. Many, many more local events will be held.

Committee members and consulting technical colleges stated they will consider hosting local events.

d. WI Apprenticeship Diversity Conference 2018

Owen shared that the Bureau plans to host a conference in the fall of 2018 dedicated to discussing recruitment and retainment requirements, strategies, and questions. The objectives are to provide sponsors with as much guidance on complying with federal regulations as possible, discuss best practices and lessons learned, and brainstorm strategies for Wisconsin.

The committee did not have questions or comments.

e. Bureau of Apprenticeship Standards Electronic Registration System (BASERS)

Owen reiterated that, through the accelerator grant, the Bureau is upgrading its information management system to provide electronic registration and electronic signature capture. The new system, BASERS, will allow the sponsor to directly enter apprentice applications online and will later allow sponsors and apprentices to sign the contract online.

When the sponsor submits the application online, the application will trigger an alert to the apprenticeship training representative, who will review and approve the application. These upgrades will greatly reduce the amount of paperwork and travel times for ATRs, particularly those in remote areas who often travel hours to obtain one signature, and will gradually allow the ATRs to shift to performing more outreach and compliance tasks. As part of the pilot testing, the Bureau's programmers will research methods for sponsors to upload large quantities of application in bulk. For example, BASERS may receive cvs or Excel files. BASERS will be pilot tested through the summer of 2018.

The committee did not have questions or comments.

f. BAS personnel update

Owen reported that the Bureau hired five new apprenticeship training representatives this year due to new positions, retirements, and promotions. The new ATR for Appleton South, a new district, is Tim Budda. The new ATR for Waukesha is Richard Badger, who was hired after Josh accepted the position of Chief of Field Operations. The new ATR for Lakeshore area is Lynn O'Shasky, who was hired after Sandy Destree accepted the position of Field Supervisor. The new ATR for Racine is Dominic Robinson, who was hired after Tim Ziffer retired. The new ATR for Eau Claire is Rachell Faber, who was hired after Rob Ecker accepted a new position with Chippewa Valley Technical College.

The new program assistant is Ann Thiel, who was hired after Tatyana Brown accepted a new position in California. The new manager of the WAGE\$ grant is Nancy Kargel, who was hired after Meredith Alt accepted a new position within state government. Last, Bob Sceldroup, the ATR for Milwaukee, has retired. The Bureau has not filled the vacancy yet.

The committee did not have comments or questions

g. Other

The committee did not have additional topics.

7. WTCS Update

Nancy Nakkoul reported that enrollments across all apprenticeships have increased by 21.6%. In addition, the Great Lakes Higher Education Foundation will again award apprenticeship scholarships this year. However, many utility apprentices do not qualify because their first-year wage is too high.

Adam Wehling of Chippewa Valley Technical College reported the college has 124 utility apprentices this year: 36 are new; 22 are in their first year; 23 are in their second year; 40 are in their third year; and 49 are in their final year. The college's new Energy Education Center is in its third year of use and is going well. Adam concluded by sharing that the college has noticed that more utility sponsors are asking the college to provide more hands-on training rather than theoretical instruction. He noted that this may be a future conversation for the state committee.

Action: the Bureau will add "additional hands-on training in related instruction" the agenda for the 2018 spring meeting.

Mandy Mayek, the new workforce development coordinator for Mid-State Technical College, introduced herself. She explained her position is the combination of several prior positions. She handles all apprenticeships except Metering Technician, which is handled by Ron Zillmer.

Todd Kiel reported that Northeast Wisconsin Technical College has 40 Electric Line Worker apprentices, is starting a new section of Substation Electrician apprentices, has hired an additional instructor, and is being widely remodeled.

7. Participants included 409 apprentices and 101 sponsors with a contract in active or unassigned status on October 27, 2017.
9. The committee tentatively scheduled its next meeting for Monday, May 14, at 10:00 a.m., at Western Technical College in Mauston.
10. The meeting adjourned at 12:45 p.m.

Follow-up items

BAS will update the roster.

BAS will add "additional hands-on training in RI" to the next agenda.

