

Approved Minutes of the
Electrical Construction
State Apprenticeship Advisory Committee

October 12, 2022

1:00 p.m.

Department of Workforce Development, Madison, with Virtual Option

Members Present	Employer/Organization
Balthazor, Michael	Michaels Power
Frank, Sean (Co-Chair)	Local 127
Grundahl, Carol	IBEW Local 159
Johnson, Darren (Co-Chair)	NECA-IBEW
Kastanek, Ryan	Circle Electric
Newton, Zach	WI River Valley Electrical JAC
Tourdot, Kelly	Associated Builders & Contractors
Walsh, John M.	IBEW Local 14
Warsh, Dean	IBEW Local Milwaukee
Members Absent	Employer/Organization
Habermehl, Sylvia	Habermehl Electric
Pohlman, Mike	R.J. Nickles Electric Co.
Young, Greg	IBEW Local 577
Consultants & Guests	Employer/Organization
Abbott, Nick	Bureau of Apprenticeship Standards
Anhalt, Tim	NECA-IBEW
Cook, Jim	NECA-IBEW
Emrick, Leigh	Associated Builders and Contractors of WI

Grunewald, Jeffrey	Lakeshore Technical College
Imhoff, Daniel	Southwestern Technical College
Jacques, Jesse	IBEW 158
Jungwirth, Christina	Northeast Wisconsin Technical College
Lockwood, Eric	Northwoods Technical College
Nakkoul, Nancy	Wisconsin Technical College System
Nowak, Raquel Rae	Bureau of Apprenticeship Standards
O'Shasky, Lynn	Bureau of Apprenticeship Standards
Polk, David	Bureau of Apprenticeship Standards
Pusch, Liz	Bureau of Apprenticeship Standards
Sherman, Julie	Chippewa Valley Technical College
Smith, Owen	Bureau of Apprenticeship Standards
Tyson, Lindsey	Bureau of Apprenticeship Standards
Wagner, Mike	NECA-IBEW
Wilkinson, Matthew	Madison College

1. The meeting was called to order at 1:03 p.m. by Mr. Owen Smith in conformity with the Wisconsin Open Meeting Law.
2. Attendance was recorded. A quorum was present.
3. The committee reviewed the current roster.

4. Actions

a. Elect Co-Chairs

The state committee elected Darren Johnson as Employer Co-Chair and Sean Frank as Employee Co-Chair.

b. Approve the minutes.

The state committee approved the minutes as revised: Jim Cook was not present; and Kelly Tourdot will submit a revision to the discussion of ModuMath.

c. Math requirements for applicants

The focus group reported that it did not have an update due to an apparent confusion over the the next steps. The focus group stated it was awaiting recommendations from the Wisconsin Technical College; Nancy Nakkoul stated the WTCS provided recommendations to the focus group in September.

Nancy Nakkoul reiterated that the WTCS compiled recommend courses, both system-wide and individual to local colleges, that could be customized to the individual learner based on Accuplacer scores or occupational competencies.

Jim Cook and Kelly Tourdot reiterated that the focus group has three concerns: applicants need a strong foundation in algebra; required preparatory courses should be low-to-no cost to the applicant and considered separately from assessments, such as Accuplacer, which some local committees do not use.

Nancy welcomed to meet again with the focus group to review the numerous WTCS algebra courses and variations that could be customized into low-to-no-cost options for learners.

Kelly recommended that the focus group conclude discussions within the month and present a recommendation to the state committee at its 2023 spring meeting.

d. Direct Entry

Deputy Director Pusch reviewed that the current policies for direct entry and direct interview in all construction state standards apply to veterans only because they were implemented by the federal and state Helmet to Hardhats initiative. Since then, the revised CFR 29.30 allowed for broader selection procedures, including direct entry and direct interview for broader categories of applicants. The revised CFR 29.30 will be implemented into the revised Wisconsin Apprenticeship Manual.

She noted that the Bureau will seek industry input on whether state committees should determine direct entry policies or leave them the discretion of local committees.

Mrs. Pusch concluded that the Bureau will table the discussions and review of state and local direct entry policies until the *Manual* is revised and the Bureau can gather industry input.

5. Discussions

a. Questions from the Directors' Call with State Committees

Attendees did not have follow-up questions regarding agenda items from the Directors' Call.

b. How is industry preparing for potential infrastructure projects?

