

Approved Minutes of the State Barber & Cosmetology Apprenticeship Advisory Committee

November 6, 2017

Milwaukee Area Technical College ECAM Center
Oak Creek, WI

Members Present	Organization/Employer
Cusack, Ann	DSPS
Fanson, Tania	Genesis Hair & Day Spa
Murphy, Alan (Co-Chair)	King Research / BlueCo Brands
Rosado, Madeline	Lids & Clips
Snyder, Berrin	Great Clips
Sutter, Carolyn	Cost Cutters of Wisconsin, Inc.
Vogt, Carol	Hair Formations
Members Absent	Organization/Employer
Belton, Lazonnice	Visions in Hair Design
Brolin, Julie	Regis Hairstyles
Henderson, Chereritta	Hair King
Komorowski, Ashley	Cost Cutters
Primm, Michelle	Ebony III
Rodriguez, Ben	Cost Cutters
Smith, Tonya	ANIU Salon
Consultants & Guests	Organization/Employer
Ahmad, Hafeezah	Bureau of Apprenticeship Standards
Badger, Richard	Bureau of Apprenticeship Standards
Budda, Tim	Bureau of Apprenticeship Standards
Christian, Roxanne	Milwaukee Area Technical College
Dammann, Jamie	Cost Cutters
Johnson, Joshua	Bureau of Apprenticeship Standards
Larson, Liza	Milwaukee Area Technical College
Smith, Owen	Bureau of Apprenticeship Standards

1. The meeting was called to order at 10:05 a.m. by Co-Chair Alan Murphy in conformance with the Wisconsin open meeting laws.
2. A roll call was conducted. A quorum was present.
3. The committee reviewed the current roster.

4. BAS administrative workflow changes

Josh explained that many apprentices were working with an apprenticeship contract but without the required permit from the Department of Safety and Professional Services. Many apprentices felt it was unjust that they could not work until they had both the contract and the permit. So, the Bureau and DSPS reviewed their internal procedures and released a new workflow, which went into effect February 1, 2017.

Josh reiterated that apprentices cannot work on clients until they have the contract and the permit. Under the new workflow, the apprenticeship training representative gets the apprentice's signature on the contract and sends it to DSPS; DSPS sends the permit number to the Bureau; and then the Bureau activates the apprentice contract. Josh stated that this revised workflow is working well for the Bureau and DSPS, but for it to be truly successful, it must be a collaborative effort between the departments and sponsors, too. So, the Bureau is open to feedback and input from sponsors.

The committee replied that the process generally takes too long and can take longer if the apprentice makes an error on the permit application. DSPS replied that it understands the urgent need to process the applications as soon as possible and strives to process all applications within 7-10 business days. However, the department has taken longer before due to a high volume of applications from five professions and few personnel. DSPS stated that, overall, the new workflow has greatly improved the communication between all parties and great helps DSPS collect the information on the permit more quickly.

The committee asked whether the sponsor is required to review the apprentice's permit application. Josh replied that the sponsor is not required to do so, but the Bureau strongly encourages sponsors and apprentices to review the permit application together.

The committee asked whether there is a problem with the payment process for the permit. DSPS replied that the permit application and application fee are handled by separate staff, but the overall processing time should still be 7-10 days.

DSPS asked the committee whether communication around the process had improved, despite the occasional processing delays. The committee replied that communication does seem to have improved but many small businesses seem to be unaware of the changes. Communication seems to lack between the Bureau and new and small businesses. Josh replied that the Bureau informed all current sponsors and ATRs of the revised workflow via official letter in early February; since then, new sponsors would have been informed through the ATRs.

ii. Can hours worked without a permit apply to on-the-job learning?

The conversation shifted to applicability of hours worked without a permit. A committee member explained that sometimes sponsors put people into an informal training plan prior to the apprenticeship. The member explained that having an employee without a permit that cannot work can be challenging.

An apprenticeship training representative explained that the Bureau has not credited hours worked without a permit towards on-the-job learning. If an employee can perform some work without a permit, the Bureau could discuss whether it could be credited to the apprenticeship. A committee member explained that individuals without a permit cannot touch a client but they can work in a support capacity so the sponsor can gauge the individual's work ethic and determination.

Josh said that the Bureau is willing to discuss whether certain work performed without a permit could be credited towards the apprenticeship.

Action: the committee advised the Bureau to send an official letter reminding all sponsors of the new workflow and to send the letter to technical colleges, too. The letter should include the new employer and apprentice applications, either a link to the DSPS application or a paper copy, and a flow chart of the new workflow and its timeframes.

Action: the committee advised the Bureau to convene a focus group to discuss whether certain work performed without a permit could be credited towards apprenticeship on-the-job learning. Carolyn, Berrin, and Madeline volunteered.