Submitted by Owen Smith, Program and Policy Analyst

State of Wisconsin



2017 Assembly Bill 508

Date of enactment: **March 28, 2018**

Date of publication*: **March 29, 2018**

2017 WISCONSIN ACT 148

AN ACT *to repeal* 106.02 and 106.025 (4); *to amend* 106.01 (1), 106.01 (9), 106.01 (11) (intro.), 106.025 (1) and 106.025 (2); and *to create* 106.015 of the statutes; **relating to:** apprentice-to-journeyworker ratios in apprenticeships and the minimum duration of carpentry and plumbing apprenticeships.

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

SECTION 1. 106.01 (1) of the statutes is amended to read:

106.01 (1) **FORMATION OF APPRENTICE CONTRACT.** Any person 16 years of age or over may enter into an apprentice contract binding himself or herself to serve as an apprentice as provided in this section. ~~Except as provided in ss. 106.02 and 106.025, the~~ **The** term of service of an apprenticeship shall be for not less than one year. Every apprentice contract shall be in writing and shall be signed by the apprentice, the department, and the sponsor or an apprenticeship committee acting as the agent of the sponsor. If the apprentice has not reached 18 years of age, the apprentice contract shall also be signed by one of the apprentice's parents or, if both parents are deceased or legally incapable of giving consent, by the guardian of the apprentice or, if there is no guardian, by a deputy of the department. The department shall specify the provisions that are required to be included in an apprentice contract by rule promulgated under sub. (11).

SECTION 2. 106.01 (9) of the statutes is amended to read:

106.01 (9) **AUTHORITY OF DEPARTMENT.** The department, ~~subject to s. 106.015,~~ may investigate, fix reasonable classifications, issue rules and general or special

orders, and hold hearings, make findings, and render orders upon its findings as necessary to carry out the intent and purposes of this section. The investigations, classifications, hearings, findings, and orders shall be made as provided in s. 103.005. Except as provided in sub. (8), the penalties specified in s. 103.005 (12) apply to violations of this section. Orders issued under this subsection are subject to review under ch. 227.

SECTION 3. 106.01 (11) (intro.) of the statutes is amended to read:

106.01 (11) **RULES.** (intro.) The department, ~~subject to s. 106.015,~~ shall promulgate rules to implement this section, including rules providing for all of the following:

SECTION 4. 106.015 of the statutes is created to read:

106.015 Apprentice-to-journeyworker ratios.

(1) Except as provided in sub. (2), the department may not prescribe, enforce, or authorize, whether through the promulgation of a rule, the issuance of a general or special order, the approval of an apprenticeship program or apprentice contract, or otherwise, a ratio of apprentices to journeyworkers for apprenticeship programs or apprentice contracts that requires more than one journeyworker for each apprentice.

(2) The prohibition under sub. (1) does not apply with respect to apprentices whose employment is governed by a collective bargaining agreement.

* Section 991.11, WISCONSIN STATUTES: Effective date of acts. "Every act and every portion of an act enacted by the legislature over the governor's partial veto which does not expressly prescribe the time when it takes effect shall take effect on the day after its date of publication."

2017 Wisconsin Act 148

2017 Assembly Bill 508

SECTION 5. 106.02 of the statutes is repealed.

SECTION 6. 106.025 (1) of the statutes is amended to read:

106.025 (1) The department may prescribe the conditions under which a person may serve a plumbing apprenticeship, as to preliminary and technical college attendance requirements, level of supervision of an apprentice, the character of plumbing work in accordance with ch. 145, and the credit for school attendance in serving the apprenticeship.

SECTION 7. 106.025 (2) of the statutes is amended to read:

106.025 (2) Every person commencing a plumbing apprenticeship shall enter into an apprentice contract under s. 106.01. ~~The term of a plumbing apprentice is 5 years, but the department may upon application of the apprentice, the apprentice's employer, or both, extend the term for up to one additional year.~~

SECTION 8. 106.025 (4) of the statutes is repealed.