Director Polk asked attendees how potential infrastructure projects might affect their workforce and training needs, such as increasing hiring, bidding on specialized projects, or acquiring specific materials.

The state committee agreed that potential projects would require standard tasks and materials included in the program but acquiring standard materials has been challenging due to supply chain issues. Also, industry is somewhat hesitant about special projects, such as solar and electric vehicle infrastructure, because the initial demand may lead to additional hiring but the work soon dries up.

c. Reimbursement for on-the-job learning and supportive services

Director Polk reviewed the services and qualifications and encouraged attendees to pursue them.

Attendees did not have questions or comments.

d. Register your National Apprenticeship Week event with the U.S. Department of Labor

Director Polk reviewed the national event calendar and encouraged attendees to participate.

Attendees did not have questions or comments.

e. Other

Attendees expressed concern that the apprentice contract no longer includes the apprentice contract number; employers need the contract number to determine wages on Davis-Bacon projects.

Director Polk acknowledged the concern and ensured attendees that the Bureau has been researching solutions with its information technology department.

6. The committee adjourned at 2:25 p.m. The Bureau will schedule the next meeting via online survey.

Submitted by Owen Smith, Program and Policy Analyst



October 6, 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: Wednesday, October 12, 2022

TIME: 1:00 PM

OPTIONS: [Join the meeting virtually.](#)

Attend via phone only.

Call 608-571-2209, and enter code, 998 376 580#.

Attend in person.

Dept of Workforce Development, Room H103
201 E Washington Ave
Madison, WI 53703

TENTATIVE AGENDA

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

4. Actions:

- a. Elect Co-Chairs.
- b. Approve the minutes.
- c. Math requirements for applicants
- d. Direct entry

5. Discussions

- a. Questions from the Directors' Call with State Committees
 - b. How is industry preparing for potential infrastructure projects?
 - c. Reimbursement for on-the-job learning and supportive services
 - d. [Register your National Apprenticeship Week event with the U.S. Department of Labor](#)
 - e. Other
6. Review the program participants.
 7. Adjourn



APPRENTICESHIP GRANT FUNDING AVAILABLE

(up to) **\$2,500** for **EMPLOYERS** and **\$600** for **APPRENTICES**

On-the-Job Learning

up to \$2,500 available for employers (per apprentice)

- Reimbursement for employers who hire apprentices
- Compensation for hands-on training (OJL) provided to the apprentice by the employer

Supportive Services

up to \$600 available for apprentices

- Work-related clothing, boots and tools
- Books and testing fees
- Required physicals
- Transportation
- Housing or Childcare

[Apply here - dwd.wisconsin.gov/aBASERS/](https://dwd.wisconsin.gov/aBASERS/)

~ WHO TO CONTACT ~

**Kenosha, Milwaukee, Racine, Ozaukee,
Walworth, Washington & Waukesha Counties**
Employ Milwaukee, Inc.

Jeff McAlister

apprenticeships@employmilwaukee.org

All Other Wisconsin Counties
Workforce Development Board
of South Central Wisconsin, Inc.

Jeff Kennedy

JKennedy@wdbscw.org
(608) 249-9001 Ext. 230

This Department of Labor federal grant funding is available for employers and apprentices if the apprentice is deemed eligible based on the following criteria:

- Registered apprenticeship contract must have been activated within the time period of: 07/01/19 – 06/30/23
- Apprentice has not received funding from a previous registered apprenticeship grant

This workforce product was funded by a grant awarded by the U.S. Department of Labor's Employment and Training Administration

For more detailed information, please visit our website:
WisconsinApprenticeship.org

Report Name COM-01 State Committee
Report

Refresh Date 10/6/22 10:25 AM

Wisconsin Bureau of Apprenticeship Standards

State Committee Report



This summary counts employers and apprentices, between 10/1/2022 and 10/1/2022 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	2,322	96	4.1	44	1.9	1,206	51.9	1,116	48.1	423	128	30.3	301	71.2
Construction Electrician (0182426101001)	2,322	96	4.1	44	1.9	1,206	51.9	1,116	48.1	423	128	30.3	301	71.2

State Committee Report by Sponsor & Occupation



This summary counts employers and apprentices, between 10/1/2022 and 10/1/2022 with contract status as Active & Unassigned in occupation(s) associated with this committee.