5. DSPS Update

The update was covered in the prior discussion.

6. Old Business

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

i. For action: approve the minutes.

The committee approved the minutes as written.

ii. Interest in developing a youth apprenticeship program

Owen reviewed that the state youth apprenticeship staff had discussed the absence of a current youth apprenticeship program in cosmetology and the lack of funding to create one at the state committee's 2017 spring meeting. Instead, the state committee had decided to focus on alternative means of recruiting high school students in the registered apprenticeship program. The committee had argued that a high school student could enter the registered apprenticeship while in high school because the minimum age is 17, according to the state standards. Some members questioned whether the minimum age is 16.

Action: the state committee advised that the Bureau research whether the requirement that registered apprentices work at least 32 hours a week would apply to high school students who register in the program.

Action: Tania and ATR Tracy Jallah volunteered to share their best practices for marketing to high school juniors and seniors at the 2018 spring meeting.

b. Revisions to CFR 29. 30 (AA/EEO requirements)

Josh explained that revisions were released by the U.S. Department of Labor, but the DOL has yet to release further guidance on implementation to the Bureau. All sponsors must "stay tuned."

c. Federal grants to expand registered apprenticeship

Josh reviewed that the Bureau received three federal grants to expand registered apprenticeship: the WAGE\$ grant; the state expansion grant; and the state accelerator grant. The WAGE\$ and expansion grants will focus on expanding registered apprenticeship into new sectors of the economy and recruiting and retaining women and minorities. These grants will indirectly affect the service trades by increasing the pool of qualified applicants to all apprenticeships through promoting youth apprenticeship and pre-apprenticeship readiness programs. The state accelerator grant will be used to increase the Bureau's administrative capacity: the Bureau will further train its field representatives in consultative skills training for outreach; fund additional field representative positions; and upgrade its contract management system.

The committee did not have questions or comments.

d. WI Apprenticeship LEADERS initiative

Josh reported more than 50 stakeholders, representing all sectors and categories of stakeholders, will participate in the LEADERS campaign. The Bureau will kick-off the campaign with a formal luncheon and presentation during National Apprenticeship Week in November. Participants will choose their level of involvement; stakeholders could simply permit the Bureau to use their logos in outreach material or commit to co-presenting with the Bureau at presentations to new industries. Josh encouraged attendees to apply, if they have not done so.

The committee did not have questions or comments.

e. Apprenticeship Completion Award Program

Owen reviewed that ACAP concluded on June 30, 2017 and was recently renewed for two years as part of the Governor's budget for the next biennium. In the interim, the Bureau's database still sent eligibility notices to apprentices and sponsors. Apprentices that became eligible in the interim will be grandfathered in.

A committee member stated that several of her apprentices submitted reimbursement requests but did not receive a response.

Action: the Bureau will research why the apprentices did not receive a response

f. Other

The committee did not have additional topics.

5. New Business

a. 2017 WI Senate Bill 411

Josh reviewed that the proposed law would make the apprentice-to-journeyworker ratio 1:1 for all registered apprenticeships and eliminate the Bureau's power to modify it. The bill would apply to the Barber and Cosmetologist apprenticeships, but the programs already use a 1:1 ratio.

The committee did not have questions or comments.

b. Presidential Executive Order: Expanding Apprenticeships in America

Josh reviewed that the order will create a third lane to apprenticeship: industry-recognized apprenticeships, which will be distinguished by a streamlined application process and less "red tape" for sponsors. The impetus behind the order are complaints across the country that the application process for registered apprenticeship sponsors is too lengthy, complicated, and unnecessary. \

Josh reported that a federal task force has been assigned to recommend related policies and implementation. The Bureau is awaiting further guidance from the U.S. Department of Labor.

The committee asked whether the task force includes a representative from Wisconsin. Josh replied that it does not and the Bureau does not know why. Wisconsin nominated several individuals, but none were accepted.

c. National Apprenticeship Week 2017

Josh reported that the third annual National Apprenticeship Week will occur November 13-19. The first day will include the kick-off of the Apprenticeship LEADERS initiative. Tuesday will include the quarterly meeting of the WI Apprenticeship Advisory Council at the Cement Mason's training center in Madison; a career fair will be held simultaneously upstairs. Wednesday will feature open houses by construction training centers across the state. Thursday will feature a tour of the Milwaukee Bucks' new arena and a meet-and-greet with apprentices working on the project. Last, Friday will feature an event at the Milwaukee Job Corps center. Josh encouraged attendees to host events for their local audiences.

The committee did not have questions or comments.

d. WI Apprenticeship Diversity Conference 2018

Josh reported that the Bureau is planning to convene a WI Apprenticeship Diversity Conference in the fall of 2018. The focus will be helping sponsors develop new strategies for recruiting and retaining women and minority apprentices.

