

March 27, 2024

Maria Redmond  
Wisconsin Office of Sustainability and Clean Energy  
101 E Wilson St  
Madison, WI 53703

Subject: Wisconsin Department of Workforce Development Letter of Commitment

Dear Ms. Redmond:

The **Wisconsin Department of Workforce Development** (DWD) supports the U.S. Environmental Protection Agency's Climate Pollution Reduction Grants Program: Implementation Grants General application (EPA-R-OAR-CPRGI-23-07) submitted by the Wisconsin Department of Administration (DOA) through the Wisconsin Office of Sustainability and Clean Energy (OSCE). We are pleased to endorse the OSCE's efforts, as described in this application, to reduce greenhouse gas (GHG) emissions through implementing measures in the Wisconsin Emissions Reduction Roadmap.

The Roadmap defined the Climate and Clean Energy Workforce Development Program as a non-emissions initiative that will support employers to create relevant jobs with family-supporting wages and high-quality benefits, assist job seekers and employees to connect with those jobs, expand apprenticeship and other clean-energy-related training program opportunities, and collaborate with labor unions, development boards, technical colleges, educational institutions, and other workforce partners (PCAP, page 36).

DWD is committed to the success of this transformative initiative that promises to advance our state's health and economy. As the state agency charged with building and strengthening Wisconsin's workforce in the 21<sup>st</sup> century and beyond, DWD efficiently delivers effective and inclusive services to meet Wisconsin's diverse workforce needs. The department advocates for and invests in the protection and economic advancement of all Wisconsin workers, employers, and job seekers by providing resources and workforce solutions to recruit qualified workers, tailor training to increase workforce skills, and provide access to workforce planning resources.

We commit the full spectrum of our workforce services. We will build upon best practices that have yielded results, leverage strategic relationships, and introduce tailored solutions to support a clean energy workforce, focusing initially on electrification and renewable energy that meets the demands of employers. The following DWD staff and resources, through DWD's Division of Employment and Training, will be deployed:

1. DWD's Bureau of Apprenticeship Standards (BAS) has a wealth of experience establishing programs for in-demand and emerging industries. Wisconsin apprenticeship's development stems from employers' workforce needs, embracing the "earn while you learn" model for apprentices. Apprentices participate in on-the-job training to learn hands-on skills in their chosen occupation by their sponsoring employer, and they gain knowledge specific to that occupation through an area technical college or private training center. BAS facilitates a continuum of on-the-job learning programs including Youth Apprenticeship, Certified Pre-Apprenticeship, and Registered Apprenticeship.

- a. Certified Pre-Apprenticeship (CPAs) requires an employer endorsement, connection to Registered Apprenticeship, and a related credential or documented industry benefit. CPAs are typically run by community-based organizations who recruit and train community residents in skill-based competencies.
    - BAS staff evaluate CPA applications. Currently, the program consists of 41 Certified Pre-Apprenticeship programs across 27 different program providers.
  - b. Youth Apprenticeship (YA) is a school-supervised work-based learning program for high school juniors and seniors operated around the state by consortia comprised of school districts, technical colleges, and chambers of commerce.
    - There are 11 career clusters and 79 occupational pathways within YA.
    - This program currently has 8,357 student participants that are pursuing paid, on-the-job learning in a variety of in-demand industries, including but not limited to manufacturing, healthcare, science, and agriculture.
    - Last school year, 346 of the state's 421 school districts had students enrolled in YA.
  - c. Registered Apprenticeship is an "earn while you learn" model that connects apprentices to highly skilled, family-sustaining employment in partnership with apprenticeship sponsors and employers.
    - BAS staff convene 97 apprenticeship committee sponsors, of which 88 are construction industry apprenticeship committees.
    - Last year, Wisconsin reached record high participation in Registered Apprenticeship in a record number of career pathways.
    - Specifically, BAS is signatory to 2,386 active construction electrician apprentices who work for 437 employers.
      - Apprenticeship contracts are also signed by one of 16 apprenticeship sponsors represented by 13 union electrical committees and 6 merit shop contractor committees.
2. DWD's Bureau of Workforce Training implements the Obama Administration's landmark legislation, Workforce Innovation and Opportunity Act (WIOA), designed to strengthen the nation's public workforce system, helping Americans with significant employment barriers enter high-quality jobs and employers hire and retain skilled workers. DWD staff are positioned to leverage relationships, experience, and expertise to align partner efforts statewide.
    - a. The act establishes regional workforce development boards (WDBs) as a network representing local workforce interests that support economic expansion and develop talent in their designated area's communities. DWD staff, in partnership with other state agencies, prepare the statewide WIOA plan every four years. Following, DWD staff coordinate and monitor the 11 WDBs' proposed workforce development plans in conjunction with the statewide plan.
    - b. Title I of WIOA requires the WDBs to establish relationships with employers and build industry sector partnerships to respond to local workforce needs.
      - DWD staff manage the Eligible Training Providers List (ETPL), which is a list of vetted training programs. They review, evaluate, and manage training for in-demand jobs for WIOA-eligible individuals. The current ETPL includes 1,991 trainings.
  3. DWD's Bureau of Workforce Information and Technical Support includes regional economists that are responsible for developing ten-year projections of statewide and regional occupational employment and wages, job vacancies, and employment trends. They advise businesses, industry sectors, and resource planners conducting research, by providing statistical, historical data, and scholarly research on workforce issues.
  4. DWD's Bureau of Job Service hosts the federally required state online public labor exchange system for posting employment opportunities. Through Wisconsin's 44 job centers, they promote career services, employment readiness activities, and provide computer and internet access. This bureau is also responsible for the application processes for employer tax incentives, fidelity bonds for high-risk hires, and training for individuals who require reskilling due to foreign trade.

Lastly, DWD will tailor and administer a competitive clean energy training and employment grant program that is accessible to the local workforce development boards (WDBs) who can then partner with nonprofit organizations in their communities to train workers and jobseekers for identified, in-demand occupations and emerging skills within the clean energy sector.

DWD looks forward to working with OSCE to apply the state's collective power to spur transformative climate action, address historic injustice, and create new family-sustaining jobs in this clean energy sector.

Thank you,



Michele Carter, Administrator  
Division of Employment and Training