WAGE\$ Grant Metrics Update

(as of Dec. 31, 2017)

Presented to various state committees
Spring 2018 meetings

Background

Wisconsin Apprenticeship Growth and Expansion Strategies (WAGE\$) is part of the American Apprenticeship Initiative - a competitively awarded federally funded 5-year grant being implemented between October 1, 2015 through September 30, 2020. WAGE\$ will accelerate the introduction of Registered Apprenticeship into Advanced Manufacturing, IT, and Healthcare statewide. The overarching goal is to sign on at least 1,000 apprentices into the WAGE\$ occupations by the end of the grant. Grant partners include the Wisconsin Technical College System and the eleven workforce development boards (WDBs.) Each WDB supervises at least one apprenticeship liaison who coordinates local activities and works with ATRs to conduct business outreach.

WAGE\$ trades/occupations

1. **Advanced Manufacturing** (all Adv Mfg trades are completed = no additional occupations being developed for WAGE\$)
 - Industrial Manufacturing Technician (existing before WAGE\$)
 - Maintenance Technician (existing before WAGE\$)
 - Welder – Fabricator (existing before WAGE\$)
 - Welder – Automated Welding (existing before WAGE\$)
 - Mechatronics Technician (newly created under WAGE\$)
2. **Information Technology (IT)**
 - Software Developer (newly created under WAGE\$, completed, NCWWDB/Midstate begins fall 2018)
 - IT Service Desk Technician (launch planned August 2018 contingent upon approval by WTCS Board; Waukesha Technical College is lead college. Program will become available statewide through interested technical colleges)
 - Data Analyst (launch planned August 2018 contingent upon approval by WTCS Board; Waukesha Technical College is lead college. Program will become available statewide through interested technical colleges)
 - Data Analyst (development in progress; expected completion late 2018; lead undetermined)
 - IT #4 = TBD
 - IT #5 = TBD
3. **Health Care**
 - Community Health Worker (was developed by Dept of Health Services; considered newly created; no participation to date)
 - Pharmacy Technician (development in progress; expected completion late 2018; lead undetermined)
 - Medical Assistant (development in progress; expected completion fall 2018; UW-Health is leading development and will conduct the training which will be open to SSM and Unity apprentices; the program will become available statewide through interested technical colleges)



The following table shows the status of the main grant deliverables. Statistics are usually calculated quarterly and after allowing time for parties to input their information. The statistics below were reported for the period ending December 2017. It expected that rate of increase in programs and sponsors will increase as more programs are developed and offered. As of December 31, 2017, only the five Advanced Manufacturing programs were active with Mechatronics having just started getting apprentices signed.

As of Dec. 31, 2017:

**Proposed through 9/30/18 and
Actual as of 12/31/17**

Capacity Building & Employer Metrics	To Date (end of reporting Q)		Total proposed to end of grant
	Proposed to end of Year 3*	Actual to 12/31/17**	
Total # of Employers to Benefit from the Grant Program	130	71	383
Total # of Promotional/ Outreach Activities to Employers	1,975	1,681	3,000
Total # of Newly Registered American Apprenticeship Programs (new trades developed with grant funds)	49	3**	100
Total # of Existing Registered Apprenticeship Programs to be Expanded (existing trades when the grant began but the trade having new apprentices in the grant performance period)	59	83	90
Employment & Training Metrics			
Total # of Participants to Receive Services Under this Grant (e.g includes participants served in pre-apprenticeship, apprenticeship, and by other grant activities)	2500	33,834	10,000
Total # of New Apprentices Registered	145	184***	1,000

* Year 3 ends 9/30/18

** As of 4/5/18, there are 13 sponsors for Mechatronics Technician and 33 Mechatronics Technician apprentices with signed contracts. Although Software Developer was completed, no apprentices had signed contracts yet due to the program not being fully implemented yet.

*** As of 4/5/18, there have been 259 contracts signed under the WAGE\$ grant. This number is not corrected for transferred contracts (WAGE\$ trade to WAGE\$ trade or sponsor) of which there are approximately 5.

