



**Approved Minutes of the
Electric Utility
State Apprenticeship Advisory Committee**

April 8 2019
Oakdale, 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 |
| Lukasavitz, Craig | IBEW Local 2150 |
| Muench, Mark | Alliant Energy |
| Nitek, Jeremy | Dairyland Power |
| Members Absent | Employer / Organization |
| Kumm, Nicholas | Marshfield Utilities |
| Tremaine, Todd | City of Oconomowoc Utilities |
| Consultants & Guests | Employer / Organization |
| Johnson, Josh | Bureau of Apprenticeship Standards |
| Larson, Randy | MEUW |
| Mayek, Mandy | Mid-State Technical College |
| Schmidt, Kendall | Chippewa Valley 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 Craig Lukasavitz, 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. Lance Burke should be listed as an Employer member. The roster needs two Employee members: one to replace Craig Lukasavitz, who is retiring, and another to balance the roster.

4. **Old Business**

- a. **For action: approve the minutes.**

The committee approved the minutes as written.

- b. **Implementing revisions to CFR 29.30 (AA/EEO requirements)**

Josh Johnson reported that the Bureau projects the revisions will be fully implemented by January 2020. Some minor revisions have been implemented under an emergency administrative rule; he final version are being finalized by the state legislature and the Governor's Office.

Josh clarified that the minor revisions that have been implemented, such as the non-discrimination pledge, will not have a substantial state or local effect because sponsors already have the same or very similar policies in place. Other minor revisions will continue to be implemented through the year. The Bureau will have further guidance on specific changes and their effects at the fall meeting.

Attendees did not have questions or comments.

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

Josh reported that the Bureau is proceeding very well on its three federal grants: the WAGE\$ grant, the state expansion grant, and the state accelerator grant.

The WAGE\$ grant is nearing completion. It has successfully met nearly all its targets. For example, it helped increase the enrollment of minority apprentices by 10%, which is very good, and developed new apprenticeships in information technology, healthcare, and advanced manufacturing. Information technology may be a very successful endeavor because its occupations work across all other sectors. The Bureau will soon conduct outreach efforts to recruit IT sponsors and apprentices.

Two targets have proved difficult to meet: enrolling apprentices in the first apprenticeships in new industries; and enrolling female apprentices. The first apprenticeships in an industry commonly grow very slowly because employers are either unfamiliar with apprenticeship or need more time to adapt their administrative operations. Recruiting women apprentices has proven historically challenging.

Attendees did not have questions or comments.

- d. **27th Biennial Apprenticeship Conference Follow-Up**

Josh reported that the 27th Biennial Apprenticeship Conference was an overall success: it drew 375 attendees; included 30 workshops; and received positive feedback on the variety of topics and workshops, especially on career pathway programs such as youth apprenticeship and pre-apprenticeship. Many attendees reported, though, that they did not like the venue. The Bureau is planning the 28th Biennial Conference for early 2021. The location and venue are pending.

Attendees did not have questions or comments.

- e. **Updates to www.WisconsinApprenticeship.org**

Josh reviewed many historic updates the Bureau made to its webpage. Foremost, for the first time in its history, the Bureau website features sponsors. The update was made at the request of sponsors

because they continue having trouble recruiting qualified applicants. Prior to this, sponsors preferred not to be featured because so they would not receive public inquiries outside of their hiring windows.

Additional updates include the following: three quick search functions on the homepage—by key word, by occupation, and by industry; three distinct navigation boxes based on user group—career seeker, employer, and current apprentices and sponsors; and apprenticeship-specific webpages that feature visual representations of the training information, employment projections, and salaries.

The committee complimented the revisions, especially the inclusion of sponsors. The committee said more utility sponsors will likely contact the Bureau to be listed on the website.

h. Other

The committee stated that there is movement in the utility industry and state legislature to have the utility industry exempt from the 1:1 statewide apprentice-to-journeyworker ratio. The industry is arguing that the law was not intended for and adversely affects the utility industry.

Owen reviewed that the Bureau interpreted the law as applying statewide to all industries and sponsors except those who establish(ed) a different ratio in a collective bargaining agreement.

5. New Business

a. Registered Apprenticeships with the Department of Corrections

Josh explained that the Bureau is enhancing registered apprenticeship opportunities within the state's correctional system after an inspiring tour of Ohio's apprenticeship program within correctional facilities. Wisconsin has 42 apprentices in correctional facilities; Ohio has 2,400.

Josh introduced Liz Pusch, a former Apprenticeship Training Representative, is the Bureau's Policy Analyst in charge of developing programs with Wisconsin's Department of Corrections (DOC).

