

**ELECTRIC UTILITY TRADES APPRENTICESHIP ADVISORY COMMITTEE**

**May 26, 2015**

Western Technical College  
Mauston, Wisconsin

**Approved Minutes**

<b>Members Present</b>	<b>Employer/Organization</b>
Ardelt, Bruce	Oakdale Electric
Chartier, Chris	WPPI Energy
Christopherson, Garry (Co-Chair)	Dairyland Power
Jeske, Ken	WE Energies
Lukasavitz, Craig (Co-Chair)	IBEW Local 2150
Muench, Mark	Alliant Energy

<b>Members Absent</b>	<b>Employer/Organization</b>
Blenka, Al	Dairyland Power Cooperative
Kumm, Nicholas	Marshfield Utilities
Lorenz, Jim	Madison Gas & Electric Co.
Miller, Eric	Kaukauna Utilities
Wicklund, Rick	Sun Prairie Utilities

<b>Consultants &amp; Guests</b>	<b>Employer/Organization</b>
Ecker, Rob	BAS
Larson, Randy	CVTC, Eau Claire
O'Sullivan, Kathy	Bureau of Apprenticeship Standards (BAS)
Perkofski, Lisa	BAS
Smith, Owen	BAS
Tetzloff, Alex	Local 420
Zillmer, Ronald	Mid-State Technical College

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. The committee reviewed its current roster. Jim Lorenz, Eric Miller, Chris Chartier, and Rick Wicklund were not listed. Owen explained it may be because their previous term expired before the meeting. He will contact those members to verify their membership. In addition, Bruce Ardelt stated that his email is listed incorrectly.

#### 4. **Old Business**

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

The minutes were approved with one correction: the discussion about a potential merger involved WE Energies and Integrus. In addition, the committee requested that the Bureau invite the Youth Apprenticeship staff to the fall meeting.

##### **b. WI Apprenticeship Summit**

Continuing on the theme of unprecedented support for registered apprenticeship at the state level, Owen discussed the 2015 WI Apprenticeship Summit. He distributed a one-page summary of the participants and the resulting action plan. Owen explained the background of the Summit. Amidst the unprecedented shortage of skilled workers and growing interest in registered apprenticeship among new economic sectors, new occupations, and from German companies within America, the Bureau wanted to ensure that potential changes to registered apprenticeship were steered by the Bureau, the Advisory Council, and sponsors rather than parties largely unfamiliar with apprenticeship. Therefore, the Summit overarching design of the Summit was to have "thought leaders," sponsors and supporters of registered apprenticeship in Wisconsin listen to the latest research on apprenticeship and workforce development issues, and then discuss what improvements could be made to registered apprenticeship in Wisconsin.

The handout, Owen noted, conveys two significant outcomes of the Summit. First, the front page includes the impressive, comprehensive list of participants of participants at the meeting: all economic sectors, all labor affiliations, all educational partners, as well as the U.S. Dept. of Labor were represented. In addition, DWD Secretary Newson, DPI Superintendent Tony Evers attended most of the three days, which was a substantial commitment.

Second, the back page lists the comprehensive, proposed action plan of five categories with five items each. Owen noted the scope of action items, which ranges from new, innovative improvements, such as developing employer consortiums to conduct outreach, to enhanced delivery of existing products, such as more promoting Transition to Trainer to journey workers for heavily.

A general discussion followed on the importance of raising the awareness of careers in the skilled trades among high school students and their guidance counselors. Members commented that they observe more interest among rural high schools than urban high schools.

##### **c. American Apprenticeship Grant**

A significant tool that the Bureau may use to implement the Summit Action Plan would be an American Apprenticeship Grant, Owen continued. The grants are the prime example of national support for

registered apprenticeship. President Obama's administration released \$100 million to the U.S. Department of Labor to release in the form of competitive grants, with a maximum award of \$5 million. The grant objectives are launching apprenticeship models in new high-growth fields; aligning apprenticeship to pathways for further learning and career advancement; and scaling apprenticeship models that work.

The Bureau's application is titled WAGE\$, which stands for the Wisconsin Apprenticeship Growth and Enhancement Strategies. WAGE\$ focuses primarily on increasing the pool of qualified applicants by bridging youth apprenticeship and registered apprenticeship, as well as expanding readiness training for the underemployed and unemployed. Its second focus is to expand apprenticeship into information technology and health care.

