

September 28, 2022

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

FROM: Owen Smith, Bureau of Apprenticeship Standards, [Owen.Smith@dwd.wisconsin.gov](mailto:Owen.Smith@dwd.wisconsin.gov)

SUBJECT: State Electric Utility Apprenticeship Advisory Committee meeting

DATE: Tuesday, October 4, 2022

TIME: 10:00 a.m.

ACCESS: [Attend virtually.](#)

**Attend via phone.**

608-571-2209; 821 847 673#

**Attend in person.**

Department of Workforce Development, Room F105  
201 E Washington Ave  
Madison, 53703

**TENTATIVE AGENDA**

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

**4. Actions**

- a. Approve the minutes from the spring and summer meetings.
- b. Review proposed revisions to on-the-job learning for Electric Line Worker.

**5. Discussions**

- a. Questions from the Directors' Call with State Committees
  - b. How are your occupations preparing for infrastructure funding and 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.



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

**May 24, 2022**  
Mauston, WI & Virtual

Members Present	Employer / Organization
Burke, Lance	Dairyland Power Co-operative
Chartier, Chris ( <del>Co-Chair</del> )	WPPI Enegery
DeGraves, Jeff	Wisconsin Public Service
Kumm, Nicholas	Marshfield Utilities
Mignon, Matt	Madison Gas & Electric
Muench, Mark	Alliant Energy
Nitek, Jeremy	Dairyland Power
Tremaine, Todd	City of Oconomowoc Utilities
Members Absent	Employer / Organization
Reinceck, Scott	IBEW Local 2150
Consultants & Guests	Employer / Organization
Badger, Richard	Bureau of Apprenticeship Standards
Czarnecki, Annette	Worldwide Instructional Design System
DeWall, Julie	WE Energies
Ferguson, William	
Herrild, Howard	Northeast Wisconsin Technical College
Johnston, Stephanie	Boys & Girls Club
Jungwirth, Christina	Northeast Wisconsin Technical College
Nakkoul, Nancy	Wisconsin Technical College System
Nowak, Raquel	Bureau of Apprenticeship Standards
Polk, David	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards
Vang, Long	Bureau of Apprenticeship Standards

1. The meeting was called to order at 10:03 a.m. by Mr. Owen Smith in conformance with the Wisconsin Open Meeting Law.
2. Attendees introduced themselves. Mr. Smith recorded attendance. A quorum was present.
3. The committee reviewed the current roster. Mr. Matt Mignon, a new Employer Member, introduced himself.

#### **4. Action**

**a. The state committee approved the minutes as revised: Mr. Chartier is not a Co-Chair.**

**b. Review proposed changes to related instruction for Substation Electrician.**

Ms. Czarnecki reviewed that technical college instructors proposed adding competencies for substation drawings and deleting the competencies for fluid power mechanics. The proposed revisions do not change the hours of related instruction.

***Action: the state committee approved the changes.***

**c. Review proposed changes to related instruction for Metering Technician.**

Ms. Czarnecki and Ms. Nakkoul proposed maintaining the same content and decreasing the hours of related instruction to 432 to align the hours with current WTCS policies for calculating and structuring credit hours. They reiterated that the content is the same; only the hours are different.

***Action: the state committee approved the changes.***

Ms. Nakkoul and Ms. Jungwirth reported that the Metering Technician related instruction will move to Northeast Wisconsin Technical College, effective this fall.

**d. Review proposed alignment of Electrical Power Distribution and Electric Line Worker.**

Mr. Smith reviewed that the Bureau has been researching registered apprenticeships that may align with or embed a technical college diploma. The Bureau and the state committee discussed the relationship between the EPD program and ELW registered apprenticeship at the 2021 fall meeting; the state committee advised not to require the EPD program as a pre-requisite to the ELW apprenticeship because it may conflict with labor-management contracts.

