

**Approved Minutes of the
Electrical Construction
State Apprenticeship Advisory Committee**

March 25, 2020
Webinar

Members Present	Employer/Organization
Allen, Don (Co-Chair)	IBEW Local 158
Grundahl, Carol	IBEW Local 159
Balthazor, Michael	Michaels Power
Habermehl, Sylvia	Habermehl Electric
Kastanek, Ryan	Circle Electric
O'Leary, Loyal (Co-Chair)	NECA-- WI Chapter
Tourdot, Kelly	Associated Builders & Contractors
Walsh, John M.	IBEW Local 14
Warsh, Dean	IBEW Local Milwaukee
Young, Greg	IBEW Local 577
Members Absent	Employer/Organization
Miller, Dean	IBEW Local 388
Pohlman, Mike	R.J. Nickles Electric Co.
Sokolik, Leo	IBEW Local 890
Consultants & Guests	Employer/Organization
Abbott, Nick	Bureau of Apprenticeship Standards
Anhalt, Tim	NECA-IBEW Apprenticeship & Training
Cook, Jim	WI NECA-IBEW Apprenticeship & Training
Kasper, Andrew	Bureau of Apprenticeship Standards
Johnson, Joshua	Bureau of Apprenticeship Standards
Large, Dan	Milwaukee Electrical JATC
Nebel, Marsha	IBEW Local 158

Consultants & Guests	Employer/Organization
Padilla, Richard	WI NECA
Smith, Owen	Bureau of Apprenticeship Standards
Wagner, Mike	NECA-IBEW Apprenticeship & Training

1. The meeting was called to order at 10:05 a.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. **Old Business**

a. Review the follow-up items from the previous meeting:

i. For action: approve the minutes

The committee approved the minutes as written.

ii. For action: review math requirements for applicants.

Mr. Jim Cook reviewed that he, Associated Builders & Contractors, and other WI apprenticeship stakeholders have been discussing how to update math requirements for applicants. The current standards in Wisconsin reflect national industry association standards but are confusing, do not reflect current business practices by high schools in populating recording course information and student transcripts, and offer little to no elaboration on policy terms such as "equivalents."

Mr. Cook reported that the focus group continues to meet and discuss potential revisions with national representatives. The state committee advised the Bureau to keep this item on the agenda for the fall meeting.

b. Implementing revisions to CFR 29.30

Mr. Kasper updated attendees on the Bureau's progress:

- The Bureau's overall approach is to educate and assist sponsors, not punish them.
- BAS plans to meet with sponsors this spring and summer to discuss diversity and inclusivity activities and expectations. Those meetings will likely be held via webinar.
- BAS updated the apprentice application to include the opportunity to disclose disabilities.
- BAS is updating its policy and procedures manual, too.
- More information on the revisions, including links to the law and the anti-harassment video provided by the U.S. Department of Labor, is available on the Bureau website.
- Sponsors should email their questions to Mr. Kasper.

Attendees did not have questions or comments.

c. Industry-Recognized Apprenticeship Programs

Director Johnson reported that IRAPs have been implemented nationally and the construction sector was not included. The Bureau, as the approving agency of all apprenticeships in Wisconsin, will deny IRAPs in Wisconsin and instead discuss flexible options available through registered apprenticeship. More information is likely to come, so the Bureau will keep the state committees informed.

Attendees did not have questions or comments.

d. Federal grants to expand registered apprenticeship

The Bureau has three active federal grants. The first, WAGE\$, is proceeding well. The Bureau anticipates meeting all over its targets except total number of apprentices in new occupations, which is not a surprise because the first programs in new sectors grow slowly at first.

The second and third grants—the State Apprenticeship Expansion (SAE) grant and the Apprenticeship State Expansion (ASE) grant—will help integrate registered apprenticeship into the workforce system. Through the SAE grant, the Bureau will reimburse sponsors for hiring graduates of certified pre-apprenticeship programs. Through the ASE grant, the Bureau funded two full-time Apprenticeship Navigators in the Milwaukee area. The Navigators will connect registered apprenticeship sponsors with the workforce community—WIOA certified individuals, youth apprenticeships, certified pre-apprenticeships, offenders—and will reimburse registered apprenticeship sponsors for certain costs of on-the-job learning.

Attendees did not have questions or comments.

e. Revisions to www.WisconsinApprenticeship.org

Director Johnson reported that the Bureau received permission from the Department of Workforce Development to re-revise its website to look and function differently than the DWD template. The request was influenced by claims from featured sponsors that the recent redesign made their contact information more challenging to access. The Bureau will revise the site this summer.

