

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

May 5, 2022

10:00 a.m.

Department of Workforce Development, Madison, with Virtual Option

| Members Present | Employer/Organization |
|---------------------------------|------------------------------------|
| Allen, Don (Co-Chair) | IBEW Local 158 |
| Balthazor, Michael | Michaels Power |
| Frank, Sean | Local 127 |
| Grundahl, Carol | IBEW Local 159 |
| Kastanek, Ryan | Circle Electric |
| Newton, Zach | WI River Valley Electrica JAC |
| Tourdote, Kelly | Associated Builders & Contractors |
| Walsh, John M. | IBEW Local 14 |
| Warsh, Dean | IBEW Local Milwaukee |
| Members Absent | Employer/Organization |
| Habermehl, Sylvia | Habermehl Electric |
| Johnson, Darren | NECA-IBEW |
| Pohlman, Mike | R.J. Nickles Electric Co. |
| Sokolik, Leo | IBEW Local 890 |
| Young, Greg | IBEW Local 577 |
| Consultants & Guests | Employer/Organization |
| Badger, Richard | Bureau of Apprenticeship Standards |
| Castillo, Saul | Madison College |
| Guerra, Candy | WRTP/BIG STEP - Madison |
| Harding, Burt | Bureau of Apprenticeship Standards |

| | |
|--------------------|------------------------------------|
| Hardyman, Jimmy | Madison College |
| Herber, Ryan | Bureau of Apprenticeship Standards |
| Imhoff, Daniel | |
| Lockwood, Eric | Northwoods Technical College |
| Mayek, Mandy | Mid-State Technical College |
| Moreno, Stephanie | WRTP/BIG STEP |
| Nakkoul, Nancy | Wisconsin Technical College System |
| Polk, David | Bureau of Apprenticeship Standards |
| Pusch, Liz | Bureau of Apprenticeship Standards |
| Sherman, Julie | Chippewa Valley Technical College |
| Smith, Owen | Bureau of Apprenticeship Standards |
| Straub, Steve | Fox Valley Technical College |
| Thill, Michael | |
| Wagner, Mike | NECA-IBEW |
| Wilkenson, Matthew | |

1. The meeting was called to order at 10:05 a.m. by Co-Chair Don Allen in conformity with the Wisconsin Open Meeting Law.
2. Attendance was recorded. A quorum was present.
3. The committee reviewed the current roster.

Action: *the committee recommend Mr. Smith check whether Ms. Habermehl will continue serving.*

Action: *the committee will elect an Employer Co-chair at the fall meeting*

4. Actions

a. Approve the minutes.

The state committee approved the minutes as written.

b. Math requirements for applicants.

Mr. Wagner and Ms. Nancy reported that the work group reviewed the ModuMath competencies, identified which were necessary, and provided them to the WTCS Office for math specialists to create a matrix of equivalencies. The WTCS and instructors will compile a statewide list of customizable, low-cost resources for learners to which sponsors could refer applicants, e.g. self-paced class, drop-in lab with faculty.

Ms. Nakkoul emphasized that the list will refer applicants to existing resources. The WTCS will not create a new, specific course because that would require sponsors to secure funding, determine delivery methods, and manage cohorts and course administration.

Mr. Wagner added that the alternative resources are available now. Ms. Nakkoul agreed and noted that sponsors can contact technical colleges or their assessment department for alternative resources. Ms. Nakkoul will provide a listing of courses in Adult Basic Education to the sub committee for review.

Ms. Tourdot clarified that the state standards require "ModuMath or equivalent" and concurred with Ms. Nakkoul that a unique course is not necessary.

5. Discussions

a. BAS Director's Call with State Committees

Director Polk reviewed that the Bureau convened the first Director's Call with State Committees this spring. The goal of the forum is to discuss BAS updates that pertain to most or all state committees in a single, virtual forum. As a result, each state committee's meeting will focus solely on its unique needs.