**Ms. Nakkoul asked Mr. Smith to clarify whether the minutes of the 2021 fall meeting required or recommended action by the WTCS.** Mr. Smith clarified that no action was requested of the WTCS.

**The state committee reiterated that completing the EPD program prior to entering the ELW registered apprenticeship is neither an industry-wide practice nor a feasible requirement. Some utilities require the EPD program; some unions require a similar internal training; and some facilities require neither.**

Mr. Smith and the state committee considered the matter closed; no further action is needed.

**e. Review proposed reallocation of work process hours to Underground from Overhead (50/50)**

Mr. Smith reported that he received a request to review specific work processes and minimum hours in the Electric Line Worker registered apprenticeship.

**Mr. Muench explained that his company is shifting to more underground work and finds the current distribution of minimum hours for underground and overhead to be limiting. The current Exhibit A**

requires at least 1200 hours of underground work and 3900 hours of overhead work. He proposed reallocating the hours equally between the two work processes.

The state committee agreed with the following: both work processes are unique; most utilities perform one more than the other; and satisfying both can be challenging.

The state committee recommended modifying both work processes and/or hours, on the condition that no content is lost, and doing so soon because sponsors may be challenged to satisfy them as written.

The following attendees volunteered to serve on a focus group: Mark Muench; Matt Mignon; Jeff Degrave; Bill Ferguson; and Chris Chartier.

**Action:** Mr. Smith will convene the focus group in late June or early July and then schedule a special, virtual meeting of the state committee to vote on the recommendations.

## 5. Discussions

### a. **BAS Directors Call with State Committees**

Director Polk reviewed that the Bureau convened the first BAS Director's Call with State Committee. The virtual meeting, approved by the WI Apprenticeship Advisory Council, presents in a single forum all BAS updates that pertain to most or all state committees. As a result, state committees' agendas will focus only on their unique registered apprenticeships. However, Director Polk emphasized that state committees are encouraged to raise questions or comments on BAS updates during their meetings.

Director Polk asked the state committee for feedback, which he will share with the Advisory Council.

The state committee voiced support for the Director's Call and for using its meetings to focus only on its registered apprenticeships.

### b. **Modified format of state committee meetings.**

Director Polk and Mr. Smith reviewed that all state committee meetings will be held in person and include a virtual option. The streamlined agenda may result in shorter meetings. They emphasized that these modifications are not intended to lessen the role or voice of state committees; rather, the modifications focus the state committees' meetings on their unique needs.

The state committee voiced support for all the changes.

### c. **Pending review of the *Wisconsin Apprenticeship Manual***

Director Polk reported that the *Manual* was reviewed by the Wisconsin Apprenticeship Advisory Council's Policy and Standards Subcommittee and is currently under review by the full Council. The Council will meet on June 6 to approve the working draft, which will begin a 90-day public comment period. The Bureau will make the "old" manual, the revised manual, and a table of revisions available to the public via its website. Input can be emailed to [apprenticeship@dwd.wisconsin.gov](mailto:apprenticeship@dwd.wisconsin.gov).

Attendees did not have questions or comments.

### d. **Pending review of the state standards**

Mr. Smith reviewed that the *Manual* provides the boilerplate language for all state standards. The boilerplate language comprises 90% of any committee's standards. The remaining content is specific to the state committee, e.g. committee size, contractor organizations, applicant assessment procedures, etc.

Once the *Manual* is approved by the Council, the Bureau will revise the boiler plate language and format of all state standards accordingly and present them at the fall meetings. Mr. Smith reiterated that the changes do not include new policies; rather, they include necessary updates and a more logical order.

Attendees did not have questions or comments.

**e. Other**

Attendees did not have additional topics or comments.

6. The state committee reviewed the participant statistics and did not have questions or comments.
7. The meeting adjourned at 11:20 a.m. The Bureau will determine the next meeting via electronic survey.