Attendees reported difficulty locating contact information for local committees and expressed concern that applicants may be discouraged from using the website. A training coordinator reported that some applicant requirements are stated incorrectly. Mr. Johnson and Mr. Smith encouraged all attendees to notify Mr. Smith of incorrect information on the website.

f. Apprenticeship Completion Award Program (ACAP)

Director Johnson reported that ACAP continues to be a strong example of bipartisan support for registered apprenticeship. He reviewed the most recent totals and noted that the denied reimbursements will always be greater than awarded reimbursements because the maximum reimbursement is 25% of total costs or \$1,000, whichever comes first.

He shared that the Bureau is further automating its ACAP processing system to eliminate opportunities for errors. The Department will request including ACAP in the next biennial budget.

Attendees did not have questions or comments.

g. Other

Attendees did not have additional topics.

5. New Business

a. Lessons learned from DWD tour of Germany Apprenticeship Program

Director Johnson reported that he, Secretary Frostman, and several WI Apprenticeship stakeholders visited Germany to tour the Germany Apprenticeship Program. He stated the visit was invaluable in learning how WI Apprenticeship could improve and how it works very well already, within the context of U.S. society.

He noted several key take-aways:

- Apprenticeship in Germany is a socio-economic institution. Many, many industries and occupations train workers through registered apprenticeship, and students qualified for apprenticeships are tracked as early as fourth grade. These dynamics are possible due to greater government involvement in industries and the K-12 institutions.
- Similarly, apprenticeship in Germany focuses almost exclusively on preparing students and youth; apprenticeship is rarely used by adults to change careers because they would be far behind the skill level of youth. In contrast, Wisconsin Apprenticeship focuses mostly on helping adults prepare for careers and Wisconsin Youth Apprenticeship focuses on broadly exposing participants to a career cluster or industry rather than prepare them in-depth for an occupation.
- WI Apprenticeship works very well within the contexts of U.S. society. Involving K-12 students in career and technical education is very important. Although the U.S. secondary school system would not accept "tracking" students early, students are now required to begin "academic career planning" in middle school. Therefore, the most feasible means of strategically positioning Wisconsin Apprenticeship in the K-12 system is to have it included as an option within academic career planning. Middle-school students could then prepare by taking the necessary academic subjects, such as math and science, and then pursue youth apprenticeship in high school.

Attendees thanked Mr. Johnson for the presentation and commented that Wisconsin Apprenticeship seems to operate very well given the different relationship between government and public education in the U.S. They agreed that the best strategy for increasing the participation of 18-24 year olds in registered apprenticeship is to expose high school students and their parents to career and technical education as a post-secondary education as valid as a two-year or four-year degree.

b. 2021 Biennial Apprenticeship Conference

Director Johnson reported that the conference will be held February 22-24, 2021, at the Wilderness Hotel in the Wisconsin Dells. The planning team has begun meeting. The specific theme, workshops, and speakers are under discussion, but the primary focus will be that apprenticeship is for everyone, e.g. every sector, worker, student, partner, etc.

The Apprenticeship Expo will be included. By summer the Bureau will launch the registration page via EventBrite and mail a save-the-date notice.

Attendees did not have questions or comments.

c. 2020 National Apprenticeship Week

The 2020 National Apprenticeship Week was not yet announced nationally, so the Bureau will observe Wisconsin Apprenticeship Week the week of November 8-14.

Attendees did not have questions or comments.

d. Revising Transition to Trainer

Director Johnson reported that the Bureau, Wisconsin Technical College System, and Worldwide Instructional Design System have begun revising "Transition to Trainer." The revisions will make the course more accessible to non-traditional apprenticeship occupations, update terminology and learning activities, and introduce on-line delivery of specific modules. The project is lead by WTCS and includes an industry focus group of trainers from traditional and new sectors.

Attendees agreed that the course needed substantial updates. Some content is noticeably outdated and most references construction or manufacturing occupations. Some local committees asked when additional instructors will be permitted to teach the course. Director Johnson replied that the Bureau and WTCS are revising "Teaching Transition to Trainer" to be more accessible to a broader array of candidates. Once the course is revised, the Bureau will approve additional instructors.

e. BAS leadership and personnel changes

Director Johnson thanked attendees for their letters of support for his acceptance as Bureau Director. He emphasized that his vision is to innovate registered apprenticeship by integrating it further with certified pre-apprenticeship, youth apprenticeship, technical diplomas, and more.

