

Department of Workforce Development
Employment and Training Division
Bureau of Apprenticeship Standards
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STATE OF WISCONSIN

Department of Workforce Development
Tony Evers, Governor
Amy Pechacek, Secretary
Michele Carter, Division Administrator

Electric Utility State Apprenticeship Advisory Committee

Agenda

Wednesday, May 7, 2025
10:00 am – 12:00 pm

Attend In-Person: Mid-State Technical College, AMETA Center
Community Engagement Room 102/104
5000 Coye Drive
Stevens Point, WI 54481
*Enter through AMETA Center Main Entrance.
Room 102/104 is immediately to the left when walking into the atrium area.*

Attend Virtually: [Join the meeting now](#)
Teams Meeting ID: 248 881 378 997 | Passcode: bxzaWp

Attend via Phone: #608-571-2209 | Conference ID: 739 445 620#

*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. Youth Apprenticeship Utilization Data for Utility Employers (Follow-Up from Fall 2024 Meeting)
 - b. Substation Paid Related Instruction (Follow-Up from Fall 2024 Meeting)
 - c. Wage Repayment Agreements
6. Director's Call Discussion
7. WTCS Update
8. Other Discussion Items
9. Review Program Participants
10. Set Next Meeting Date/Time
11. Adjourn

Draft minutes of the
Electrical Utility
State Apprenticeship Advisory Committee

Tuesday, October 22, 2024

Virtual Attendance Only

Check if Present	Members	Organization/Employer
<input type="checkbox"/>	Buros, Craig	Oakdale Electric Coop - Employer
<input checked="" type="checkbox"/>	Chartier, Chris	WPPI Energy - Employer
<input checked="" type="checkbox"/>	DeGrave, Jeff, Co-Chair	WI Public Service - Employer
<input checked="" type="checkbox"/>	Kumm, Nicholas	Marshfield Utilities - Employer
<input checked="" type="checkbox"/>	Mignon, Matt	Madison Gas & Electric - Employer
<input checked="" type="checkbox"/>	Schultz, Julie	Dairyland Power - Employer
<input type="checkbox"/>	Muench, Mark, Co-Chair	Alliant Energy Coop - Employee
<input checked="" type="checkbox"/>	Reineck, Scott	IBEW 2150 - WE Energy - Employee
<input checked="" type="checkbox"/>	Schmitz, Jordan	Mt. Horeb Utilities - Employer
Check if Present	Consultants & Guests	Organization/Employer
<input checked="" type="checkbox"/>	Polk, David	Bureau of Apprenticeship
<input checked="" type="checkbox"/>	Pusch, Liz	Bureau of Apprenticeship
<input checked="" type="checkbox"/>	Uffelman, Melissa	Bureau of Apprenticeship
<input checked="" type="checkbox"/>	Jungwirth, Christina	Northeast WI Technical College
<input checked="" type="checkbox"/>	Keckhaver, John	Bureau of Apprenticeship - YA
<input checked="" type="checkbox"/>	Nowak, Raquel	Bureau of Apprenticeship
<input checked="" type="checkbox"/>	Peterson, Brandon	Bureau of Apprenticeship
<input checked="" type="checkbox"/>	Phillips, Amy	Bureau of Apprenticeship - YA
<input checked="" type="checkbox"/>	Buros, Craig	Bureau of Apprenticeship - YA

- 1. The meeting was called to order at 1:02 p.m. by Liz Pusch in conformance with the Wisconsin Open Meeting Law.**
- 2. Attendees introduced themselves and attendance was recorded. A quorum was present.**
- 3. The committee roster was reviewed with changes noted:**
 - a. Julie Schultz, Dairyland Power requested to be listed as an Employer representative.
 - b. Mark Muench should be listed as the Co-Chair, Employee representative.
 - c. A nomination was made for Jeff DeGraves to be the Co-Chair for the Employers. Chris Chartier made a motion to approve. Scott Reineck seconded it. Motion passed.
- 4. Meeting minutes from spring 2024 committee meetings were reviewed and approved as written.**
 - a. Discussion to recruit more Employee representative members to the committee. Julie Schultz stated Dairyland Power will have an IBEW member join the committee. Jeff DeGrave will talk to their union rep as well to find an additional employee member. The BAS requested a nomination for each be provided on letterhead from the organization for approval.
 - b. Motion to approve by Scott Reineck and seconded by Nicholas Kumm.
 - c. Motion passed.
- 5. Specific Committee Items for Discussion**
 - a. Youth Apprenticeship Pathways
Keckhaver, John, YA Section Chief and Amy Phillips from the YA provided an overview of YA to the committee. Topics included highlights of the program's history, current state and future. He also walked through the YA website to show the career clusters and participation data available on the "dashboard".

