

Department of Workforce Development
Employment and Training Division
Bureau of Apprenticeship Standards
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Department of Workforce Development
Tony Evers, Governor
Amy Pechacek, Secretary
Michele Carter, Division Administrator

Construction Electrical State Apprenticeship Advisory Committee

Agenda

Tuesday, September 23, 2025
1:00 pm - 3:00 pm

Attend In-Person:

Madison College-Truax Campus
1701 Wright St Room E1723

Please note:

*Parking is in the **Gated Visitor Parking Lot** at 1705 Hoffman St., next to the Health Education Building. At the parking gate, press the call button and let them know you are here for a conference meeting.*

Attend Virtually: [Join the meeting now](#)

Teams Meeting ID: 231 692 627 607 1 | Passcode: Bx3FL3AB

Attend via Phone: #608-571-2209 | Conference ID: 791 828 584#

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

1. **Call Meeting to Order**
2. **Record Attendees**
3. **Review Roster**
4. **Review and Approve Previous Meeting Minutes**
5. **Specific Committee Items for Discussion** (*Public Comment*)
 - a. **Review Approved Exhibit A Revisions**
 - b. **Review Approved Standards Language Revisions re: PRI Contract Hours and Absences**
 - c. **PRI Contract Hours and Absences**
 - d. **WIDS Curriculum Review**
6. **Director's Call Discussion**
7. **WTCS Report**
8. **DSPS Updates**
9. **Other Discussion Items**
10. **Review Program Participants**
11. **Set Next Meeting Date/Time**

12. Adjourn



State Apprenticeship Advisory Committee
Construction Electrical

April 22, 2025

1:00pm

In-Person and/or Virtual: Virtual

Check if Present	Members	Organization/Employer
<input checked="" type="checkbox"/>	Darren Johnson, Co-Chair	Employer: NECA
<input checked="" type="checkbox"/>	Mike Balthazor	Employer: Michels Power
<input type="checkbox"/>	Ryan Kastanek	Employer: Circle Electric
<input checked="" type="checkbox"/>	Zach Newton	Employer: Newton Electric Corp
<input checked="" type="checkbox"/>	Kelly Tourdot	Employer: Associated Builders & Contractors of WI
<input checked="" type="checkbox"/>	Sean Frank, Co-Chair	Employee: IBEW Local 127 - Kenosha
<input checked="" type="checkbox"/>	Brenda Egli	Employee: IBEW Local 159 - Madison
<input checked="" type="checkbox"/>	John Jacobs	Employee: IBEW Local 494 - Milwaukee
<input checked="" type="checkbox"/>	Jesse Jacques	Employee: IBEW Local 158 – Green Bay
<input type="checkbox"/>	Dean Miller	Employee: IBEW Local 388 – Central WI
<input type="checkbox"/>	John Walsh	Employee: IBEW Local 14 – Eau Clair/La Crosse
Check if Present	Consultants & Guests	Organization/Employer
<input checked="" type="checkbox"/>	David Polk	Bureau of Apprenticeship, Director
<input checked="" type="checkbox"/>	Liz Pusch	Bureau of Apprenticeship, Deputy Director
<input checked="" type="checkbox"/>	Ben Stahlecker	Bureau of Apprenticeship, Section Chief
<input checked="" type="checkbox"/>	Melissa Uffelman	Bureau of Apprenticeship,
<input checked="" type="checkbox"/>	Lynn O'Shasky	Bureau of Apprenticeship
<input checked="" type="checkbox"/>	Nick Abbott	Bureau of Apprenticeship
<input checked="" type="checkbox"/>	Mandy Mayek	WI Technical College System
<input checked="" type="checkbox"/>	Jim Cook	NECA – Training Alliance
<input checked="" type="checkbox"/>	Brandon Peterson	Bureau of Apprenticeship
<input checked="" type="checkbox"/>	Darrell Ferguson	Bureau of Apprenticeship
<input checked="" type="checkbox"/>	Ryan Herber	Bureau of Apprenticeship
<input checked="" type="checkbox"/>	Christina Jungwirth	Northeast WI Technical College
<input checked="" type="checkbox"/>	Ryan Kawski	Mid-State Technical College
<input checked="" type="checkbox"/>	Raquel Nowak	Bureau of Apprenticeship
<input checked="" type="checkbox"/>	Joyce Ray	Bureau of Apprenticeship

☒	David Stuart	Milwaukee Area Technical College
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Draft Meeting Minutes
State Construction Electrical Committee
Melissa Uffelman