He noted that the forum was approved by the WI Apprenticeship Advisory Council. He asked the state committee for feedback to share with the Council.

The state committee supported the Director's Call. Members reported that it makes sense, saves time, and helped them appreciate how many state committees are active.

Members asked whether the state committee will still be able to make and approve motions. Director Polk emphasized that the Director's Call in no way reduces the voice and role of state committees. The call will include discussions only, not decisions. If needed, topics can be discussed further at the committee's individual meetings.

The committee asked whether the Bureau will record the meeting or provide minutes for those who cannot attend. Director Polk replied that recording options are limited due to legal matters; the Bureau is looking into options for making the discussion available to those who cannot attend.

b. Modified format of state committee meetings

Director Polk and Mr. Smith reviewed that the agendas will focus on the committee's unique needs and will always include time to revisit topics from the Director's Call or discuss items not listed on the agenda, if needed. They noted that, depending on the agenda, meetings may be shorter.

Attendees did not have questions or comments.

c. Pending review of Wisconsin Apprenticeship Manual

Director Polk reported that the *Manual* was reviewed and approved by the Council's Policy and Standards Subcommittee. It will be reviewed by the full Council in June. Once the Council approves the revisions, it will become an official working draft and a 90-day public comment period will begin. After the 90-day public comment period, all input will go back to the subcommittee and the Council for final approval.

Ms. Pusch explained that the current revisions incorporated updates to state law, administrative code, and current practices. The revisions do not introduce new policies; new policies will be proposed and discussed in the future.

The committee asked if the Bureau will provide hard copies. Director Polk replied that the Bureau will make the revised draft available only electronically. Ms. Pusch added that the new manual will be a working document, so printing hard copies would complicate future updates.

Ms. Tourdot added the electronic version will include links to state statutes and administrative rules.

d. Subsequent review of state committee standards

Mr. Smith explained that the *Manual* provides the boilerplate language that constitutes 90% of the each state committee's state standards. Therefore, once the *Manual* is approved, BAS will update all state standards accordingly. He emphasized that the state committee's unique policies—such as its Exhibit A—will not change. Rather, those are always available for the committee to review at its discretion.

Mr. Wagner reported that his organization's national office recently released standards to all joint apprenticeship committees. He asked whether those local standards will be included in the process. Mr. Smith and Ms. Pusch noted that is a perfect example: the *Manual* changes will be incorporated into the state standards first and then the state committee can discuss changes to the statewide minimum standards it established.

Ms. Pusch emphasized that updates to local standards must fall within the state standards. For example, the state standards currently allow direct entry for veterans only; however, some updates to local standards have proposed direct entry for more classifications.

Attendees that represent joint apprenticeship committees agreed that the national standards they received include direct entry for more classifications. They asserted those classifications align with historical precedent from the Bureau in the early 2000s to eliminate as many barriers as possible to mitigate potential discrimination complaints.

Action: *the Bureau will add "Review direct entry" as an action item for the fall meeting.*

e. Other

Attendees whether the Bureau will provide a comparison of the original and revised versions of the Manual for the public comment period. Director Polk replied that the Bureau will make the original version, the revised version, and a summary of changes available electronically.

Mr. Allen announced he will retire. Attendees applauded his lengthy service to the state committee and registered apprenticeship as a whole.

Action: *the Bureau will add "Elect Co-Chairs" as an action item for the fall meeting.*

6. Attendees reviewed the participant statistics and did not identify discrepancies.

Mr. Wagner requested a report that compares the participant statistics with those of other occupations or another comparative figure that provides a broader context.