Liz summarized several key facts about registered apprenticeships within correctional facilities. First, 90% of offenders are released, so the correctional population is a large talent pool worth training. Second, registered apprenticeships are selective opportunities; facilities select individuals based on aptitude, interest, and offense. Third, most programs are offered through minimum security facilities, provide up to 60% of the training in the facility, and then release participants to complete the rest.

Last, this initiative expands the registered training that DOC has been providing many years. DOC has offered apprenticeships in correctional officers, carpentry, horticultural, and culinary arts; it added machining, masonry, and welding; and is expanding further into building maintenance and construction, and considering pre-apprenticeships. Much of the training is provided through the Wisconsin Technical College System. Some programs provide the instruction apprentices receive.

Many companies currently employ offenders on work release. Since the training itself is already being delivered, the Bureau's role is to ensure it results in a valuable credential.

The committee asked what scope of electrical training is provided by DOC, e.g. construction, residential, industrial, or other. Josh and Liz replied that DOC and the Bureau are exploring which scopes can be provided. Electrical joint apprenticeship committees in the construction industry utilize proprietary curriculum, but the DOC has an exclusive partnership with the Wisconsin Technical College System, which utilizes state curriculum, i.e. non-proprietary curriculum.

b. 2019 National Apprenticeship Week

Josh announced that 2019 National Apprenticeship Week will be held November 10-16. November 11 will be Veterans Day, so the Bureau is planning an event to recognize veterans in apprenticeship. Overall, the Bureau is planning and outreaching the event six months in advance.

Attendees did not have questions or comments.

c. BAS personnel changes

Josh reported the following changes:

- Deb Schanke, Madison Apprenticeship Training Representative (ATR), retired.
- Mary Harrington, federal ATR, retired.
- Mary Pierce, policy analyst, retired.
- Long Vang was hired as the new ATR for Eau Claire.
- Dominique Robinson, former ATR for Racine, was hired as a policy analyst in the Madison office.
- Andrew Kasper was hired as policy analyst in the Madison office; he replaced Matthew White.

Attendees did not have questions or comments.

c. Other

Owen reviewed that two utility sponsors expressed interest in developing a registered apprenticeship for Lead Cable Splicers. It is a unique, distinct occupation within utilities. The sponsors were considering developing their own local apprenticeships. Owen reviewed that new programs can be developed locally, but if the occupation is active across the statewide and sponsors across the state are interested in developing the program, it is more feasible to develop a statewide template.

Owen asked the committee whether the need for the occupation is local or statewide in scope. The state committee replied that the need is unique to two large utilities, so the scope is local.

6. WTCS Update

Attendees reviewed the written report.

7. Review the program participants.

Participants included 334 apprentices and 84 sponsors with a contract in active or unassigned status on April 1, 2019.

8. Schedule the next meeting.

The committee tentatively scheduled its next meeting for Wednesday, October 2, at 10:00 a.m. at Western Technical College in Mauston.

9. The meeting adjourned at 11:35 p.m.

Submitted by Owen Smith, Program and Policy Analyst

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Tony Evers, Governor
Caleb Frost, Secretary
Chytania Brown, Division Administrator

April 3, 2019

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

FROM: Owen Smith, Bureau of Apprenticeship Standards
Phone: (608) 266-2491; Owen.Smith@dwd.wisconsin.gov

SUBJECT: State Electric Utility Trades Apprenticeship Advisory Committee meeting

DATE: Monday, April 8, 2019

TIME: 10:00 a.m.

PLACE: Oakdale Electric Cooperative,
489 N Oakwood St.
Tomah, WI 54660

TENTATIVE AGENDA

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

4. Old Business

- a. **For action:** approve the minutes.
- b. Implementing revisions to CFR 29.30 (AA/EEO requirements)
- c. Federal grants to expand "registered apprenticeship"
- d. 27th Biennial Apprenticeship Conference Follow--Up
- f. Updates to www.WisconsinApprenticeship.org
- g. Department of Corrections registered apprenticeships
- h. Other

5. New Business

- a. Assessing applicants with Accuplacer Next Generation
- b. 2019 National Apprenticeship Week
- c. BAS personnel changes
- d. Other

6. **WTCS Update**
 - a. WTCS
 - b. Chippewa Valley Technical College
 - c. Mid-State Technical College
 - d. Northeast Wisconsin Technical College
7. Review the program participants.
8. Schedule the next meeting.
9. Adjourn.