A general discussion followed. Members cited examples of programs for unemployed and underemployed workers in their areas. The committee expressed how important it is to partner with technical colleges and attend career fairs. Ron Zilmer shared that 80% of technical college students grew up within one-hour of their college and continue to live in the area. He also gave an additional example of national attention on registered apprenticeship: *Forbes* magazine recently published an article on careers in the skilled trades and the current struggles to find qualified workers.

**d. Other**

No additional topics were raised.

**5. New Business**

**a. BAS personnel update**

Owen Smith reported that the Bureau hired three new Apprenticeship Training Representatives: Rob Ecker in Eau Claire; Tracy Jallah in Madison; and Joshua Johnson in Waukesha.

**b. For action: revise all state Exhibit A's to align with their respective job books**

At its previous meeting, the committee applauded the revised Exhibit A and aligned job book for the substation electrician program. The committee stated that aligning the documents presents a uniform, user-friendly training program to potential sponsors. The committee then agreed to align the documents for the Electric Line Worker and Electric Metering Tech programs, too.

The committee reviewed the current Exhibit A and job book for the Electric Line Worker program. At first glance, the two documents are organized very similarly. The focus group would need to double-check the outlines and revise only a few sections. Craig Luksavitz, Mark Muench, and Gary Christopherson volunteered for the focus group. They requested to review the documents individually, rather than meet.

The committee reviewed the current Exhibit A for the Electric Metering Technician program. The program does not have a job book; the focus group would review the Exhibit A and create the job book. Ken Jeske volunteered. Ron Zilmer, Chris Chartier, and Mark Muench volunteered co-workers.

**Action:** *BAS will convene the focus group to create the Electric Metering Technician job book.*

**c. For action: discuss curriculum for Electric Line Worker and Metering Tech, and a final test**

The committee expressed concern that the technical colleges that deliver paid related instruction for the Electric Line Worker apprenticeship program differ in the amount of credit for prior experience and

education that they award. Apprentices are rumored to have failed to earn credit at one college but then test into the second year of the program at the other college.

Paid related instruction for Electric Metering Technician should be reviewed, too, the committee suggested. Ron Zilmer stated that he wholeheartedly supports the creation of the job book and the review of the paid related instruction, but requested that the discussion be postponed until the fall meeting and that the review of the curriculum be postponed until the job book is finished.

Some committee members then suggested that the technical colleges should implement a final test for both schools to test whether the apprentices know the competencies or not. A discussion followed on whether the test would be appropriate and which organizations would have the ability. The Bureau stated it would be the responsibility of the instructors and colleges to share resources and create the test.

***Action:** the Bureau will add this topic to the fall agenda.*

**d. For action: discuss adding OSHA 10 to Special Provisions**

Owen noted that the Special Provision sections of the apprenticeship contracts for all trades sponsored by the committee do not include a requirement for OSHA 10. He asked the committee to clarify its intent.

The committee replied that it prefers to leave the minimum required safety training to the discretion of the sponsor.

***Action:** the committee approved a motion NOT to amend its Special Provisions sections to require OSHA 10.*

**e. For action: revise standards for the Electrical Lineworker Advisory Committee**

Owen explained that this item was requested a local advisory committee through Kathy O'Sullivan, Apprenticeship Training Representative for the area. Owen acknowledged that he is not familiar with the operations of the local advisory committee, but he believed the proposed topic is not within the purview of the state committee.

***Action:** the item was tabled until the fall meeting.*

**f. Other**

No additional topics were raised.

**6. WTCS Update**

Representatives from the Wisconsin Technical College System and Northeastern Wisconsin Technical College were not in attendance. Owen noted that the WTCS provided a full written update, which is available on the state committee website. Randy Larson and Ron Zilmer reported that their updates were discussed as part of earlier items on the agenda. The committee noted that meeting attendance among the technical college representatives has been low overall, and asked the Bureau to inquire. Owen acknowledged the committee's concern and added that he did hear from at least one representative that this meeting date conflicted with a prior appointment.

***Action:** the Bureau will email an attendance reminder to the technical college representatives.*

**7. Review of the program participants.**

Program participants included 230 apprentices and 80 sponsors with a contract active or unassigned on April 29, 2015.

8. The next meeting date is tentatively scheduled for Tuesday, October 27, 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. BAS will review the roster.*
- ii. BAS will convene a focus group to align the Exhibit A and job book for Electric Line Worker.*
- iii. BAS will convene a focus group to align the Exhibit A and job book for Electric Metering Tech.*
- iv. BAS will add prior credit, a uniform final test, and the Meter Tech PRI to the fall agenda.*

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*Submitted by Owen Smith, Program & Policy Analyst*