

March 30, 2023

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, April 5, 2023**

TIME: **10:00 a.m. – 12:00 p.m.**

OPTIONS: [Attend virtually.](#)

Attend via phone only.

Call 608-571-2209, and enter code 826 803 929#

Attend in person.

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

AGENDA

Public comment will occur after each item once the committee concludes its discussions.

1. Call the meeting to order.
2. Record attendees.
3. **Old Business**
 - a. Review the roster.
 - b. **Action:** Approve the minutes.
 - c. **Action:** recommendations from focus group on math requirements
 - d. **Action:** adopt the Telecomm VDV Installer as a statewide program
4. **New Business**
 - a. Review the revised template for state standards, approved by Policy & Standards Subcommittee:
 - i. Policies established in the *Wisconsin Apprenticeship Manual*
 - ii. Updated policies established by the Department of Labor
 - iii. Policies established by the state committee.
 - b. **Action:** verify policies established by the state committee are accurate.
 - c. **Action:** identify policies established by the state committee to revise further in fall, if needed.
 - d. Questions from the Director's Call.
 - e. Communicating state committee meetings to the public
 - f. Other

6. Review the program participants.
7. Adjourn

DRAFT 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



This summary counts employers and apprentices, between 3/30/2023 and 3/30/2023 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 | 2,231 | 186 | 8.3 | 85 | 3.8 | 1,190 | 53.3 | 1,041 | 46.7 | 416 | 123 | 29.6 | 297 | 71.4 |
| Construction Electrician (47-2111.00) | 2,231 | 186 | 8.3 | 85 | 3.8 | 1,190 | 53.3 | 1,041 | 46.7 | 416 | 123 | 29.6 | 297 | 71.4 |

State Committee Report by Sponsor & Occupation



This summary counts employers and apprentices, between 3/30/2023 and 3/30/2023 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 | 2,231 | 186 | 8.3 | 85 | 3.8 | 1,190 | 53.3 | 1,041 | 46.7 | 416 | 123 | 29.6 | 297 | 71.4 |
| ABC of Wisconsin (All) | 989 | 82 | 8.3 | 17 | 1.7 | 0 | 0 | 989 | 100.0 | 260 | 0 | 0 | 260 | 100.0 |
| Construction Electrician (47-2111.00) | 989 | 82 | 8.3 | 17 | 1.7 | 0 | 0 | 989 | 100.0 | 260 | 0 | 0 | 260 | 100.0 |
| Appleton/Oshkosh Area Electrical JAC | 80 | 5 | 6.3 | 4 | 5.0 | 80 | 100.0 | 0 | 0 | 10 | 10 | 100.0 | 0 | 0 |
| Construction Electrician (47-2111.00) | 80 | 5 | 6.3 | 4 | 5.0 | 80 | 100.0 | 0 | 0 | 10 | 10 | 100.0 | 0 | 0 |
| Eau Claire Area Electrical JAC | 136 | 5 | 3.7 | 3 | 2.2 | 136 | 100.0 | 0 | 0 | 15 | 15 | 100.0 | 0 | 0 |
| Construction Electrician (47-2111.00) | 136 | 5 | 3.7 | 3 | 2.2 | 136 | 100.0 | 0 | 0 | 15 | 15 | 100.0 | 0 | 0 |
| Kenosha Area Electrical JAC | 42 | 4 | 9.5 | 4 | 9.5 | 42 | 100.0 | 0 | 0 | 12 | 12 | 100.0 | 0 | 0 |
| Construction Electrician (47-2111.00) | 42 | 4 | 9.5 | 4 | 9.5 | 42 | 100.0 | 0 | 0 | 12 | 12 | 100.0 | 0 | 0 |
| Kettle Moraine Area Electrical JAC | 16 | 0 | 0 | 0 | 0 | 16 | 100.0 | 0 | 0 | 6 | 6 | 100.0 | 0 | 0 |
| Construction Electrician (47-2111.00) | 16 | 0 | 0 | 0 | 0 | 16 | 100.0 | 0 | 0 | 6 | 6 | 100.0 | 0 | 0 |
| La Crosse Area Electrical JAC | 47 | 4 | 8.5 | 2 | 4.3 | 47 | 100.0 | 0 | 0 | 11 | 11 | 100.0 | 0 | 0 |
| Construction Electrician (47-2111.00) | 47 | 4 | 8.5 | 2 | 4.3 | 47 | 100.0 | 0 | 0 | 11 | 11 | 100.0 | 0 | 0 |
| Madison Area Electrical JAC | 266 | 27 | 10.2 | 24 | 9.0 | 266 | 100.0 | 0 | 0 | 14 | 14 | 100.0 | 0 | 0 |
| Construction Electrician (47-2111.00) | 266 | 27 | 10.2 | 24 | 9.0 | 266 | 100.0 | 0 | 0 | 14 | 14 | 100.0 | 0 | 0 |
| Milwaukee Area Electrical JAC | 248 | 34 | 13.7 | 11 | 4.4 | 248 | 100.0 | 0 | 0 | 34 | 34 | 100.0 | 0 | 0 |
| Construction Electrician (47-2111.00) | 248 | 34 | 13.7 | 11 | 4.4 | 248 | 100.0 | 0 | 0 | 34 | 34 | 100.0 | 0 | 0 |

