

April 27, 2020

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

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

SUBJECT: State Electric Utility Trades Apprenticeship Advisory Committee meeting

DATE: Thursday, April 30, 2020

TIME: 10:00 a.m.

PLACE: Link: <https://dwdwi.webex.com/dwdwi/j.php?MTID=m62730dbe3dcd49a686aa1b8525eade39>

Meeting number: 924 245 624

Password: vpUdWtqp327

Join by phone: +1-855-282-6330 US TOLL FREE

Access code: 924 245 624

TENTATIVE AGENDA

1. Call the meeting to order.
2. Introduce attendees.
3. Review the roster.
4. **Special topic:** registered apprenticeship during COVID-19
5. **Old Business**
 - a. **For action:** approve the minutes
 - b. Implementing revisions to CFR 29.30 (AA/EEO requirements)
 - c. Industry-Recognized Apprenticeship Programs
 - d. Federal grants to expand registered apprenticeship
 - e. Revisions to www.DWD.Wisconsin.gov and www.WisconsinApprenticeship.org
 - f. Apprenticeship Completion Award Program (ACAP)
 - g. Other
6. **New Business**
 - a. Lessons learned from DWD tour of Germany Apprenticeship Program
 - b. 2021 Biennial Apprenticeship Conference
 - c. 2020 National Apprenticeship Week
 - e. Revising Transition to Trainer
 - f. BAS leadership and personnel changes
 - g. Other

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

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

October 7, 2019
Western Technical College
Mauston, WI

Members Present	Employer / Organization
Ardelt, Bruce	Oakdale Electric Cooperative
Brodbeck, Steve	Madison Gas & Electric
Burke, Lance	Dairyland Power Co-operative
Chartier, Chris	WPPI Enegery
DeGraves, Jeff	Wisconsin Public Service
Jeske, Ken	WE Energies
Muench, Mark	Alliant Energy
Nitek, Jeremy	Dairyland Power
Reinceck, Scott	IBEW Local 2150
Members Absent	Employer / Organization
Kumm, Nicholas	Marshfield Utilities
Tremaine, Todd	City of Oconomowoc Utilities
Consultants & Guests	Employer / Organization
Johnson, Josh	Bureau of Apprenticeship Standards
Kasper, Andrew	Bureau of Apprenticeship Standards
Larson, Randy	MEUW
Mayek, Mandy	Mid-State Technical College
Smith, Owen	Bureau of Apprenticeship Standards
Vang, Long	Bureau of Apprenticeship Standards

1. The meeting was called to order at 10:05 a.m. by Bruce Ardel, 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. A quorum was present. **Move Lance Burke from the Employee side to the Employer side. Bruce Ardel announced he is retiring and will send a replacement to the spring 2020 meeting.**

4. Old Business

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

The committee approved the minutes as written.

b. **Implementing revisions to CFR 29.30**

Mr. Andrew Kasper reviewed that revisions to CFR 29.30, which governs affirmative action and equal employment opportunity in registered apprenticeship, were passed in 2017 federally. The equivalent Wisconsin law is DWD 296. Initial revisions were passed as an emergency rule in January 2019. DWD submitted a permanent rule to the legislature in spring 2019. The permanent rule passed the rule approval process and will be implemented on October 1, 2019.

Mr. Kasper reported that the Bureau has begun the next phase of outreach to sponsors through webinars, emails, and regional meetings. In 2020, apprenticeship training representatives will begin visiting different sponsors to review their implementation and offer technical assistance. The Bureau anticipates that outreach will be a gradual educational process.

Mr. Kasper explained that the first phase of outreach and implementation will apply to all sponsors. Sponsors must designate an AA/EEO liaison and establish an internal compliance process. The second phase will apply to sponsors with five or more apprentices; these sponsors will be required to develop and submit an affirmative action plan. In addition, all individuals who work with apprentices will be required to complete anti-harassment training.