There was discussion among the committee regarding current utilization of YA by utility employers. Liz Pusch will provide further utilization data to share with the committee at the spring meeting.
- 6. Director's Call Discussion**
 - a. National Apprenticeship Week is November 17-23 this year. Please have NAW events posted on the DOL website to spread awareness.
 - b. Registration is open for the Wisconsin Biennial conference Feb 19-21, 2025, at the Kalahari Conference Center in Wisconsin Dells. This hasn't been held since 2019. The BAS would greatly appreciate any donations and/or sponsorships. This year WRTP Big Step and the Greater Milwaukee Urban League will be helping to manage sponsorships for the event. David Polk shared the contacts for each organization.
- 7. WTCS Update**
 - a. There were no additional updates since the Director's Call. The one item is the Tools of the Trade annual scholarship for \$2000 is now accepting applications.
- 8. Other Discussion Items**
 - a. Substation program was ended at NWTC. Christina Jungwirth shared they have vigilantly been trying to find a new instructor. Encouraged the committee to share any potential contacts they may have who are interested. NWTC will reach out to CVTC and discuss if there is any option to have one of their instructors fill in. They would start the program immediately if they can find an instructor.
 - b. General discussion about changes in the industry.

9. Review Program Participants

10. The next meeting will be at Mid-State Technical College on May 7th, 2025, at 10 am

**11. Motion was made to adjourn by Nicholas Kumm and seconded by Scott Reineck.
Adjourned at 2:10 p.m.**

MEMORANDUM:

To: Sponsors, Employers, Bureau Field Staff
From: Liz Pusch, Deputy Director, Bureau of Apprenticeship Standards
Re: Wage repayment agreements
Date: 2/08/2024

The requirement of wages paid for time spent in related instruction is included in the apprentice contract as prescribed in WI Stat 106 and DWD Chapter 295:

Wisconsin Statute 106.01(6)(a): An employer shall pay an apprentice for the time that the apprentice is receiving related instruction as provided in this paragraph. An employer shall pay an apprentice for not less than the number of hours of related instruction specified in par. [\(b\)](#) or the number of hours of related instruction specified in the apprentice contract, whichever is greater, at the same rate per hour as the employer pays the apprentice for services performed.

DWD Chapter 295.07(3)(g): [The apprentice contract shall contain, explicitly or by reference] A statement of the graduated scale of wages to be paid to the apprentice and whether or not the required related instruction is compensated.

As the requirements of the apprentice contract are prescribed in state statute and subsequent administrative rule, additional "side" agreements that would nullify the requirements of the apprentice contract are not legally enforceable.

In the specific instance of required paid related instruction wages, an employer or sponsor cannot establish an additional agreement to recoup such wages in the instance of an apprentice leaving employment.



This summary counts employers and apprentices, between 3/15/2024 and 3/15/2025 with contract status as Active & Unassigned in occupation(s) associated with this committee.

- Report is based on apprentice contracts where:
- Contract sector is 'Utilities'.
 - Contract occupation code matches a occupation code assigned to committee.
 - Contract sponsor is the employer.