State Committee Report by Sponsor & Occupation



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- Contract sector is 'Construction'.
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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 | 2,231 | 186 | 8.3 | 85 | 3.8 | 1,190 | 53.3 | 1,041 | 46.7 | 416 | 123 | 29.6 | 297 | 71.4 |
| Northeast WI Area Electrical JAC | 138 | 12 | 8.7 | 9 | 6.5 | 134 | 97.1 | 4 | 2.9 | 13 | 13 | 100.0 | 4 | 30.8 |
| Construction Electrician (47-2111.00) | 138 | 12 | 8.7 | 9 | 6.5 | 134 | 97.1 | 4 | 2.9 | 13 | 13 | 100.0 | 4 | 30.8 |
| Northwestern Electrical Advisory | 14 | 1 | 7.1 | 2 | 14.3 | 0 | 0 | 14 | 100.0 | 11 | 0 | 0 | 11 | 100.0 |
| Construction Electrician (47-2111.00) | 14 | 1 | 7.1 | 2 | 14.3 | 0 | 0 | 14 | 100.0 | 11 | 0 | 0 | 11 | 100.0 |
| Racine Area Electrical JAC | 23 | 3 | 13.0 | 2 | 8.7 | 23 | 100.0 | 0 | 0 | 12 | 12 | 100.0 | 0 | 0 |
| Construction Electrician (47-2111.00) | 23 | 3 | 13.0 | 2 | 8.7 | 23 | 100.0 | 0 | 0 | 12 | 12 | 100.0 | 0 | 0 |
| South Central WI Area Electrical JAC | 104 | 7 | 6.7 | 3 | 2.9 | 104 | 100.0 | 0 | 0 | 21 | 21 | 100.0 | 0 | 0 |
| Construction Electrician (47-2111.00) | 104 | 7 | 6.7 | 3 | 2.9 | 104 | 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 (47-2111.00) | 34 | 0 | 0 | 1 | 2.9 | 0 | 0 | 34 | 100.0 | 23 | 0 | 0 | 23 | 100.0 |
| WI River Valley Area Electrical JAC | 94 | 2 | 2.1 | 3 | 3.2 | 94 | 100.0 | 0 | 0 | 10 | 10 | 100.0 | 0 | 0 |
| Construction Electrician (47-2111.00) | 94 | 2 | 2.1 | 3 | 3.2 | 94 | 100.0 | 0 | 0 | 10 | 10 | 100.0 | 0 | 0 |



Historical Report by Year

Report Period: 2023* and Previous -10 Years

| *Current year is YTD data as of Run Date: 03/30/2023 | | |
|--|--------------------|------------------|
| Run Date: 03/30/2023 | | |
| State Electrical Committee | | |
| Sponsored Trade Group(s): Construction | | |
| Year | Active Apprentices | Active Employers |
| 2013 | 894 | 242 |
| 2014 | 954 | 255 |
| 2015 | 1,042 | 277 |
| 2016 | 1,196 | 302 |
| 2017 | 1,342 | 328 |
| 2018 | 1,495 | 342 |
| 2019 | 1,683 | 347 |
| 2020 | 1,852 | 353 |
| 2021 | 1,987 | 381 |
| 2022 | 2,093 | 401 |
| 2023 | 2,251 | 416 |