*Submitted by Owen Smith, Senior Analyst, Wisconsin Apprenticeship*

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

10:00 a.m.  
**July 20, 2022**  
Virtual

Members Present	Employer / Organization
Buros, Craig	Vernon Electric
Chartier, Chris	WPPI Energy
Kumm, Nicholas	Marshfield Utilities
Mignon, Matt	Madison Gas & Electric
Muench, Mark	Alliant Energy
Reinceck, Scott	IBEW Local 2150
Members Absent	Employer / Organization
Burke, Lance	Dairyland Power Co-operative
DeGraves, Jeff	Wisconsin Public Service
Nitek, Jeremy	Dairyland Power
Tremaine, Todd	City of Oconomowoc Utilities
Consultants & Guests	Employer / Organization
Mleziva, Peter	Northeast Wisconsin Technical College
Jungwirth, Christina	Northeast Wisconsin Technical College
Nakkoul, Nancy	Wisconsin Technical College System
Nowak, Raquel	Bureau of Apprenticeship Standards
Polk, David	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards
Vang, Long	Bureau of Apprenticeship Standards

1. The meeting was called to order at 10:03 a.m. by Mr. Owen Smith in conformance with the Wisconsin Open Meeting Law.
2. Attendees introduced themselves. Mr. Smith recorded attendance. A quorum was present.

3. Mr. Smith reviewed the sole purpose of the meeting is to review and potentially approve the proposed revisions to the on-the-job learning for the Electric Line Worker registered apprenticeship.

**4. Action: review the proposed revisions**

Mr. Muench reviewed that the current Exhibit A does not adequately reflect the minimum hours his company performs between primary and secondary work. The distribution of hours between these work processes may not mirror the work priorities of many sponsors. Therefore, the focus group recommends modifying a few work processes and the respective minimum hours. The total hours of on-the-job learning and related instruction were not changed; rather, the focus recommends modifying the hours per work process.

Several members of the focus group concurred.

A general discussion followed on the following topics: the variation in sponsors' business needs between primary and secondary, overhead and underground; the proposed tasks underneath each work process; and the proposed minimum hours for each work process.

***Action: the state committee agreed the recommended revisions are needed and helpful but declined to approve the recommendations as written. Instead, the state committee advised the focus group further revise the recommendations and resubmit them to the full committee at its fall meeting.***

5. The meeting adjourned at 11:04 a.m.

*Submitted by Owen Smith, Senior Analyst, Wisconsin Apprenticeship*



**Report Name** COM-01 State Committee  
Report

**Refresh Date** 9/28/22 1:53 PM

Wisconsin Bureau of Apprenticeship Standards

## State Committee Report



This summary counts employers and apprentices, between 9/28/2022 and 9/28/2022 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
<b>Report Total</b>	<b>327</b>	<b>1</b>	<b>.3</b>	<b>0</b>	<b>0</b>	<b>200</b>	<b>61.2</b>	<b>127</b>	<b>38.8</b>	<b>91</b>	<b>35</b>	<b>38.5</b>	<b>61</b>	<b>67.0</b>
Electric Line Worker (0682126101401)	292	1	.3	0	0	188	64.4	104	35.6	85	33	38.8	55	64.7
Metering Technician (0671028103401)	26	0	0	0	0	9	34.6	17	65.4	18	5	27.8	13	72.2
Substation Electrician (0682026101803)	9	0	0	0	0	3	33.3	6	66.7	6	1	16.7	5	83.3



## Historical Report by Year

### Report Period: 2022\* and Previous -10 Years

*Current year is YTD data as of Run Date: 09/28/2022		
Run Date: 09/28/2022		
State Electric Utility Committee		
Sponsored Trade Group(s): Utilities		
Year	Active Apprentices	Active Sponsors
2012	163	64
2013	146	53
2014	157	59
2015	221	74
2016	265	88
2017	278	83
2018	367	91
2019	336	86
2020	274	77
2021	251	83
2022	276	86

