

ELECTRIC UTILITY TRADES APPRENTICESHIP ADVISORY COMMITTEE

September 29, 2014

Western Technical College
Mauston, Wisconsin

APPROVED MINUTES

Members Present	Employer/Organization
Ardelt, Bruce	Oakdale Electric
Blenka, Al	Dairyland Power Cooperative
Kumm, Nicholas	Marshfield Utilities
Lorenz, Jim	Madison Gas & Electric Co.
Lukasavitz, Craig (Co-Chair)	IBEW Local 2150
Muench, Mark	Alliant Energy

Members Absent	Employer/Organization
Chartier, Chris	WPPI Energy
Christopherson, Garry (Co-Chair)	Dairyland Power
Jeske, Ken	WE Energies
Miller, Eric	Kaukauna Utilities
Wicklund, Rick	Sun Prairie Utilities

Consultants & Guests	Employer/Organization
Larson, Randy	CVTC, Eau Claire
O'Sullivan, Kathy	Bureau of Apprenticeship Standards (BAS)
Smith, Owen	BAS

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1. The meeting was called to order at 10:07 a.m. by Co-Chair Craig Lukasavitz, in conformity with the Wisconsin Open Meeting Law.
 2. A sign-in sheet was circulated to record those in attendance.
 3. Minutes of the previous meeting were approved with one correction: Todd Howard should be removed from the "members absent list" because he was no longer a member at the time of the meeting.

4. Old Business

a. **Review the roster.**

Owen Smith noted that several members are not listed on the current roster because their membership expired prior to the meeting: Chris Chartier; Eric Miller; and Jim Lorenz. The committee stated that they know Chris Chartier and Eric Miller intended to renew; and Jim Lorenz stated that he will renew, too.

If additional members are needed, the committee recommended that BAS contact Zack Bloom of the Municipal Electric Utility Workers for nominations.

A general discussion followed on the roster. Owen reminded the committee that the membership is to represent all occupations and types of sponsors active in the industry, as well as the differing geographic areas of the state. The committee discussed the current membership and agreed that it meets those objectives very well.

Randy Larson commented that membership on the state committee is a privilege. Many states comment to him that they wish they had a similar apprenticeship program. Wisconsin has a very influential apprenticeship program that serves as a strong role model. Craig Lukasaviz concurred.

A discussion followed on the pending merger of WE Energies and Integris and whether the state committee should approach the new organization to send a consultant or member to the committee.

***Action:** Craig will contact the director of training for WPS. Owen will forward contact information to the appropriate BAS representative, if the new organization choose to sponsor apprentices.*

b. **Follow-up Items from previous meeting**

Owen reported that the Bureau finalized and printed the copy of the Substation Electrician Job Book. He distributed a copy to each member.

c. **Apprenticeship Completion Award Program**

Owen reviewed the background and purpose of ACAP and clarified that municipalities are excluded because they are public sector sponsors. The committee agreed that the question of which utilities were eligible had caused some confusion.

d. **Utility Worker / Field Representative apprenticeship**

Owen reminded that the committee asked to review this topic again to determine whether these local programs. The consensus of the committee to-date has been that a statewide program is not necessary.

Kathy O'Sullivan reported that several utilities and co-ops use the apprenticeship program as an assistant to the linemen, a ground man without the special training of lineman. Much of the on-the-job learning and paid related instruction can earn credit towards the Electric Line Worker apprenticeship program, so the program could be a valuable pipeline.

Randy Larson suggested that the state committee and the Bureau promote the program a little bit as an introduction to the trade and industry, because it could generate interest in learning a more advanced

occupation. He specifically recommended that the Bureau create a "trade page," or occupational and training overview, on the BAS website.

Action: *the committee agreed that an apprenticeship program and outreach effort for the occupation are not needed due to its local scope and use.*

e. Other

Owen explained his process for notifying stakeholders of state committee meetings and providing the meeting material. He asked the committee's opinion on whether the Bureau should mail hard copies of meeting materials to the members. The committee agreed that hard copies were not necessary; members support printing their own copies.

5. New Business

a. BAS personnel update

Owen Smith reported that the Bureau projects it will hire new Apprenticeship Training Representatives for the Waukesha and Madison areas by December.

b. BAS continuous improvement efforts: review of state committee Exhibit A's.

Owen reported that the content the state committee provides in the state Exhibit As for the occupations it sponsors literally provides the template for all apprenticeship contracts throughout the state. Therefore, the Bureau is reviewing all state Exhibit A's to ensure that the content is legal and clear. The reviews may result in one of three possible proposals to the committee: no revisions are necessary; minor revisions are necessary; or major revisions are necessary.

c. For action: proposed revisions to Substation Electrician Exhibit A to align with the job book

Owen reported that the Bureau reviewed the state Exhibit A's for this committee and propose that no revisions are necessary. All content is legal and clear.

However, Owen did suggest that the committee revise the state Exhibit A for Substation Electrician to align it identically with its corresponding job book, making both documents easier for sponsors to use. Several committee members agreed strongly that it was in the committee's best interest to align all documentation for now and posterity in order to eliminate future confusion and make the program easy for contractors to understand.