DWD 296: Sponsor Obligations

All sponsors

Do not discriminate based on race, color, religion, sex, national origin, disability, age (over 40), sexual orientation or genetic information

Designate an individual to oversee equal opportunity functions, maintain records, and submit reports to the Department

Perform universal apprentice outreach and recruitment, maintain a list of recruitment outlets, and provide those outlets 30-day advance notice of apprenticeship postings

Publish, post and disseminate an equal opportunity pledge, policy and complaint instructions

Ensure apprenticeship activities and facilities are free from discrimination and establish an internal process for reviewing harassment and intimidation complaints—disseminated in writing

Hold information sessions to conduct anti-harassment training, introduce apprentices program staff to equal opportunity policy, and instruct them how to file a discrimination complaint with the Department

Keep records of apprentice demographics, selection, assignment, layoff, accommodation requests, etc., for at least five years

Select apprentices through any non-discriminatory methods, so long as they are outlined in the sponsor's written standards and applied uniformly. Selection methods must also comply with the Uniform Guidelines on Employee Selection Procedures (UGESP) and not violate the Americans with Disabilities Act (ADA)

Five or more Apprentices

Maintain a written affirmative action program which includes:

1. utilization analysis to compare race, sex and ethnicity of apprentices to recruitment area
2. establishment of utilization goals for race, sex and ethnicity, if appropriate
3. establishment of utilization analyses and goals for individuals with disabilities
4. targeted outreach, recruitment and retention activities, if necessary, to meet utilization goals
5. Perform annual review of personnel processes for potential discrimination

Invite applicants and apprentices to confidentially disclose a disability, at two times during hiring process and annually

DWD 296: Implementation Timeline 2019

| | |
|---------------------|---|
| January 18 | Emergency rule enacted |
| January 22 | Economic impact analysis period ended. Rule draft filed with Legislative Rules Clearinghouse. Public Comment begins. |
| February 20 | Public hearing for DWD 296 and 295 |
| March 15 | Submit to Governor's Office for approval |
| April 1 | Rule filed with Senate and Assembly |
| April 15 | Legislature refers rule to appropriate assembly and senate committees |
| May 15 | Review period ends for senate and assembly committees |
| May 20 | Rule referred to Joint Committee for Review of Administrative Rules (JCRAR) |
| June 18 | JCRAR completes review of rule |
| June | First phase of sponsor requirements |
| July/August | Publication date of permanent rule DWD 296 and 295 |
| January 2020 | Second phase of sponsor requirements |

DWD 296: Recurring Obligations

| <u>Annually</u> | <u>At Compliance Review</u> | <u>As Needed</u> |
|---|--|---|
| <p>Update list of recruitment sources</p> <p>Review of personnel processes for selection criteria, wages, assignments, discipline, etc.</p> <p>Notice to apprentices they may update disability self-identification</p> | <p>Update written affirmative action plan</p> <p>Conduct workforce analysis for disability</p> <p>Undertake targeted outreach and action-oriented programs, if necessary</p> <p>Conduct workforce analysis for race, sex and ethnicity</p> <p>Conduct utilization analysis for race, sex and ethnicity</p> <p>Establish utilization goals for race, sex and ethnicity and conduct targeted outreach and action-oriented programs, if necessary</p> | <p>Conduct anti-harassment training and share EEO policy at orientation and periodically</p> <p>Invite prospective and new apprentices to self-identify disability status:</p> <ol style="list-style-type: none">1. During apprenticeship application process2. After acceptance into program, but before start date |

WAGE\$ Apprentices Spring Committee Update March 2019

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.

WAGE\$ Apprentices by Trade

Current Count

Entered Active Status 10/1/15 - 3/13/19 from data pull 3/14/19

This report includes apprentice contract records which, during the selected report period, match the following criteria: CONTRACT TRADE=Industrial Manufacturing Technician;Maintenance Technician;Mechatronics Technician;Welder - Fabricator;Welder / Automated Welding;Software Developer;IT Service Desk Technician;Data Analyst;Medical Assistant,

| | | Current Count | Female | Minority & Race / Ethnicity* |
|---|--|---------------|----------|------------------------------|
| All WAGE\$ Occupations | | 427 | 16 (4%) | 60 (14%) |
| | | | | |
| | | Current Count | Female | Minority & Race / Ethnicity* |
| Industrial Manufacturing Technician 18 Completed 19 Cancelled (18%) | | 106 | 10 (9%) | 32 (30%) |
| IT Service Desk Technician | | 2 | 0 (0%) | 0 (0%) |
| Maintenance Technician 9 Completed 35 Cancelled (15%) | | 231 | 3 (1%) | 22 (10%) |
| Mechatronics Technician 12 Cancelled (19%) | | 63 | 1 (2%) | 5 (8%) |
| Software Developer | | 2 | 2 (100%) | 0 (0%) |
| Welder / Automated Welding & Fabricator 2 Completed 4 Cancelled (34%) | | 23 | 0 (0%) | 1 (5%) |

All ACAP Reimbursement Requests Processed (Time Period) - Summary

Apprenticeship Completion Award Program (ACAP)