Action: *the Bureau will research and provide a comparative report at the fall meeting.*

7. The meeting adjourned at 11:30 a.m. The Bureau will schedule the next meeting via online survey.

Submitted by Owen Smith, Program and Policy Analyst

May 3, 2022

TO: State Electrical Apprenticeship Advisory Committee Members and Consultants

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

SUBJECT: State Electrical Apprenticeship Advisory Committee meeting

DATE: Thursday, May 5, 2022

TIME: 10:00 AM

PLACE: Dept of Workforce Development, Room F105
201 E Washington Ave
Madison, WI 53703

ONLINE: [Join the meeting virtually](#)
Or call in only: 608-571-2209; 405-755-29#

TENTATIVE AGENDA

1. Call the meeting to order.
2. Record attendees.
3. Review the roster.
- 4. For action:**
 - a. Approve the minutes.
 - b. Math requirements for applicants.
 - c. Review of related instruction for 2021 spring.
- 5. Discussion Items**
 - a. BAS Director's Call with State Committees
 - b. Modified format of state committee meetings
 - c. Pending review of *Wisconsin Apprenticeship Manual*
 - d. Subsequent review of state committee standards
 - e. Other
6. Review the program participants.
7. Adjourn

Report Name COM-01 State Committee
Report

Refresh Date 5/3/22 2:21 PM

Wisconsin Bureau of Apprenticeship Standards

State Committee Report



This summary counts employers and apprentices, between 5/1/2022 and 5/1/2022 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 | 2,045 | 83 | 4.1 | 43 | 2.1 | 1,099 | 53.7 | 946 | 46.3 | 406 | 129 | 31.8 | 282 | 69.5 |
| Construction Electrician (0182426101001) | 2,045 | 83 | 4.1 | 43 | 2.1 | 1,099 | 53.7 | 946 | 46.3 | 406 | 129 | 31.8 | 282 | 69.5 |

State Committee Report by Sponsor & Occupation



This summary counts employers and apprentices, between 5/1/2022 and 5/1/2022 with contract status as Active & Unassigned in occupation(s) associated with this committee.

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- Contract sponsor is the employer.