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

1. Call Meeting to Order

- Note Who: Darren Johnson
- Note Time: 1:02 pm

2. Introductions and Record Attendees (in table above)

3. Review Roster

- BAS is reviewing all state committee rosters to ensure membership is up to date. The committee reviewed their current roster. BAS will reach out to those with expired terms for re-nomination or replacement nomination letters

4. Review and Approve Previous Meeting Minutes

- Note any Changes: None
- Motioned to Approve made by: Kelly Tourdot
- Seconded Motion made by: Zach Newton

5. Specific Committee Items for Discussion (*Public Comment*)

a) Review of Sub-Committee's Proposed Revisions of Exhibit A-Work Processes

BAS presented the DACUM work with WIDS up to this point to revise the Exhibit A. Committee reviewed revisions, including Work Processes, assigned hours and Special Provision. Motion made to approve updates to the State Exhibit A effective as of 9/1/2025. Motion to approve by John Jacobs and 2nd by Kelly Tourdot. BAS will send approved Exhibit A to committee members.

Lynn Neitzel advised that WIDS will be reviewing WTCS curriculum for the Electrical program. It may be ready to review by the Spring State Electrical Advisory meeting 2026. Proprietary curriculum process questions were discussed.

b) b. Follow-Up Discussion on Standards Language re: PRI Contract Hours and Absences (Tabled from Fall)

A motion was made to remove the absences and school attendance language from the State Standards with the understanding it will be managed at the local committee level. Language removed was "The apprentice shall attend at least 90% of their scheduled class hours". Motion to approve by Kelly Tourdot and 2nd by Zach Newton.

c) Wage Repayment Agreements Liz Pusch provided an overview of recent concerns with sponsors and employers requiring apprentices to sign wage repayment agreements that could affect them in the instance of leaving employment with their assigned employer either within the course of their apprenticeship or after completion. Liz shared a memo that was issued in Feb 2024 outlining the statutory requirement of paid related instruction and the prohibition of requiring the repayment of contract-required PRI. The Advisory Council discussed this item at the February 2025 meeting and subsequently approved language for addition to the WI Apprenticeship Manual to clarify this. Notification will be provided when the Manual update is completed. Sponsors or employers can reach out to BAS for assistance in complying with this requirement, if needed.

BAS clarified this is only regarding Paid Related Instruction hours and does not include tuition, books, or unpaid related instruction.

6. Questions from the Director's Call

- The Director's Call recording is available on the State Committee website. Committee had no follow-up questions from the call.

7. WTCS Report

- Mandy Mayek introduced herself as the new Apprenticeship contact for WTCS. The new Apprenticeship Completer report is now available. A grant from Ascendium was awarded to the WTCS to celebrate apprenticeships. The Tools of the Trade press release will be published soon and shows positive participation rates.

8. Other Discussion Items

- a) DSPS Updates:** BAS is in discussions with DSPS for a representative to attend the State Advisory meetings.
- b) National Apprenticeship Week.** NAW is moving from November to April as of 2026. Wednesday, April 30th, 2025 will be National Apprenticeship Day as they transition to this change in 2026.
- c) Agenda Items:** Liz Pusch indicated that we would like committee members to send topics for discussion. Any items should be submitted to Director Polk and Liz Pusch at least one month prior to meeting.

9. Review program participants No comments

10. Set Next Meeting Date/Time September 23rd at 1 pm. Co-Chairs are strongly encouraging people to attend in person.

11. Adjourn

- Note Time: 2:20 pm
- Motion to Adjourn made by: Kelly Tourdot
- Motion Seconded by: John Jacobs

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 Exhibit A - Program Provisions

Approved: 9/1/2025

TERM OF APPRENTICESHIP: The term of apprenticeship shall be Time-based, which has been established to be 4 years of no less than 8400 hours. Hours of labor shall be the same as established for other skilled employees in the occupation.

PROBATIONARY PERIOD: The probationary period shall be the first 12 months of the apprenticeship. During the probationary period, this contract may be cancelled by the apprentice or the sponsor upon written notice to the Department.

PAID RELATED INSTRUCTION ATTENDANCE: The apprentice shall attend the Wisconsin Technical College System or other approved training provider, as assigned, for paid related instruction four hours per week or the equivalent and satisfactorily complete the prescribed course material for a minimum of 400 hours, unless otherwise approved by the Department. The employer must pay the apprentice for attended related instruction hours at the same rate per hour as for services performed.

WORK PROCESS SCHEDULE: In order to obtain well-rounded training and thereby qualify as a skilled worker in the occupation, the apprentice shall have experience and training in the following areas. This instruction and experience shall include the following operations but not necessarily in the sequence given. Time spent on specific operations need not be continuous.