Additional personnel changes include the following:

- Tommy Myles, Apprenticeship Navigator
- Dawn Pratt, Apprenticeship Navigator
- Milton Rogers, Apprenticeship Training Representative for Madison
- Corey Popp, Apprenticeship Training Representative for Madison
- Melissa Kendhammer, Apprenticeship Training Representative for La Crosse
- Chris Landerman, Apprenticeship Training Representative for Appleton

Attendees did not have questions or comments.

f. Other

i. Related instruction during COVID-19

Director Johnson thanked attendees for their flexibility in meeting via webinar. He emphasized that COVID-19 is an unprecedented occurrence, so the Bureau fully supports sponsors and technical colleges in proceeding at their discretion in a manner that they deem safe. The Bureau requests only that sponsors and technical colleges ensure that apprentices eventually receive the proper instruction so they can complete the program.

The state committee thanked Director Johnson for supporting technical colleges' and sponsors' discretion in providing a safe learning environment. Several training coordinators shared how they adapted related instruction to virtual learning.

ii. Lead abatement training opportunity through WI Dept. of Health Services.

Mr. Owen Smith reported that the WI Dept. of Health Services will reimburse training centers for lead abatement training for apprentices and journey workers through its Lead Safe Homes program. He asked representatives of local committees and training centers if they would be interested in learning

more. He is informally gauging interest during the state committee season and will email an official letter, background information, and interest survey in May.

Several local committees replied that they are familiar with the training and expressed interest in learning more. However, the work is not performed frequently.

6. WTCS Update

Ms. Nancy Nakkoul reiterated that technical colleges have been moving instruction to online delivery in response to COVID-19. She thanked the Bureau and sponsors for their support.

Ms. Nakkoul reported the following items:

- The WTCS Apprenticeship Completer Report is now online. The response rate increased to 43%; the median salary increased to \$80,344; and respondents reported 92% satisfaction with on-the-job learning and 96% satisfaction with related instruction. The report now includes data on apprenticeships in new sectors, although the data is limited. The WTCS is researching methods to account for differences in over-time in the salary reporting.
- Unduplicated enrollment in apprenticeship programs increased by 9.9% from the prior year.
- The master chart of all apprenticeships with related instruction via technical colleges is now available online.

Attendees did not have questions or comments.

7. Program participants included 1,840 apprentices and 357 employers with contracts active or unassigned on March 13, 2020.
8. The Bureau will schedule the fall meeting via an online survey.
9. The committee adjourned at 11:50 a.m.

Submitted by Owen Smith, Program and Policy Analyst

March 13, 2020

TO: State Electrical Apprenticeship Advisory Committee Members and Consultants

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

SUBJECT: State Electrical Apprenticeship Advisory Committee meeting

DATE: Wednesday, March 25, 2020

TIME: 10:00 AM

PLACE: **This meeting will be held via webinar only.**
Meeting link: [Click here](#)
Meeting number: 926 774 135
Password: 88Eq56ra3Nm
Join by phone: 855-282-6330 US TOLL FREE
Phone access code: 926 774 135

TENTATIVE AGENDA

1. Call the meeting to order.
2. Distribute the sign-in sheet. Introduce attendees.
3. Review the roster.
4. **Old Business**
 - a. Review items from the last meeting:
 - i. **For action:** approve the minutes
 - ii. **For action:** review math requirements for applicants
 - b. Implementing revisions to CFR 29.30
 - c. Industry-Recognized Apprenticeship Programs
 - d. Federal grants to expand registered apprenticeship
 - e. Revisions to www.WisconsinApprenticeship.org
 - f. Apprenticeship Completion Award Program (ACAP)
 - g. Other

5. New Business

- a. Lessons learned from DWD tour of Germany Apprenticeship Program
- b. 2021 Biennial Apprenticeship Conference
- c. 2020 National Apprenticeship Week
- d. Revising Transition to Trainer
- e. BAS leadership and personnel changes
- f. Other

6. WTCS Update
7. Review the program participants.
8. Schedule the next meeting.
9. Adjourn.

WAGE\$ Apprentices and Sponsors by Occupation Spring 2020 Committee Update

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.

- The overarching goal is 1,000 apprentices in the occupations selected for grant support.
- The table below shows the number of apprentices and sponsors in each occupation.
- Community Health Worker and Cybersecurity Specialist are in development.
- Pharmacy Technician was recently completed.
- Data Analyst has four apprentices that are being counted by Employ Milwaukee, Inc.'s sister grant. There is one Data Analyst sponsor.