The state committee commented on the following:

- **The requirements seem like nothing new; many companies have these in place already.**
- **Can a company substitute a similar anti-harassment video for the video provided by DOL?**
Yes, Mr. Kasper replied.
- **Will Transition to Trainer be updated with anti-harassment content, too?**
Yes, Mr. Kasper replied. Course revisions will begin in the first quarter of 2020.

c. **Federal grants to expand registered apprenticeship**

Mr. Johnson reported that the first and second rounds of the state expansion grant will conclude in one year. The Bureau received a third round but under a different name; the third round will conclude in 2022. The Bureau used the first and second round to expand registered apprenticeship opportunities in construction occupations to underrepresented populations; develop the first registered apprenticeships for biotechnology and financial service occupations; and support certified pre-apprenticeship programs.

The Bureau will use the third round to hire two "navigator" positions that will liaise between the workforce development system and registered apprenticeship sponsors to connect graduates of certified pre-apprenticeship programs with registered apprenticeship sponsors. Although all certified pre-

apprenticeship programs are connected to a registered apprenticeship occupation and sponsor, they often have no connection to the broader industry. That likely contributes to the fact that only 14% of certified pre-apprenticeship graduates have entered registered apprenticeships.

Round three will include \$2.2. million over one year. So, the Bureau is considering creative means of spending the funding in a short time frame. One possibility will be reimbursing employers that hire certified pre-apprenticeship graduates up to \$1500.

Attendees did not have questions or comments.

d. Apprenticeship Award Completion Program (ACAP)

Mr. Johnson reviewed the reimbursement statistics to date. He noted that the total funding of approved reimbursements will always be less than the total funding of denied reimbursements because apprentices frequently submit their total costs of related instruction, which are often very high, in order to qualify for maximum reimbursement, which is \$1,000.

Attendees did not have questions or comments.

e. Pending revisions to www.WisconsinApprenticeship.org

Mr. Johnson explained that DWD will revise its entire website by the end of the year to make all pages more intuitive for all user groups.

Attendees did not have questions or comments.

f. Other

A state committee members asked whether the issue of the 1:1 apprentice-to-journeyworker ratio was resolved. Mr. Smith replied that the Bureau's legislative affairs staff responded to an inquiry from an elected official regarding the ratio, and the elected official's office commonly follows up with constituents to resolve the matter.

A consultant asked how to be included in the work group that will revise Transition to Trainer. Mr. Smith advised interested individuals to email him and he will forward contact information to the facilitator. He noted that the work group has not been selected.

A state committee member reported that a sponsor has almost completed its in-home apprenticeship for Lead Cable Splicer. The committee had determined in the spring that demand for the program was local and not statewide.

5. New Business

a. BAS Personnel Update

BAS Director Karen Morgan retired in September. The director position is non-appointed, so it will be posted to the public in early October. Until the position is filled, Mr. Johnson oversees registered apprenticeship, Ms. Cathy Crary oversee youth apprenticeship, and the Division of Employment and Training oversees both staffs.

Three apprenticeship training representatives are current open in Appleton, Madison, and Milwaukee. Former Appleton ATR Lisa Perkofski accepted a position with the carpenters; former Madison ATR Debbie Schanke retired; and former Milwaukee ATR Steve Vander Heyden accepted a promotion.

The Bureau is projected to hire a grant manager and two apprenticeship navigators.

Attendees did not have questions or comments.

b. National Apprenticeship Week 2019

Mr. Johnson reported that this year's National Apprenticeship Week will occur November 11-17. The Bureau encourages all sponsors and stakeholders to plan local events and is planning special events for veterans and pre-apprenticeship programs.

Attendees did not have questions or comments.

c. Other

i. 2021 Apprenticeship Conference

Mr. Johnson announced that the conference will be held February 22-24, 2021, at the Wilderness Hotel in the Wisconsin Dells. The planning team will begin meeting in January 2020.

Attendees did not have additional topics.

ii. Industry-Recognized Apprenticeship Programs

Mr. Johnson reported that the national rule on industry-recognized apprenticeship programs (IRAPs) received 300,000 comments; the previous record for public comments received by a rule was 24,000. DWD Secretary Caleb Frostman issued a statement in support of registered apprenticeship. The overwhelming public response was likely influenced by the late decision to include construction occupations in the scope of IRAPs and the pending question of how IRAPs will be vetted and certified. Mr. Johnson concluded that the implementation timeline is unclear.