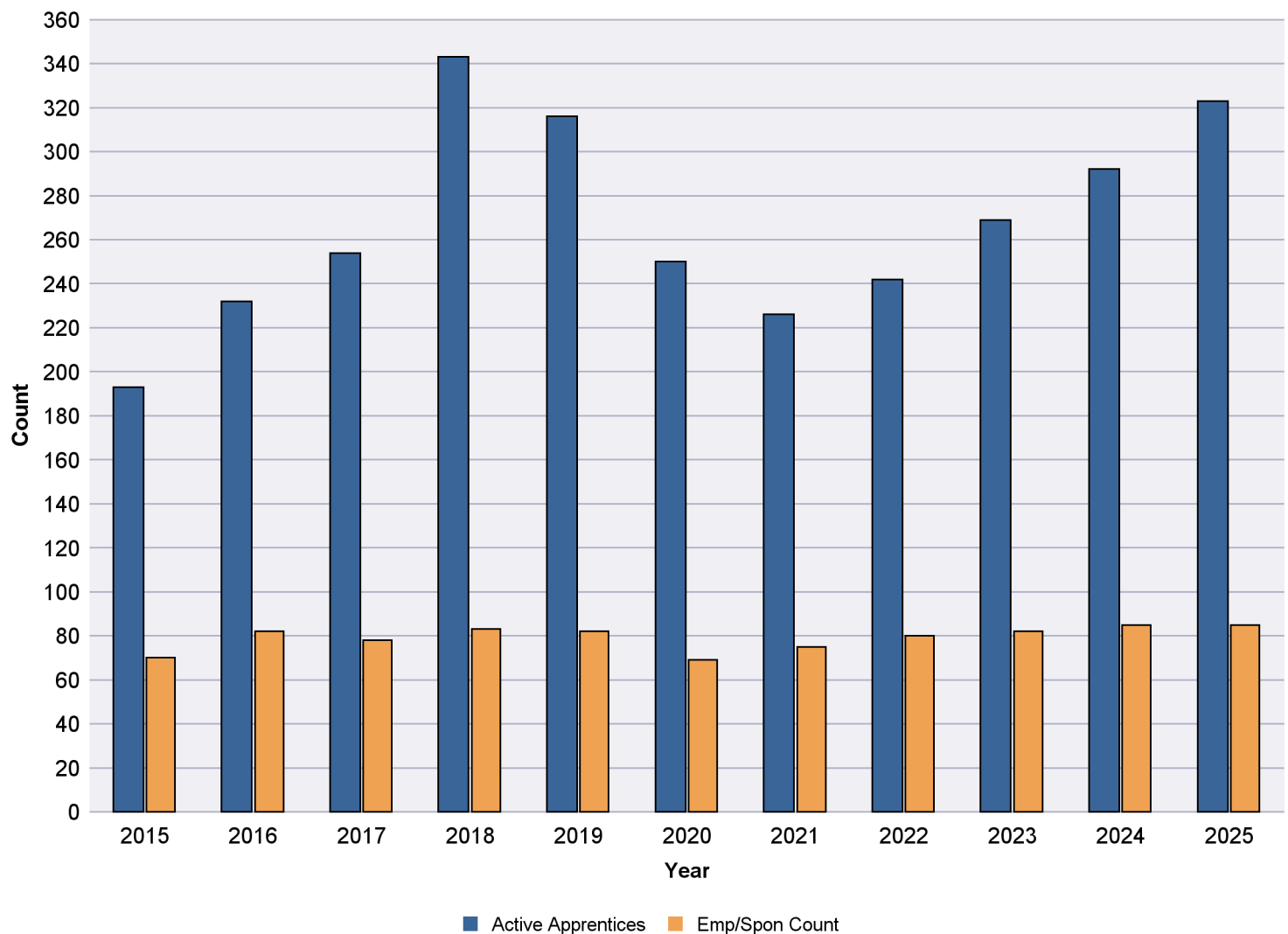
Note: Employers active in more than one occupation or committee can cause Column #3 totals at the Committee or State level to deviate from the summed total of the individual occupation or committee rows.

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	409	10	2.4	3	.7	259	63.3	155	37.9	96	36	37.5	63	65.6
Electric Line Worker (49-9051.00)	364	10	2.7	1	.3	240	65.9	129	35.4	91	34	37.4	57	62.6
Metering Technician (49-9012.00)	37	0	0	2	5.4	15	40.5	22	59.5	23	6	26.1	17	73.9
Substation Electrician (49-2095.00)	9	0	0	0	0	4	44.4	5	55.6	6	2	33.3	4	66.7