<u>Work Process Description</u>	<u>Approximate Hours</u> (Min - Max)
A. Install Conduit-2" or larger 1. Install various types of conduit (i.e. thin wall, rigid, flexible ridgeways, aluminum, plastic) 2. Plan layout for conduit runs 3. Drill holes through walls, floors, or other structures to route conduit 4. Anchor conduit to surfaces using appropriate fasteners 5. Perform trenching operations trenches for underground conduit installation 6. Create channels in walls or other surfaces to recess conduit within a structure 7. Modify conduit through fabrication to fit specific installation requirements 8. Install support devices (hangers) to hold conduit in place 9. Rig temporary support systems (i.e. pulleys, mechanical aids) to move and install heavy conduit sections	300
B. Install Conduit-1.5" or smaller 1. Install various types of conduit (i.e. thin wall, rigid, flexible ridgeways, aluminum, plastic) 2. Plan layout for conduit runs 3. Drill holes through walls, floors, or other structures to route conduit 4. Anchor conduit to surfaces using appropriate fasteners 5. Perform trenching operations trenches for underground conduit installation 6. Create channels in walls or other surfaces to recess conduit within a structure 7. Modify conduit through fabrication to fit specific installation requirements 8. Install support devices (hangers) to hold conduit in place 9. Rig temporary support systems (i.e. pulleys, mechanical aids) to move and install heavy conduit sections	1500
C. Install Raceways 1. Install various Raceway types (i.e. cable trays, square duct, metal molding, ladder racks and pull boxes)	100

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Exhibit A - Program Provisions

2. Install raceways under floor duct	
3. Plan raceway routes	
4. Drill holes through walls, floors, or other structures for raceway routes	
5. Anchor raceway to surfaces using appropriate fasteners	
6. Perform trenching operations trenches for underground conduit installations	
7. Create channels in walls or other surfaces to recess raceways within a structure	
8. Modify raceways through fabrication to fit specific installation requirements	
9. Install support devices (hangers) to hold conduit in place	
10. Rig temporary support systems (i.e. pulleys, mechanical aids) to move and install heavy conduit sections	
D. Install Distribution Equipment	600
1. Install various Bus Duct Systems types (i.e. trolley duct, service duct, crane rails, distribution bus duct)	
2. Plan layout for Bus Duct System	
3. Drill holes through walls, floors, or other structures to route Bus Duct Systems	
4. Anchor Bus Duct System to surfaces using appropriate fasteners	
5. Perform trenching operations trenches for underground Bus Duct System installations	
6. Create channels in walls or other surfaces to recess Bus Duct System within a structure	
7. Modify Bus Duct System through fabrication to fit specific installation requirements	
8. Install support devices (hangers) to hold Bus Duct System in place	
9. Rig temporary support systems (i.e. pulleys, mechanical aids) to move and install heavy Bus Duct System	
E. Install Equipment	100
1. Install various commercial and industrial equipment (i.e. kitchen, laundry)	
2. Set motors	
3. Align motors	
4. Perform regular and preventative maintenance on motors	
5. Perform diagnostics	
6. Troubleshoot motor issues	
F. Install Wire & Cables	1500
1. Install various wire & cable types (i.e. nonmetallic sheathed cable, armored cable)	
2. Install wire & cables in various electrical raceways (i.e. conduit, trays, duct, racks, surface mount channel/trough)	
3. Perform fabrication tasks to install wire & cables (i.e. measuring, cutting, stripping, splicing, terminating, bundling and lacing)	
4. Set up rigging to support wire & cable installation	
G. Install Finish Materials & Trim Devices	1500
1. Assemble fixtures for installation	
2. Install fixtures	
3. Install switches	
4. Install standard and specialized receptacles	
5. Install electric heating equipment	
6. Perform final device testing	
H. Install & Wire Control Equipment	400
1. Install basic motor control equipment (motor control, electronic speed controls, VFDs, Selsyn motors)	
2. Install switching & sensing devices (limit, motion, & micro switches; humidity controls, thermostats)	

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 Exhibit A - Program Provisions