Bureau of Apprenticeship Standards

Division of Employment and Training

4/1/19 02:19 PM

Filters Applied: Determination Date between 7/1/18 and 4/1/19, Fiscal Year(s)= FY19

| Type | Fiscal Year | # of RRs | \$Approved | \$Denied |
|--------------------------|-------------|------------|---------------------|-----------------------|
| Year One | 19 | | \$110,520.09 | \$558,356.80 |
| Year One Totals | | 528 | \$110,520.09 | \$558,356.80 |
| Completion | 19 | | \$199,208.76 | \$1,148,242.04 |
| Completion Totals | | 441 | \$199,208.76 | \$1,148,242.04 |
| Report Totals | | 969 | \$309,728.85 | \$1,706,598.84 |



WTCS System-Wide Activity Update March 2019

Wisconsin Fast Forward Awards \$250,000 to the WTCS to Support Apprenticeship Instruction

In recognition of the rapid expansion of apprenticeship programs in Wisconsin, the WTCS will administer Wisconsin Fast Forward grant funds as sub-grants to WTCS Colleges to supplement instructional costs where need has outpaced projected growth. Funds will be available from January 2019-December 2020.

WTCS-BAS 2019 Apprenticeship Completion Report

The 2019 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: <https://www.wtcsystem.edu/about-us/resources-publications> Or via direct link here: <https://www.wtcsystem.edu/wtcsexternal/cmspages/getdocumentfile.aspx?nodeguid=b3153b83-19ff-41d4-8527-39fe0e9c845c>

- Of the 847 completers surveyed, 330 (39%) responded.
- Respondents reported a 96% satisfaction rate for both on-the-job training and classroom instruction.
- Median salary across all trades increased to \$77,753 from \$71,624 in the prior year.
- Respondents indicating an interest in continuing education beyond apprenticeship rose to 46%, up from 43% and 34% in the two preceding years.

WTCS Apprenticeship Enrollment Trend

WTCS enrollments across all apprenticeship programs increased from 6528 to 6903 unduplicated, and 7124 to 7450 duplicated, students by the end of 2017-2018 academic year. That is a 5.7% and 4.6% increase, respectively, in one year. A current mid-year snapshot for 2018-19 is showing 7058 and 7154 enrollees. Confirmed actual enrollment for the 2018-19 academic year will not be available until August 2019.

Great Lakes Higher Education Corporation (under new corporate name Ascendium Education Group) Tools of the Trade Scholarships

As in the prior year, Ascendium Education Group again awarded 200, \$1500 scholarships for industrial and construction sector apprentices in Spring 2019.

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:

<https://mywtcs.wtcsystem.edu/wtcsinternal/cmspages/getdocumentfile.aspx?nodeguid=2b3fe9c1-681d-4ceb-a612-f474b04aaa8b>

Apprentice Related Instruction



Active WTCS/BAS Programs by Sector and Occupation - January 2019

| | 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 | | | | | | | | | | | | | | | | |
| 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 Service/Refrigeration | | | | | | | | | | | | | | | | |
| Steamfitting Construction | | | | | | | | | | | | | | | | |
| Industrial Sector Apprentice Related Instruction | | | | | | | | | | | | | | | | |
| Automated Packaging Technician | | | | | | | | | | | | | | | | |
| Electrical & Instrumentation/Instrumentation Tech | | | | | | | | | | | | | | | | |
| Industrial Electrician | | | | | | | | | | | | | | | | |
| Industrial Manufacturing Technician | | | | | | | | | | | | | | | | |
| Injection Mold Set-Up (Plastic) | | | | | | | | | | | | | | | | |
| Machinist/Tool & Die/Patternmaker/Moldmaker | | | | | | | | | | | | | | | | |
| Maint Mech/Machine Repair/Millwright / Lube Tech | | | | | | | | | | | | | | | | |
| Maintenance Technician | | | | | | | | | | | | | | | | |
| Mechatronics | | | | | | | | | | | | | | | | |
| Metal Fabricator/Welder | | | | | | | | | | | | | | | | |
| Pipe Fabricator | | | | | | | | | | | | | | | | |
| Pipefitter | | | | | | | | | | | | | | | | |
| Service Sector Apprentice Related Instruction | | | | | | | | | | | | | | | | |
| Arborist | | | | | | | | | | | | | | | | |
| Barber/Cosmetologist | | | | | | | | | | | | | | | | |
| Cook/Chef | | | | | | | | | | | | | | | | |
| Dairy Grazier | | | | | | | | | | | | | | | | |
| Electrical Line Worker | | | | | | | | | | | | | | | | |
| Funeral Director | | | | | | | | | | | | | | | | |
| Metering Technician | | | | | | | | | | | | | | | | |
| Substation Electrician | | | | | | | | | | | | | | | | |
| Wastewater Treatment Operator | | | | | | | | | | | | | | | | |