WAGE\$ Apprentices by Occupation Cumulative 10/01/2015 - 03/08/2020 <small>This report includes apprentice contract records which, during the selected report period, match the following criteria: CONTRACT DISTRICT= ALL, CONTRACT SECTOR= ALL, CONTRACT TRADE=Industrial Manufacturing Technician;Maintenance Technician;Mechatronics Technician;Welder - Fabricator;Welder / Automated Welding;Software Developer;Pharmacy Technician, Retail Store;Medical Assistant;IT Service Desk Technician;Data Analyst;Broadband Service Technician;Cybersecurity Analyst, CONTRACT TYPE(s)=Apprentice, APPR SEX= ALL, APPR MINORITY= ALL, APPR RACE(s)= ALL, ER WDA= ALL, ER COUNTY= ALL, ER NAME= ALL, ER UI= ALL, INMATE= ALL, SCHOOL NAME= ALL, SPONSOR TYPE(s)= ALL, SPONSOR NAME(s)= ALL, TRANSFER TO= ALL, TRANSFER FROM= ALL</small>				
Occupation Name	Count Sponsors	Count App	Female	Minority
Report Total:	Total 205 sponsors	633	63 (10%)	99 (16%)
Industrial Manufacturing Technician	12 sponsors	135	19 (14%)	37 (27%)
Maintenance Technician	131 sponsors	329	4 (1%)	30 (9%)
Mechatronics Technician	37 sponsors	90	2 (2%)	6 (6%)
Welder / Automated Welding and Welder - Fabricator	15 sponsors	34	1 (3%)	4 (12%)
Broadband Service Technician	1 sponsor	1	0 (0%)	0 (0%)
Data Analyst (4 apprentices but all are counted by Employ Milwaukee)	1 sponsor	0		
IT Service Desk Technician	4 sponsors	4	1 (25%)	1 (25%)
Software Developer	3 sponsors*	2	2 (100%)	0 (0%)
Medical Assistant	1 sponsor	38	34 (89%)	21 (55%)
*Number of sponsors is greater than the number of apprentices because one apprentice left one job and started with a different sponsor				

All ACAP Reimbursement Requests Processed (Time Period) - Summary

Apprenticeship Completion Award Program (ACAP)

Bureau of Apprenticeship Standards

Division of Employment and Training

3/5/20 10:27 AM

Filters Applied: Determination Date between 7/1/19 and 3/5/20, Fiscal Year(s)= FY20

Type	Fiscal Year	# of RRs	\$Approved	\$Denied
Year One	20		\$127,224.23	\$616,354.68
Year One Totals		618	\$127,224.23	\$616,354.68
Completion	20		\$164,478.91	\$1,026,716.02
Completion Totals		376	\$164,478.91	\$1,026,716.02
Report Totals		994	\$291,703.14	\$1,643,070.70



WTCS System-Wide Activity Update March 2020

WTCS-BAS 20 Apprenticeship Completion Report

The 2020 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: [2020 WTCS-BAS Apprentice Completer Report](#)

- Of the 1,143 completers surveyed, 488 (43%) responded. (In the prior year report, 847 completers were surveyed and response rate was 39%.)
- Respondents reported a 92% satisfaction rate for on-the-job training and 96% for classroom instruction.
- Median salary across all trades increased to \$80,344. This is up from \$77,753 and \$71,624 in the two prior reporting years.
- Respondents indicating an interest in continuing education beyond apprenticeship remained steady at 44%.

WTCS Apprenticeship Enrollment Trend

WTCS enrollments across all apprenticeship programs increased from 6903 to 7588 unduplicated, and 7450 to 7696 duplicated, students by the end of 2018-2019 academic year. That is a 9.9% and 3.3% increase, respectively, in one year. A current mid-year snapshot for 2019-20 is showing 7524 enrolled apprentices. Confirmed actual enrollment for the 2019-20 academic year will not be available until August 2020.