Attendees did not have additional topics.

6. WTCS Update

Mr. Nakkoul reviewed the written summary and noted both the increased enrollment across technical colleges and the additional curriculum funding received through the Wisconsin Fast Forward program.

Attendees did not have questions or comments.

7. Participants included 277 apprentices and 78 sponsors with a contract in active or unassigned status on September 15, 2019. Of all apprentices, less than one percent were female and 1.8% were minorities. T

The state committee discussed factors that contribute to low percentages of female and minority apprentices. Many utilities conduct wide outreach initiatives but rarely receive applications from females or minorities.

8. The Bureau will schedule the next meeting via electronic survey.
9. The meeting adjourned at 11:45 a.m.

*Submitted by Owen Smith,
Bureau of Apprenticeship Standards*

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

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

- The overarching goal is 1,000 apprentices in the occupations selected for grant support.
- The table below shows the number of apprentices and sponsors in each occupation.
- Community Health Worker and Cybersecurity Specialist are in development.
- Pharmacy Technician was recently completed.
- Data Analyst has four apprentices that are being counted by Employ Milwaukee, Inc.'s sister grant. There is one Data Analyst sponsor.

WAGE\$ Apprentices by Occupation Cumulative 10/01/2015 - 03/08/2020 <small>This report includes apprentice contract records which, during the selected report period, match the following criteria: CONTRACT DISTRICT= ALL, CONTRACT SECTOR= ALL, CONTRACT TRADE=Industrial Manufacturing Technician;Maintenance Technician;Mechatronics Technician;Welder - Fabricator;Welder / Automated Welding;Software Developer;Pharmacy Technician, Retail Store;Medical Assistant;IT Service Desk Technician;Data Analyst;Broadband Service Technician;Cybersecurity Analyst, CONTRACT TYPE(s)=Apprentice, APPR SEX= ALL, APPR MINORITY= ALL, APPR RACE(s)= ALL, ER WDA= ALL, ER COUNTY= ALL, ER NAME= ALL, ER UI= ALL, INMATE= ALL, SCHOOL NAME= ALL, SPONSOR TYPE(s)= ALL, SPONSOR NAME(s)= ALL, TRANSFER TO= ALL, TRANSFER FROM= ALL</small>				
Occupation Name	Count Sponsors	Count App	Female	Minority
Report Total:	Total 205 sponsors	633	63 (10%)	99 (16%)
Industrial Manufacturing Technician	12 sponsors	135	19 (14%)	37 (27%)
Maintenance Technician	131 sponsors	329	4 (1%)	30 (9%)
Mechatronics Technician	37 sponsors	90	2 (2%)	6 (6%)
Welder / Automated Welding and Welder - Fabricator	15 sponsors	34	1 (3%)	4 (12%)
Broadband Service Technician	1 sponsor	1	0 (0%)	0 (0%)
Data Analyst (4 apprentices but all are counted by Employ Milwaukee)	1 sponsor	0		
IT Service Desk Technician	4 sponsors	4	1 (25%)	1 (25%)
Software Developer	3 sponsors*	2	2 (100%)	0 (0%)
Medical Assistant	1 sponsor	38	34 (89%)	21 (55%)
*Number of sponsors is greater than the number of apprentices because one apprentice left one job and started with a different sponsor				

All ACAP Reimbursement Requests Processed (Time Period) - Summary

Apprenticeship Completion Award Program (ACAP)

Bureau of Apprenticeship Standards

Division of Employment and Training

3/5/20 10:27 AM

Filters Applied: Determination Date between 7/1/19 and 3/5/20, Fiscal Year(s)= FY20

Type	Fiscal Year	# of RRs	\$Approved	\$Denied
Year One	20		\$127,224.23	\$616,354.68
Year One Totals		618	\$127,224.23	\$616,354.68
Completion	20		\$164,478.91	\$1,026,716.02
Completion Totals		376	\$164,478.91	\$1,026,716.02
Report Totals		994	\$291,703.14	\$1,643,070.70