3. Install timing & counting devices (timers, counters, relays)	
4. Install measurement & feedback devices (Tach generators, instruments, voltage controls, current & static controls)	
5. Install process control equipment (process controls, PLCs, HVAC equipment controls)	
6. Perform regular and preventative maintenance on control equipment	
7. Run regular diagnostics on control equipment	
8. Troubleshoot equipment issues	
I. Wire Specialized Equipment	1500
1. Install specialized equipment	
2. Complete wiring set up for communication and data systems (telephone, data networks, fiber optics, CRT & legacy display)	
3. Complete wiring set up for safety & emergency systems (fire alarms, emergency management, nurse call)	
4. Complete wiring set up for surveillance & security systems (closed circuit TV, access control)	
5. Complete wiring set up for audio-visual systems (sound systems, multi-media presentation systems)	
6. Complete wiring set up for outdoor and public lighting (street & highway lighting, outdoor lighting-architectural, sports field lighting)	
7. Complete wiring set up for sustainable energy systems (photovoltaic, EV charging stations, energy storage)	
8. Adhere to specific industry installation standards, environmental factors and integration requirements	
9. Perform system diagnostics and testing on specialized equipment	
J. Other	500
1. Perform trenching operations	
2. Transport materials using safe handling techniques	
3. Maintain stockroom organization and inventory	
4. Perform job site clean up	
Paid Related Instruction	400
TOTAL	8400

The above schedule is to include all operations and such other work as is customary in the occupation.

MINIMUM COMPENSATION TO BE PAID:

The apprentice's wage must average no less than 60% of the skilled wage rate during the term of the apprenticeship (DWD 295.05).

The base skilled wage rate is N/A per hour.

If the apprentice is covered under a collective bargaining agreement, the wage rate specified by that collective bargaining agreement applies.

If the apprentice is not covered under a collective bargaining agreement, the employer may exceed the base skilled wage rate at their discretion.

An apprentice's rate of pay for overtime shall be increased by the same percentage as the journey worker's rate of pay for overtime is increased in the same industry or establishment.

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Exhibit A - Program Provisions

CREDIT PROVISIONS: The apprentice, granted credit at the start or during the term of the apprenticeship, shall be paid the wage rate of the pay period to which such credit advanced the apprentice.

Work credit hours approved: N/A

School credit hours approved:

Paid related instruction: N/A

Unpaid related instruction: N/A

Total credit hours to be applied to the term of the apprenticeship: N/A

SPECIAL PROVISIONS:

All work processes shall ensure apprentices follow local and/or job specific code requirements and "neat workman-like" standards as per NEC code.

Apprentices must obtain a valid credential issued by the Wisconsin Department of Safety and Professional Services and maintain it throughout the apprenticeship.

Apprentices shall attend unpaid related instruction on their own time and take such subjects as the local committee requires. Such instruction will be taken on a regular basis throughout the term of the apprenticeship.

Apprentices shall satisfactorily complete an approved First Aid and CPR course during the first year of the apprenticeship and maintain certification throughout the apprenticeship.

Apprentices shall satisfactorily complete OSHA-10 during the probationary period.

First year apprentices shall not work on or be exposed to live voltage circuits or systems.

The apprentice in his/her final year shall attend the Transition to Trainer course.

All registered apprentices in Wisconsin are required to take and pass the State Journey Worker Electrical Exam or the Master Electrician Exam prior to the completion of their Apprentice Contract.

The Term of 4 years of no less than 8,400 hours is a minimum.



State Apprenticeship Standards
for
Construction Electrician

Revised April 2025

Approved by the
Electrical State Apprenticeship Advisory Committee,
Wisconsin Apprenticeship Advisory Council,
and Bureau of Apprenticeship Standards

Foreword

The State Committees are a very important part of the structure that advises the Bureau on the administration of the apprenticeship program and on communicating with all the partners in the apprenticeship program. They have been an integral part of Wisconsin apprenticeship since shortly after its inception. Just as the Advisory Council reviews and recommends overarching apprenticeship policy, the State Committees recommend policy relating to their trade(s) (*Wisconsin Apprenticeship Manual, Ch. 2.3*).

These standards are consistent with the Wisconsin Apprenticeship Law, Wis. Stats. Chapter 106, Wis. Admin. Code DWD Chapter 295, Wis. Admin. Code DWD 296 and the *Wisconsin Apprenticeship Manual*.

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Section One: Policies established in the *Wisconsin Apprenticeship Manual*

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3. Program Standards (*Ch. 5*)
4. Exhibit A (*Ch.6.2*)

Section Two: Policies established by BAS and the State Committee

1. Organizations that Nominate Members
2. Minimum Qualifications of Applicants
3. Minimum Qualifications of Employers
4. Requirements for Supervision
5. Additional Requirements
6. Exhibit A

Section One:

Policies established in the Wisconsin Apprenticeship Manual

1. Membership of a State Committee (Ch. 2.5)

A. The membership of a State Committee is comprised of no less than four and no more than 20 members, consisting of an equal number of members representing employer and employee interests. Membership of a State Committee must represent all occupations overseen by that committee, all types of employers active in training apprentices, and a variety of geographic areas of the state. The Bureau may designate consultants to serve as non-voting members, including technical college representatives, apprenticeship coordinators, training instructors, and other interested parties.