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: [WTCS Active Apprenticeship Programs March 2020 \(Color Chart\)](#)

Apprentice Related Instruction



Active WTCS/BAS Programs by Sector and Occupation - February 2020

	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/Cement Mason																
Drywall Finisher																
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 Construction																
Steamfitting Service/Refrigeration																
Industrial Sector Apprentice Related Instruction																
Electrical & Instrumentation/Instrumentation Tech																
Industrial Electrician																
Industrial Manufacturing Technician																
Injection Mold Set-Up (Plastic)																
Machinist																
Maint Mech/Millwright/Lube Tech/Machine Repair																
Maintenance Technician																
Mechatronics																
Metal Fabricator/Industrial Sheetmetal																
Pipe Fabricator/Welder																
Pipefitter																
Resilient Floor																
Tool & Die/Patternmaker/Moldmaker																

Apprentice Related Instruction



Active WTCS/BAS Programs by Sector and Occupation - February 2020

	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
Service Sector Apprentice Related Instruction																
Arborist																
Barber/Cosmetologist																
Broadband Service Technician																
Cook/Chef																
Electrical Line Worker																
Facilities Maintenance Technician																
IT-Data Analyst																
IT-Service Desk Technician																
IT-Software Developer																
Metering Technician																
Substation Electrician																
Wastewater Treatment Operator																

State Committee Report - Construction

State Electrical Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 3/13/2020 in trade(s) associated with this committee.

Sponsor Name Trade	Apprentices									Employers				
	Total	Minority		Female		Union		Non- Union		Total	W/Union Appr		W/Non-Union Appr	
		#	%	#	%	#	%	#	%		#	%	#	%
1	2	3	3a	4	4a	5	5a	6	6a	7	8	8a	9	9a
All Sponsors Total	1840	109	5.9	59	3.2	1049	57.0	791	43.0	357	128	35.9	232	65.0
ABC of Wisconsin (All)	764	36	4.7	8	1.0			764	100.0	215			215	100.0
Construction Electrician (0182426101001)	764	36	4.7	8	1.0			764	100.0	215			215	100.0
Appleton/Oshkosh Area Electrical JAC	51	2	3.9	3	5.9	51	100.0			9	9	100.0		
Construction Electrician (0182426101001)	51	2	3.9	3	5.9	51	100.0			9	9	100.0		
Eau Claire Area Electrical JAC	128	6	4.7	3	2.3	128	100.0			22	22	100.0		
Construction Electrician (0182426101001)	128	6	4.7	3	2.3	128	100.0			22	22	100.0		
Kenosha Area Electrical JAC	31	3	9.7	1	3.2	31	100.0			9	9	100.0		
Construction Electrician (0182426101001)	31	3	9.7	1	3.2	31	100.0			9	9	100.0		
Kettle Moraine Area Electrical JAC	11	1	9.1	0	0.0	11	100.0			4	4	100.0		
Construction Electrician (0182426101001)	11	1	9.1	0	0.0	11	100.0			4	4	100.0		
La Crosse Area Electrical JAC	52	3	5.8	3	5.8	52	100.0			13	13	100.0		
Construction Electrician (0182426101001)	52	3	5.8	3	5.8	52	100.0			13	13	100.0		
Madison Area Electrical JAC	219	13	5.9	17	7.8	219	100.0			12	12	100.0		
Construction Electrician (0182426101001)	219	13	5.9	17	7.8	219	100.0			12	12	100.0		
Milwaukee Area Electrical JAC	284	35	12.3	9	3.2	284	100.0			35	35	100.0		
Construction Electrician (0182426101001)	281	34	12.1	9	3.2	281	100.0			34	34	100.0		
Residential Wirer (0182426190001)	3	1	33.3	0	0.0	3	100.0			2	2	100.0		
Northeast WI Area Electrical JAC	78	2	2.6	4	5.1	74	94.9	4	5.1	14	14	100.0	3	21.4
Construction Electrician (0182426101001)	78	2	2.6	4	5.1	74	94.9	4	5.1	14	14	100.0	3	21.4
Racine Area Electrical JAC	27	2	7.4	2	7.4	27	100.0			11	11	100.0		
Construction Electrician (0182426101001)	27	2	7.4	2	7.4	27	100.0			11	11	100.0		
South Central WI Area Electrical JAC	101	3	3.0	5	5.0	101	100.0			20	20	100.0		
Construction Electrician (0182426101001)	101	3	3.0	5	5.0	101	100.0			20	20	100.0		
Southwest WI Area Electrical JAC	23	0		0	0.0			23	100.0	15			15	100.0
Construction Electrician (0182426101001)	23	0		0	0.0			23	100.0	15			15	100.0
WI River Valley Area Electrical JAC	71	3	4.2	4	5.6	71	100.0			9	9	100.0		
Construction Electrician (0182426101001)	71	3	4.2	4	5.6	71	100.0			9	9	100.0		