All ACAP Reimbursement Requests Processed (Time Period) - Summary

Apprenticeship Completion Award Program (ACAP)

Bureau of Apprenticeship Standards

Division of Employment and Training

4/6/18 08:07 AM

Filters Applied: Determination Date between 9/4/17 and 4/6/18, Fiscal Year(s)= FY18

Type	Fiscal Year	# of RRs	\$Approved	\$Denied
Year One	18		\$64,842.15	\$352,010.20
Year One Totals		329	\$64,842.15	\$352,010.20
Completion	18		\$94,041.26	\$487,402.45
Completion Totals		159	\$94,041.26	\$487,402.45
Report Totals		488	\$158,883.41	\$839,412.65



WTCS System-Wide Activity Update for Spring 2018

- WTCS Apprenticeship Completion Report:** The WTCS published the new Apprenticeship Completion Report in February 2018 with data from completers from 2015-16.

<http://www.wtcsystem.edu/wtcsexternal/cmspages/getdocumentfile.aspx?nodeguid=b3153b83-19ff-41d4-8527-39fe0e9c845c>

 - Of 908 apprentice completers surveyed, 331 responded for a 36% response rate.
 - 98% indicated they were employed in the trade for which they received training, up 3% from the prior report.
 - Annual median earnings of \$71,624 was reported across all sectors, a 6% increase from the prior year’s report.
 - 97% indicated that they were very satisfied or satisfied with their paid-related instruction. For On-The-Job Training, 95% reported they were very satisfied or satisfied.
 - 43% are considering continuing their formal education, up significantly from 34% from the prior year’s survey (i.e., Technical Studies Journey Worker AAS, associate degree, bachelor's degree)

- WTCS Apprenticeship Enrollment Trend:** WTCS enrollments across all apprenticeship programs increased from 6128 to 6527 unduplicated, and 6633 to 7123 duplicated, students by the end of June 2017. That is a 6.5% and 7.4% increase, respectively, in one year. A current mid-year snapshot for 2017-18 is showing 6199 and 6634 enrollees. Confirmed actual enrollment for the 2017-18 academic year will not be available until August 2018.

- Great Lakes Tools of the Trade/WTCS Apprenticeship Scholarships:** In a surprise announcement in December 2017, the Great Lakes Higher Education Foundation Board decided to increase the apprenticeship scholarship amount to \$1500 per individual, and they are once again awarded 200 scholarships for industrial and construction sector apprentices in February 2018.

- System-Wide Curriculum:** Collaborative work between all stakeholders continues for the following new or substantively revised system-wide apprenticeship curriculum during the 2017-18 Academic year.

NEW	Organic Vegetable Farm Manager	Auto Body Collision and Repair	IT-Data Analyst	IT-Service Desk	Pharmacy Technician	Financial Services Rep.
Revisions & Crosswalks	Electrical & Instrumentation	Plumbing Below the Line Courses	Crosswalk of Mechatronics to Electromechanical and Automated Systems	Crosswalk between Machinist Technical Diploma and Apprenticeship	ABC Electrical	



State Committee Report State Electric Utility Trades Adv. Comm.

This summary counts employers and apprentices with a contract active or unassigned on 5/1/2018 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	90	363	5	1.4	2	.6
Electric Line Worker (682126101401)	82	340	3	.9	1	.3
Metering Technician (671028103401)	12	17	2	11.8	1	5.9
Substation Electrician (682026101803)	5	6	1	16.7	0	

Wisconsin Bureau Of Apprenticeship Standards
State Electric Utility Trades Adv. Comm.
Historical Report by Year



Report Period: 2018* and Previous 10 Years

*Current year is YTD data as of Run Date: 05/10/2018		
Run Date: 05/10/2018		
State Electric Utility Trades Adv. Comm.		
Sponsored Trade Group(s): Utilities		
Year	Active Apprentices	Active Sponsors
2008	215	73
2009	208	65
2010	166	64
2011	167	64
2012	161	56
2013	171	60
2014	240	76
2015	280	89
2016	295	86
2017	386	91
2018	302	90