Historical Report by Year

Report Period: 2025* and Previous -10 Years

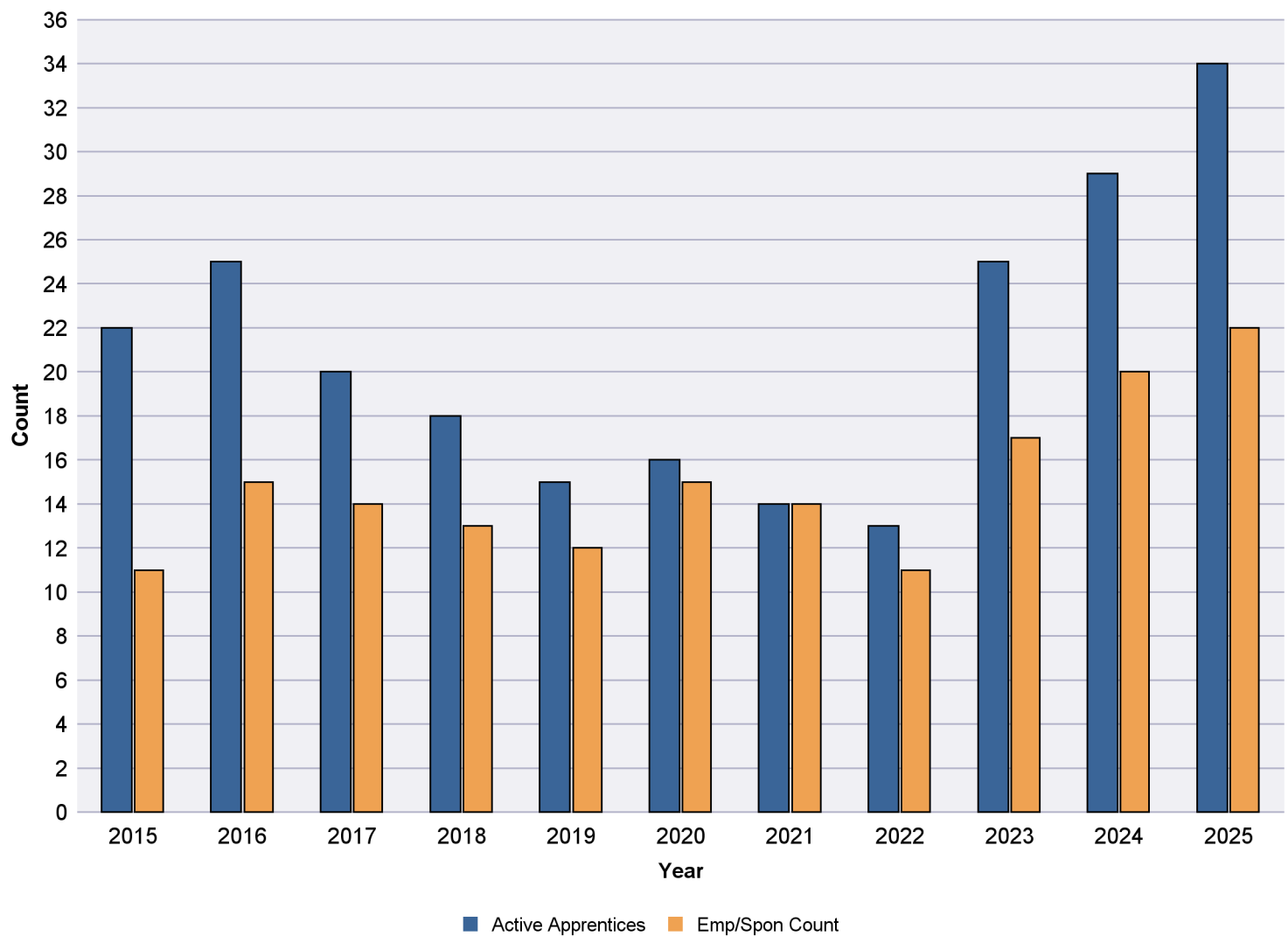
*Current year is YTD data as of Run Date: 03/17/2025		
Run Date: 03/17/2025		
State Electric Utility Committee		
Sponsored Trade Group(s): Utilities - Electric Line Worker		
Year	Active Apprentices	Active Sponsors
2015	193	70
2016	232	82
2017	254	78
2018	343	83
2019	316	82
2020	250	69
2021	226	75
2022	242	80
2023	269	82
2024	292	85
2025	323	85



Historical Report by Year

Report Period: 2025* and Previous -10 Years

*Current year is YTD data as of Run Date: 03/17/2025		
Run Date: 03/17/2025		
State Electric Utility Committee		
Sponsored Trade Group(s): Utilities - Metering Technician		
Year	Active Apprentices	Active Sponsors
2015	22	11
2016	25	15
2017	20	14
2018	18	13
2019	15	12
2020	16	15
2021	14	14
2022	13	11
2023	25	17
2024	29	20
2025	34	22



Historical Report by Year

Report Period: 2025* and Previous -10 Years

*Current year is YTD data as of Run Date: 03/17/2025		
Run Date: 03/17/2025		
State Electric Utility Committee		
Sponsored Trade Group(s): Utilities - Substation Electrician		
Year	Active Apprentices	Active Sponsors
2015	6	4
2016	8	4
2017	4	3
2018	6	5
2019	5	4
2020	7	4
2021	7	4
2022	11	5
2023	9	6
2024	8	6
2025	9	6