B. Employer Members

Employer members will be nominated by professional organizations involved in the training of apprentices in the affiliated occupations. Such organizations must be actively training apprentices, or have done so within the last two years, to nominate a member. This requirement is waived for organizations involved in the development of a new apprenticeship occupation. Where no professional organization exists, the Bureau may identify and appoint members.

In a construction State Committee, the percentages of employer members representing union employers and non-union employers must approximate the percentages of union and non-union apprentices in the occupation(s) statewide. For example, a 10-member State Committee with 60 percent union and 40 percent non-union apprentices would have six union members and four non-union members.

C. Employee Members

Employee members are nominated to the Bureau by employee organizations and sponsor in-house apprenticeship committees. In cases where a sponsor has no in-house apprenticeship committee, nominees will be solicited from employers or professional organizations.

D. Terms

State Committee members will serve terms of three years and may be nominated for additional terms. Memberships will be staggered to maintain continuity. Vacancies may be filled, or members changed during an active term, at the request of the nominating entity.

The Bureau may remove a person from membership on a State Committee for one or more of the following reasons:

- 1) Failure to attend at least 75 percent of the committee meetings during the membership term, unless excused by the Bureau for good cause;
- 2) Failure to meet the membership requirements outlined in this section, unless a documented exception is granted by the Bureau; and/or
- 3) Violation of any state apprenticeship statute, rule or standard.

2. **State Committee Operations (Ch. 2.6)**

A. Meetings

State Committees meet at least twice per year, or more frequently if requested by the Bureau, in conformity with the Wisconsin Open Meeting Law. The committee will elect two co-chairs: one employer member and one employee member. A quorum exists when at least two employer and two employee members are present. Official meeting minutes will be prepared and catalogued by the Bureau.

B. Duties

State Committees are designed to arrive at recommendations based on consensus, meaning that the recommendations they make to the Bureau should reflect the interests of the collective group, rather than a simple majority. Reaching consensus does not assume that every member will be in complete agreement, but that a compromise has been reached.

Primary State Committee functions are to:

- i. Advise the Bureau and educators, such as the Wisconsin Technical College System (WTCS) and private training centers, on curriculum content and delivery of related instruction concerning the State Committee's apprenticeship programs.
- ii. Make recommendations for revisions to the state minimum standards to the State Committee's affiliated occupations every five years, or more frequently as needed. These minimum standards include:
 - a. The provisions of the Exhibit A, with the exclusion of compensation;
 - b. Minimum qualifications for apprentices, such as entrance scores;

- c. Minimum qualifications for apprentice sponsors; and
 - d. Employer requirements to serve as an apprentice trainer.
- iii. Advise the Bureau on policies and procedures pertaining to the administration of each apprenticeship occupation associated with the State Committee, including matters related to:
 - a. Apprentice reviews;
 - b. Apprentice selection processes;
 - c. Assessing and awarding credit for previous experience and education;
 - d. Local apprenticeship committee operations and meeting frequency;
 - e. Apprentice layoff and transfer policies and procedures;
 - f. The formation and dissolution of local apprenticeship committees;
 - g. Outreach and expansion strategies.

3. Program Standards (Ch. 5)

A. Term of Apprenticeship

The sponsor must indicate, for each occupation, the basis for tracking apprentice progress: competency, time, or a hybrid. Regardless of the tracking method, an apprenticeship must entail at least one year of work experience and related instruction.

Competency-Based

The occupation must be approved for administration as a competency-based apprenticeship by U.S. DOL. If not, the sponsor must consult the Bureau to determine if it is suitable as a competency-based occupation. The program standards must detail:

- a. The on-the-job learning component of the apprenticeship program;
- b. The required competencies to be mastered during the apprenticeship;
- c. How demonstration of the competencies will be determined, including written and hands-on evaluations that occur in a controlled setting that permit accurate and verifiable results;
- d. The related instruction, which must comply with the apprenticeship statute, regulations, and rules.

Time-Based

The traditional method of apprenticeship delivery, consisting of at least 2,000 hours of on-the-job learning. This approach monitors an apprentice's progress through tasks described in a work process schedule for the occupation.

Hybrid

Measures skill attainment through a combination of a specified minimum number of hours of on-the-job learning and successful demonstration of competencies as described in Exhibit A to the apprenticeship contract.