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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 | 2,045 | 83 | 4.1 | 43 | 2.1 | 1,099 | 53.7 | 946 | 46.3 | 406 | 129 | 31.8 | 282 | 69.5 |
| ABC of Wisconsin (All) | 899 | 36 | 4.0 | 11 | 1.2 | 0 | 0 | 899 | 100.0 | 253 | 0 | 0 | 253 | 100.0 |
| Construction Electrician (0182426101001) | 899 | 36 | 4.0 | 11 | 1.2 | 0 | 0 | 899 | 100.0 | 253 | 0 | 0 | 253 | 100.0 |
| Appleton/Oshkosh Area Electrical JAC | 65 | 3 | 4.6 | 4 | 6.2 | 65 | 100.0 | 0 | 0 | 10 | 10 | 100.0 | 0 | 0 |
| Construction Electrician (0182426101001) | 65 | 3 | 4.6 | 4 | 6.2 | 65 | 100.0 | 0 | 0 | 10 | 10 | 100.0 | 0 | 0 |
| Eau Claire Area Electrical JAC | 133 | 5 | 3.8 | 2 | 1.5 | 133 | 100.0 | 0 | 0 | 18 | 18 | 100.0 | 0 | 0 |
| Construction Electrician (0182426101001) | 133 | 5 | 3.8 | 2 | 1.5 | 133 | 100.0 | 0 | 0 | 18 | 18 | 100.0 | 0 | 0 |
| Kenosha Area Electrical JAC | 39 | 3 | 7.7 | 2 | 5.1 | 39 | 100.0 | 0 | 0 | 14 | 14 | 100.0 | 0 | 0 |
| Construction Electrician (0182426101001) | 39 | 3 | 7.7 | 2 | 5.1 | 39 | 100.0 | 0 | 0 | 14 | 14 | 100.0 | 0 | 0 |
| Kettle Moraine Area Electrical JAC | 16 | 0 | 0 | 0 | 0 | 16 | 100.0 | 0 | 0 | 5 | 5 | 100.0 | 0 | 0 |
| Construction Electrician (0182426101001) | 16 | 0 | 0 | 0 | 0 | 16 | 100.0 | 0 | 0 | 5 | 5 | 100.0 | 0 | 0 |
| La Crosse Area Electrical JAC | 54 | 4 | 7.4 | 2 | 3.7 | 54 | 100.0 | 0 | 0 | 12 | 12 | 100.0 | 0 | 0 |
| Construction Electrician (0182426101001) | 54 | 4 | 7.4 | 2 | 3.7 | 54 | 100.0 | 0 | 0 | 12 | 12 | 100.0 | 0 | 0 |
| Madison Area Electrical JAC | 232 | 11 | 4.7 | 8 | 3.4 | 232 | 100.0 | 0 | 0 | 14 | 14 | 100.0 | 0 | 0 |
| Construction Electrician (0182426101001) | 232 | 11 | 4.7 | 8 | 3.4 | 232 | 100.0 | 0 | 0 | 14 | 14 | 100.0 | 0 | 0 |
| Milwaukee Area Electrical JAC | 252 | 14 | 5.6 | 8 | 3.2 | 252 | 100.0 | 0 | 0 | 37 | 37 | 100.0 | 0 | 0 |
| Construction Electrician (0182426101001) | 252 | 14 | 5.6 | 8 | 3.2 | 252 | 100.0 | 0 | 0 | 37 | 37 | 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 | 2,045 | 83 | 4.1 | 43 | 2.1 | 1,099 | 53.7 | 946 | 46.3 | 406 | 129 | 31.8 | 282 | 69.5 |
| Northeast WI Area Electrical JAC | 109 | 4 | 3.7 | 4 | 3.7 | 104 | 95.4 | 5 | 4.6 | 16 | 16 | 100.0 | 5 | 31.3 |
| Construction Electrician (0182426101001) | 109 | 4 | 3.7 | 4 | 3.7 | 104 | 95.4 | 5 | 4.6 | 16 | 16 | 100.0 | 5 | 31.3 |
| Northwestern Electrical Advisory | 12 | 1 | 8.3 | 0 | 0 | 0 | 0 | 12 | 100.0 | 7 | 0 | 0 | 7 | 100.0 |
| Construction Electrician (0182426101001) | 12 | 1 | 8.3 | 0 | 0 | 0 | 0 | 12 | 100.0 | 7 | 0 | 0 | 7 | 100.0 |
| Racine Area Electrical JAC | 25 | 3 | 12.0 | 2 | 8.0 | 25 | 100.0 | 0 | 0 | 11 | 11 | 100.0 | 0 | 0 |
| Construction Electrician (0182426101001) | 25 | 3 | 12.0 | 2 | 8.0 | 25 | 100.0 | 0 | 0 | 11 | 11 | 100.0 | 0 | 0 |
| South Central WI Area Electrical JAC | 98 | 5 | 5.1 | 2 | 2.0 | 98 | 100.0 | 0 | 0 | 19 | 19 | 100.0 | 0 | 0 |
| Construction Electrician (0182426101001) | 98 | 5 | 5.1 | 2 | 2.0 | 98 | 100.0 | 0 | 0 | 19 | 19 | 100.0 | 0 | 0 |
| Southwest WI Area Electrical JAC | 30 | 0 | 0 | 1 | 3.3 | 0 | 0 | 30 | 100.0 | 19 | 0 | 0 | 19 | 100.0 |
| Construction Electrician (0182426101001) | 30 | 0 | 0 | 1 | 3.3 | 0 | 0 | 30 | 100.0 | 19 | 0 | 0 | 19 | 100.0 |
| WI River Valley Area Electrical JAC | 81 | 1 | 1.2 | 3 | 3.7 | 81 | 100.0 | 0 | 0 | 10 | 10 | 100.0 | 0 | 0 |
| Construction Electrician (0182426101001) | 81 | 1 | 1.2 | 3 | 3.7 | 81 | 100.0 | 0 | 0 | 10 | 10 | 100.0 | 0 | 0 |