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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	2,322	96	4.1	44	1.9	1,206	51.9	1,116	48.1	423	128	30.3	301	71.2
ABC of Wisconsin (All)	1,064	45	4.2	15	1.4	0	0	1,064	100.0	265	0	0	265	100.0
Construction Electrician (0182426101001)	1,064	45	4.2	15	1.4	0	0	1,064	100.0	265	0	0	265	100.0
Appleton/Oshkosh Area Electrical JAC	77	3	3.9	2	2.6	77	100.0	0	0	10	10	100.0	0	0
Construction Electrician (0182426101001)	77	3	3.9	2	2.6	77	100.0	0	0	10	10	100.0	0	0
Eau Claire Area Electrical JAC	154	5	3.2	3	1.9	154	100.0	0	0	17	17	100.0	0	0
Construction Electrician (0182426101001)	154	5	3.2	3	1.9	154	100.0	0	0	17	17	100.0	0	0
Kenosha Area Electrical JAC	44	4	9.1	2	4.5	44	100.0	0	0	14	14	100.0	0	0
Construction Electrician (0182426101001)	44	4	9.1	2	4.5	44	100.0	0	0	14	14	100.0	0	0
Kettle Moraine Area Electrical JAC	17	0	0	0	0	17	100.0	0	0	5	5	100.0	0	0
Construction Electrician (0182426101001)	17	0	0	0	0	17	100.0	0	0	5	5	100.0	0	0
La Crosse Area Electrical JAC	52	3	5.8	2	3.8	52	100.0	0	0	13	13	100.0	0	0
Construction Electrician (0182426101001)	52	3	5.8	2	3.8	52	100.0	0	0	13	13	100.0	0	0
Madison Area Electrical JAC	262	12	4.6	9	3.4	262	100.0	0	0	14	14	100.0	0	0
Construction Electrician (0182426101001)	262	12	4.6	9	3.4	262	100.0	0	0	14	14	100.0	0	0
Milwaukee Area Electrical JAC	260	17	6.5	7	2.7	260	100.0	0	0	35	35	100.0	0	0
Construction Electrician (0182426101001)	260	17	6.5	7	2.7	260	100.0	0	0	35	35	100.0	0	0

State Committee Report by Sponsor & Occupation



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	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	2,322	96	4.1	44	1.9	1,206	51.9	1,116	48.1	423	128	30.3	301	71.2
Northeast WI Area Electrical JAC	122	5	4.1	4	3.3	117	95.9	5	4.1	15	15	100.0	5	33.3
Construction Electrician (0182426101001)	122	5	4.1	4	3.3	117	95.9	5	4.1	15	15	100.0	5	33.3
Northwestern Electrical Advisory	13	1	7.7	0	0	0	0	13	100.0	10	0	0	10	100.0
Construction Electrician (0182426101001)	13	1	7.7	0	0	0	0	13	100.0	10	0	0	10	100.0
Racine Area Electrical JAC	23	2	8.7	1	4.3	23	100.0	0	0	11	11	100.0	0	0
Construction Electrician (0182426101001)	23	2	8.7	1	4.3	23	100.0	0	0	11	11	100.0	0	0
South Central WI Area Electrical JAC	109	4	3.7	2	1.8	109	100.0	0	0	21	21	100.0	0	0
Construction Electrician (0182426101001)	109	4	3.7	2	1.8	109	100.0	0	0	21	21	100.0	0	0
Southwest WI Area Electrical JAC	34	0	0	1	2.9	0	0	34	100.0	23	0	0	23	100.0
Construction Electrician (0182426101001)	34	0	0	1	2.9	0	0	34	100.0	23	0	0	23	100.0
WI River Valley Area Electrical JAC	91	2	2.2	2	2.2	91	100.0	0	0	9	9	100.0	0	0
Construction Electrician (0182426101001)	91	2	2.2	2	2.2	91	100.0	0	0	9	9	100.0	0	0

Historical Report by Year

Report Period: 2022* and Previous -10 Years

*Current year is YTD data as of Run Date: 10/06/2022		
Run Date: 10/06/2022		
State Electrical Committee		
Sponsored Trade Group(s): Construction		
Year	Active Apprentices	Active Employers
2012	895	235
2013	894	242
2014	954	255
2015	1,042	277
2016	1,196	303
2017	1,342	329
2018	1,495	343
2019	1,683	346
2020	1,852	354
2021	1,988	381
2022	2,092	402