B. Work Processes

Standards must contain a schedule of work processes associated with the apprenticeship occupation. The work processes are an outline of supervised work experience that the apprentice will receive through on-the-job learning.

C. Related Instruction

The provision for organized related and supplemental instruction relevant to the occupation must be outlined in the standards and include a minimum of 144 hours of paid related instruction per year for the first two years of the program. Programs which are longer than two years must have at least 400 hours of paid related instruction during the term of the apprenticeship. Instruction may be delivered through the classroom, occupational or industry courses, electronic media, or other instruction approved by the Bureau. Instructors must meet educational and occupational requirements established by the Bureau and WTCS.

D. Numeric Ratio Description

Program standards must identify a numeric ratio of apprentices to journeyworkers that is consistent with proper supervision, training, safety, and continuity of employment. The ratio language shall be specific as to its application to the job site, workforce, department, or plant—with the employer's workforce being the preferred manner of expressing the ratio for Wisconsin registered apprenticeship programs. The ratio shall not exceed one journeyworker per apprentice, except where a collective bargaining agreement applies, then the ratio prescribed in the agreement may be used.

E. Probationary Period

The length of the probationary period for the apprentice, in relation to the full apprenticeship term, must be designated in the program standards. The probationary period cannot exceed 25 percent of the length of the program, or one year, whichever is shorter.

4. Exhibit A (Ch. 6.1)

- A. The apprenticeship contract details the stipulations of the apprenticeship training program and incorporates the program standards by reference. The contract must be agreed to and signed by the sponsor, the director of the Bureau (on behalf of the Department), and the apprentice (or in the case of a minor, the parent or guardian). The contents of each apprentice contract are not valid unless approved by the Bureau. The Bureau generates each contract. The contract face template, created by the Bureau, is in accordance with Wis. Admin. Code Ch. 295.07. (*Manual, Ch. 6, first paragraph*).
- B. Each apprenticeship contract will include a document designated as "Exhibit A." An Exhibit A is developed for each occupation associated with a program sponsor and included in the program standards. The Bureau approves the content of the Exhibit A through its authority to set local and state apprenticeship standards. The Exhibit A contains a synopsis of the following requirements of the apprenticeship, as approved by the Bureau, and in accordance with the program standards and Wis. Admin. Code Ch. 295.07.

Term of apprenticeship

The term may be based on competency, time, or a hybrid of the two. If time-based, then the number of hours, months or years necessary to complete the apprenticeship program are stated. If competency based, the Exhibit A includes a description of the skills to be attained and any on-the-job learning component. A hybrid program will state the number of hours to be spent by the apprentice on the job along with a description of the skills to be attained.

Probationary period

The period and stipulations of the probationary period, which can either be expressed in hours or months.

School attendance

The number of hours of paid related instruction and the related instruction provider.

Work process schedule

The basic job tasks of the apprenticeship program. For a time-based program, the approximate time the apprentice will spend on each work process. For a competency-based program, a description of the skill sets to be attained. A hybrid program will contain a combination of both. The schedule must be comprehensive enough to reflect the intent to train the

apprentice in all primary job tasks of the related occupation. The schedule need not be followed in the sequence outlined in the Exhibit A.

Minimum compensation to be paid

The graduated wage scale, including the skilled wage rate, to be paid to the apprentice.

Credit provisions

A description of any advanced standing work or education credit awarded to an apprentice and the wage commensurate with that advanced standing.

Special provisions

The special provisions describe additional stipulations or requirements of the apprenticeship program not contained elsewhere in the apprentice contract. For example, this section may detail additional unpaid instructional hours that the apprentice is required to take on their own time, required industry or employer certifications, or training courses mandated by the Bureau.

Section Two:

Policies Established by BAS and the State Committee

1. Organizations that Nominate Members to the State Committee

- A. Employer representative names will include nominees submitted to the Bureau by the Wisconsin Chapter and the Milwaukee Chapter of the National Electrical Contractors Association and by the Associated Builders and Contractors of Wisconsin, Inc.
- B. Employee representative names will include nominees submitted to the Bureau by the International Brotherhood of Electrical Workers.