WTCS System-Wide Activity Update March 2020

WTCS-BAS 20 Apprenticeship Completion Report

The 2020 WTCS-BAS Apprenticeship Completer Report is now available online. The report contains employment, wage and training satisfaction outcomes for apprentices completing their programs in 2016-17. It can be found here: [2020 WTCS-BAS Apprentice Completer Report](#)

- Of the 1,143 completers surveyed, 488 (43%) responded. (In the prior year report, 847 completers were surveyed and response rate was 39%.)
- Respondents reported a 92% satisfaction rate for on-the-job training and 96% for classroom instruction.
- Median salary across all trades increased to \$80,344. This is up from \$77,753 and \$71,624 in the two prior reporting years.
- Respondents indicating an interest in continuing education beyond apprenticeship remained steady at 44%.

WTCS Apprenticeship Enrollment Trend

WTCS enrollments across all apprenticeship programs increased from 6903 to 7588 unduplicated, and 7450 to 7696 duplicated, students by the end of 2018-2019 academic year. That is a 9.9% and 3.3% increase, respectively, in one year. A current mid-year snapshot for 2019-20 is showing 7524 enrolled apprentices. Confirmed actual enrollment for the 2019-20 academic year will not be available until August 2020.

Active WTCS-BAS Apprenticeship Programs, By Sector, Occupation, and College as of January 2019

The master chart of all apprenticeship programs with related instruction offered through the WTCS colleges can be found here via the following link. "Active" is defined as approved programs with enrollments in the past two years. The color-coded chart can be found on the MyWTCS website here: [WTCS Active Apprenticeship Programs March 2020 \(Color Chart\)](#)

Apprentice Related Instruction



Active WTCS/BAS Programs by Sector and Occupation - February 2020

	BLACKHAWK	CHIPPEWA VALLEY	FOX VALLEY	GATEWAY	LAKESHORE	MADISON AREA	MID-STATE	MILWAUKEE AREA	MORAINES PARK	NICOLET AREA	NORTH CENTRAL	NORTHEAST WI	SOUTHWEST WI	WAUKESHA	WESTERN	WI INDIANHEAD
Construction Sector Apprentice Related Instruction																
Bricklaying/Masonry																
Carpentry																
Concrete Finishing/Cement Mason																
Drywall Finisher																
Electrical																
Electronic Systems Tech/Voice-Data-Video																
Glazing																
HVAC/Environmental Service																
Ironworking																
Operating Engineer/Heavy Equipment																
Painting & Decorating																
Plumbing																
Roofing																
Sheet Metal																
Sprinkler Fitting																
Steamfitting Construction																
Steamfitting Service/Refrigeration																
Industrial Sector Apprentice Related Instruction																
Electrical & Instrumentation/Instrumentation Tech																
Industrial Electrician																
Industrial Manufacturing Technician																
Injection Mold Set-Up (Plastic)																
Machinist																
Maint Mech/Millwright/Lube Tech/Machine Repair																
Maintenance Technician																
Mechatronics																
Metal Fabricator/Industrial Sheetmetal																
Pipe Fabricator/Welder																
Pipefitter																
Resilient Floor																
Tool & Die/Patternmaker/Moldmaker																

Apprentice Related Instruction



Active WTCS/BAS Programs by Sector and Occupation - February 2020

	BLACKHAWK	CHIPPEWA VALLEY	FOX VALLEY	GATEWAY	LAKESHORE	MADISON AREA	MID-STATE	MILWAUKEE AREA	MORAINES PARK	NICOLET AREA	NORTH CENTRAL	NORTHEAST WI	SOUTHWEST WI	WAUKESHA	WESTERN	WI INDIANHEAD
Service Sector Apprentice Related Instruction																
Arborist																
Barber/Cosmetologist																
Broadband Service Technician																
Cook/Chef																
Electrical Line Worker																
Facilities Maintenance Technician																
IT-Data Analyst																
IT-Service Desk Technician																
IT-Software Developer																
Metering Technician																
Substation Electrician																
Wastewater Treatment Operator																