Action: *the committee approved a motion to revise the state Exhibit A for Substation Electrician to align it with the job book. Al Blenka, Craig Luksavitz, and Nick Kumm volunteered to revise the document. The Bureau will email the focus group's final draft to the committee for its approval and subsequent implementation this winter.*

Action: *the committee approved a motion to discuss aligning all of its State Exhibit A's with their corresponding job books at the 2015 spring meeting.*

d. WI Apprenticeship Advisory Council update: Wisconsin Career Pathway Advisory Committee

Owen Smith reported that apprenticeship continues to receive national attention due to a "perfect storm" of factors, and the attention has directly influenced the Wisconsin Apprenticeship Advisory Council to implement significant new efforts.

Nationally, economists predict an unprecedented shortage of workers in the next five to ten years, due to the progressive retirement of the baby boomer generation and concurrent lack of young adult workers to replace them. In addition, more countries, sectors and industries are expressing interest in apprenticeship training. New federal funding will target developing apprenticeship programs in the health care and information technology sectors; and advanced manufacturing companies, enduring stakeholders of apprenticeship, continue to adopt the model to train workers in new occupations. Last, these changes necessitate creating and expanding pipeline programs into apprenticeship, especially by offering credentials or advanced credit.

To keep abreast of national developments and position the state programs to respond effectively, the Advisory Council created the Wisconsin Career Pathway Advisory Subcommittee. The new subcommittee will oversee the development of bridges between youth apprenticeship and registered apprenticeship programs, and will be co-led by representatives of both staffs.

The strategy will be to introduce youth to certain trades and skills through youth apprenticeship, and award them credit towards a related registered apprenticeship, in which they would learn the trade in its entirety. Linking the programs through credit is feasible because the programs utilize training checklists that are very similar: youth apprenticeship program utilize a "skill standards checklist," and registered apprenticeship programs utilize job books.

The subcommittee will likely target manufacturing and health care sectors first. Manufacturing will likely offer the most potential opportunities, and several health care occupations have youth apprenticeship programs, which might leverage the development of the first registered apprenticeship programs in the sector. However, the efforts and ongoing conversation are pertinent to all the service / utility sector, as well.

Owen asked whether the youth apprenticeship program is active in the utility industries. The committee and consultants answered that it was not, but some school-to-work programs are active. The metering technician would be the only feasible occupation for youth apprentices, because it does not deal with live or high voltage. The committee agreed that the industry does not have sufficient pipeline programs. However, members expressed concern that such programs not be simply for students that "can't do college." Owen replied that youth apprentices are selected by their school and hired by their employer based on their interest in skilled trades and demonstrated aptitude.

Action: *the committee approved a motion to invite the DWD Youth Apprenticeship staff to the | 2015 spring meeting.*

e. American Apprenticeship Grants

Owen continued that the theme of creating pipeline programs in the K-12 system is receiving national attention and support, as well.

This year the U.S. Department of Labor is projected to make applications available for \$100m in American Apprenticeship Grants. The competitive grants will be awarded to partnerships that

- align apprenticeships to career pathways by rewarding workplace learning with college credit or linking to pre-apprenticeship programs;
- launch apprenticeship models in new fields, such as advanced manufacturing and health care;
- and scale apprenticeship models that work by marketing the value of apprenticeship, or building national and regional partnerships to expand apprenticeships

The grant announcement has yet to be released, so many specifics are unknown.

To prepare, the Bureau convened focus groups for the construction, manufacturing, and utility sectors. Each focus group recommended the following priorities: increase the apprenticeship "pipeline" by promoting and developing pre-apprenticeship programs, apprenticeship prep programs and linkages between youth and registered apprenticeship.

A general discussion followed on the focus areas of the grant. The committee supported partnerships with the K-12 system to both make the students aware of occupations in the skilled trades and expose them to the basic work. In addition, the committee agreed that efforts with the K-12 system should focus on shaping a positive opinion of skilled trades careers in parents and guidance counselors.

f. Other

No additional items were brought forth.

6. WTCS Update

Randy Larson reported statistics from the programs at Chippewa Valley Technical College. Attendance is strong, with 112 apprentices. The majority of first-year apprentices live at home and work in the community. The number of second-year apprentices grew by 12 over last year due to new sponsors. The SAGE curriculum is going well; first-year apprentices must complete a research paper on renewable or electric green generation.

Randy also expressed concern about outdated content in the Transition to Trainer course. He asked that the Bureau update it. ATR Kathy O'Sullivan agreed, and added that the diversity component needs to be increase from seven to eight hours.

***Action:** Owen will forward the concerns over Transition to Trainer content to Bureau leadership.*

7. Review of the program participants.

Program participants included 200 apprentices and 71 sponsors with a contract active or unassigned on September 1, 2014.

The committee asked whether the statistics include apprentices who train through independent training centers. Owen confirmed that the numbers include all sponsors and apprentices in statewide programs, regardless of whether they receive paid related instruction.

8. The next meeting date is Monday, May 4, 2015, at 10:00 a.m. at Oakdale Rural Electric Cooperative in Tomah.
9. The meeting was adjourned at 2:00 p.m.

Follow up items

- i. Owen will forward the concerns over Transition to Trainer content to Bureau leadership.*
- ii. Bas will invite the DWD Youth Apprenticeship staff to the 2015 spring meeting.*
- iii. BAS will revise the SSE Exhibit A based on the focus group's recommendations.*
- iv. BAS will add a review of all Exhibit A's and job books to the agenda for the next meeting.*

v. *Craig and BAS will contact WPS.*

Submitted by Owen Smith, Program & Policy Analyst