2. Minimum Qualifications for Applicants

All applicants, including applicants eligible for direct entry, must:

- A. Be a U.S. citizen or eligible non-citizen who is authorized to work in the U.S., as long as they meet the qualifications and requirements for enrollment into a particular program and are not required by law, regulation, or government contract to be a U.S. citizen;
- B. Be at least 17 years of age;
- C. Be fully able to perform the work of the occupation without hazard to themselves or others with reasonable accommodations, if needed;
- D. Have a high school diploma or equivalency;
- E. Have reliable transportation to the employer, job site, and related instruction;
- F. Must have satisfactorily (with a passing grade of "C" or better) completed one year of high school algebra (9th grade level) or its equivalency.
 - i. Equivalent courses are defined as one full year of high school Geometry, Algebra II, Trigonometry, or Calculus that are satisfactorily completed with a passing grade of "C", or one post high school Algebra, Geometry, Algebra II, Trigonometry, Calculus course with a passing grade of "C".

OR

- ii. Successful completion of either the Online electrical training ALLIANCE Tech Math course (www.electricaltrainingalliance.org), or the below approved common assessment tool and score as equivalent to the minimum algebra requirement.

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

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

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

3. Minimum Qualifications of Employers

All employers must:

- A. have been in business for at least one year at the time of applying as a sponsor or as an employer to a committee;
- B. ensure the apprentices are trained in the core work processes identified for this occupation;
- C. employ at least one full-time journeyworker, qualified supervisor, or other qualified individual to supervise and/or train the apprentice at all times;
- D. be licenses as an electrical contractor as required by state and local laws.

4. Requirements for Supervision

- A. Apprentices in Construction Electrician in their first, second, third, and fourth year(s), shall work under direct supervision. Direct supervision means the journeyworker or qualified individual shall assume the responsibility of an activity of the apprentice and the results by providing oversight and guidance at the site where the activity is being conducted. The apprentice shall have quick and easy access to the journeyworker or qualified individual to communicate about a job.
- B. Apprentices in Construction Electrician in their fifth year(s) may work under indirect supervision on jobs for which they are trained and qualified. Indirect supervision means the journeyworker or qualified individual shall assume the responsibility of an activity of the apprentice and the results by providing oversight and guidance while not at the site where the activity is being conducted. The apprentice must have immediate access to a journeyworker or qualified individual via phone, radio, or other electronic means.
- C. First-year apprentices shall not work on or be exposed to live voltage circuits or systems.

Under no circumstances shall apprentices supervise other apprentices.

5. Additional Requirements

Apprentices must obtain a valid credential issued by the Wisconsin Department of Safety & Professional Services and maintain it throughout the apprenticeship.

All registered apprentices in Wisconsin are required to take and pass the State Journey Worker Electrical Exam or Master Electrician Exam prior to the completion of their Apprentice Contract.

6. Approved Exhibit A

The term, probationary period, schedule of work processes, and special provisions established by the state committee are included in the approved Exhibit A, which is stored in the Bureau of Apprenticeship Standards information system.



This summary counts employers and apprentices, between 8/14/2024 and 8/14/2025 with contract status as Active & Unassigned in occupation(s) associated with this committee.

Report is based on apprentice contracts where:

- Contract sector is 'Construction'.
- Contract occupation code matches a occupation code assigned to committee.
- Contract sponsor is the employer.

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

Occupation	Apprentices									Employers				
	Total	Minority		Females		Union		Non-Union		Total	Union		Non-Union	
		#	%	#	%	#	%	#	%		#	%	#	%
1	2	3	3a	4	4a	5	5a	6	6a	7	8	8a	9	9a
Report Total	3,529	363	10.3	149	4.2	1,700	48.2	1,844	52.3	519	137	26.4	384	74.0
Construction Electrician (47-2111.00)	3,529	363	10.3	149	4.2	1,700	48.2	1,844	52.3	519	137	26.4	384	74.0

State Committee Report by Sponsor & Occupation



This summary counts employers and apprentices, between 8/14/2024 and 8/14/2025 with contract status as Active & Unassigned in occupation(s) associated with this committee.

Report is based on apprentice contracts where:

- Contract sector is 'Construction'.
- Contract occupation code matches a occupation code assigned to committee.
- Contract sponsor is the employer.

Note: Employers active in more than one occupation or committee can cause Column #7 totals at the Committee or State level to deviate from the summed total of the individual occupation or committee rows.

Sponsor Name Occupation	Apprentices									Employers				
	Total	Minority		Females		Union		Non-Union		Total	Union		Non-Union	
		#	%	#	%	#	%	#	%		#	%	#	%
1	2	3	3a	4	4a	5	5a	6	6a	7	8	8a	9	9a
Report Total	3,529	363	10.3	149	4.2	1,700	48.2	1,844	52.3	519	137	26.4	384	74.0
ABC of Wisconsin (All)	1,735	192	11.1	50	2.9	0	0	1,735	100.0	323	0	0	323	100.0
Construction Electrician (47-2111.00)	1,735	192	11.1	50	2.9	0	0	1,735	100.0	323	0	0	323	100.0
Appleton/Oshkosh Area Electrical JAC	112	6	5.4	9	8.0	112	100.0	0	0	13	13	100.0	0	0
Construction Electrician (47-2111.00)	112	6	5.4	9	8.0	112	100.0	0	0	13	13	100.0	0	0
Eau Claire Area Electrical JAC	228	9	3.9	10	4.4	228	100.0	0	0	21	21	100.0	0	0
Construction Electrician (47-2111.00)	228	9	3.9	10	4.4	228	100.0	0	0	21	21	100.0	0	0
Kenosha Area Electrical JAC	48	5	10.4	3	6.3	48	100.0	0	0	15	15	100.0	0	0
Construction Electrician (47-2111.00)	48	5	10.4	3	6.3	48	100.0	0	0	15	15	100.0	0	0
La Crosse Area Electrical JAC	69	3	4.3	1	1.4	69	100.0	0	0	16	16	100.0	0	0
Construction Electrician (47-2111.00)	69	3	4.3	1	1.4	69	100.0	0	0	16	16	100.0	0	0
Madison Area Electrical JAC	359	50	13.9	27	7.5	359	100.0	0	0	23	23	100.0	0	0
Construction Electrician (47-2111.00)	359	50	13.9	27	7.5	359	100.0	0	0	23	23	100.0	0	0
Milwaukee Area Electrical JAC	335	46	13.7	18	5.4	335	100.0	0	0	33	33	100.0	0	0
Construction Electrician (47-2111.00)	335	46	13.7	18	5.4	335	100.0	0	0	33	33	100.0	0	0
Milwaukee Area Electrical (KM) JAC	35	0	0	0	0	35	100.0	0	0	8	8	100.0	0	0
Construction Electrician (47-2111.00)	35	0	0	0	0	35	100.0	0	0	8	8	100.0	0	0

State Committee Report by Sponsor & Occupation



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Sponsor Name Occupation	Apprentices									Employers				
	Total	Minority		Females		Union		Non-Union		Total	Union		Non-Union	
		#	%	#	%	#	%	#	%		#	%	#	%
1	2	3	3a	4	4a	5	5a	6	6a	7	8	8a	9	9a
Report Total	3,529	363	10.3	149	4.2	1,700	48.2	1,844	52.3	519	137	26.4	384	74.0
Northeast WI Area Electrical JAC	164	17	10.4	8	4.9	163	99.4	1	.6	16	16	100.0	1	6.3
Construction Electrician (47-2111.00)	164	17	10.4	8	4.9	163	99.4	1	.6	16	16	100.0	1	6.3
Northwestern Electrical Advisory	44	1	2.3	1	2.3	0	0	44	100.0	23	0	0	23	100.0
Construction Electrician (47-2111.00)	44	1	2.3	1	2.3	0	0	44	100.0	23	0	0	23	100.0
Racine Area Electrical JAC	59	8	13.6	5	8.5	59	100.0	0	0	13	13	100.0	0	0
Construction Electrician (47-2111.00)	59	8	13.6	5	8.5	59	100.0	0	0	13	13	100.0	0	0
South Central WI Area Electrical JAC	169	23	13.6	8	4.7	169	100.0	0	0	21	21	100.0	0	0
Construction Electrician (47-2111.00)	169	23	13.6	8	4.7	169	100.0	0	0	21	21	100.0	0	0
Southwest WI Electrical Advisory Cmt	64	1	1.6	1	1.6	0	0	64	100.0	38	0	0	38	100.0
Construction Electrician (47-2111.00)	64	1	1.6	1	1.6	0	0	64	100.0	38	0	0	38	100.0
WI River Valley Area Electrical JAC	127	6	4.7	8	6.3	127	100.0	0	0	12	12	100.0	0	0
Construction Electrician (47-2111.00)	127	6	4.7	8	6.3	127	100.0	0	0	12	12	100.0	0	0



Historical Report by Year

Report Period: 2025* and Previous -10 Years

*Current year is YTD data as of Run Date: 08/14/2025		
Run Date: 08/14/2025		
State Electrical Committee		
Sponsored Trade Group(s): Construction		
Year	Active Apprentices	Active Employers
2015	1,042	277
2016	1,196	303
2017	1,342	329
2018	1,495	342
2019	1,683	349
2020	1,852	355
2021	1,987	387
2022	2,094	406
2023	2,247	418
2024	2,427	438
2025	2,625	462