The committee did not have questions or comments.

e. Bureau of Apprenticeship Standards Electronic Registration System (BASERS)

i. Overview

Josh reported that the Bureau will use funding from the state accelerator grant to upgrade its information management system with electronic registration and electronic signature capture. The new system is called the Bureau of Apprenticeship Standards Electronic Registration System, or BASERS.

BASERS will give sponsors the option of creating and completing sponsor and apprentice applications online rather than by hand. The draft application will trigger an electronic alert to the apprenticeship training representative, who will review and approve it. BASERS will also provide electronic signature capture, which will dramatically reduce the travel time spent obtaining signatures in person. Electronic registration will be piloted in the early spring of 2018 and electronic signature capture will be piloted in the summer of 2018.

The committee asked how BASERS will deal with application errors. Josh replied that all applications will be reviewed by BASERS and the ATRS, so errors may be flagged by BASERS or caught by the ATR.

A consultant asked whether technical colleges will not receive the phone numbers and email addresses of apprentices, which was a request of the WTCS-BAS work group. Josh answered that he is not sure and will ask Karen.

ii. Salons as sole sponsors

DSPS stated that it has a new policy of issuing one establishment permit per owner and address. Therefore, employers with satellite locations will be treated as a single location with one permit. This would prevent sponsors from transferring apprentice between satellite locations because the satellite location would not be tied to the apprentice contract.

The committee strongly expressed concern that this policy would adversely affect franchise sponsors that routinely transfer apprentices between satellite locations and managers. The committee strongly advised the Bureau and DSPS to fix the permit application so that franchise sponsors can assign apprentices to multiple locations.

Action: BAS, DSPS, and sponsors will review the policy.

f. BAS personnel update

Josh reported that the Bureau hired five new apprenticeship training representatives this year due to new positions, retirements, and promotions. The new ATR for Appleton South, a new district, is Tim Budda. The new ATR for Waukesha is Richard Badger. The new ATR for Lakeshore area is Lynn O'Shasky. The new ATR for Racine is Dominic Robinson. The new ATR for Eau Claire is Rachell Faber.

The new program assistant is Ann Thiel. The new manager of the WAGE\$ grant is Nancy Kargel. Last, Bob Sceldroup, the ATR for Milwaukee, has retired. The Bureau has not filled the vacancy yet.

g. Other

Co-Chair Murphy reported that national efforts to eliminate the requirement for a manager's license are underway.

6. Program participants include 268 apprentices and 176 sponsors with a contract in active or unassigned status on September 22, 2017.
7. The committee tentatively scheduled its next meeting for Monday, May 21 at 10:00 a.m. at Milwaukee Area Technical College, ECAM Center, in Oak Creek.
8. The meeting adjourned at 12:25 p.m.

Submitted by Owen Smith, Program & Policy Analyst

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Scott Walker, Governor
Ray Allen, Secretary
Chythania Brown, Division Administrator

October 5, 2017

TO: State Barber & Cosmetology Apprenticeship Advisory Committee Members & Consultants

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

SUBJECT: **State Barber & Cosmetology Apprenticeship Advisory Committee Meeting**

DATE: November 6, 2017

TIME: 10:00 a.m.

Place: MATC Oak Creek ECAM Center, Room E114A
6665 South Howell Avenue
Oak Creek, WI 53154-1107
[Map and directions](#)
Park in visitor spaces in Lot L. Sign guest book in front lobby.

TENTATIVE AGENDA

1. Call the meeting to order.
2. Introduce attendees.
3. Review the roster.
4. BAS administrative workflow changes
5. DSPS Update
6. **Old Business**
 - a. Review follow-up items from the previous meeting:
 - i. **For action:** approve the minutes.
 - ii. Interest in developing a youth apprenticeship program
 - b. Revisions to CFR 29. 30 (AA/EEO requirements)
 - c. Federal grants to expand registered apprenticeship
 - d. WI Apprenticeship LEADERS initiative
 - e. Apprenticeship Completion Award Program
 - f. Other

September 22, 2017

7. **New Business**

- a. 2017 WI Senate Bill 411
- b. Presidential Executive Order: Expand Apprenticeship in America
- c. WI Apprenticeship Diversity Conference 2018
- d. Bureau of Apprenticeship Standards Electronic Registration System
- e. BAS personnel update
- f. Other

8. WTCS Update

9. Review the program participants.

10. Schedule the next meeting.

11. Adjourn.



September 2017

STATUS

Federal Grant Awards

WAGE\$

October 1, 2015 began the Wisconsin Apprenticeship Growth Enhancement Strategies (WAGE\$) \$5 Million grant supporting development of new Registered Apprenticeships in Advanced Manufacturing, Healthcare, and Information Technology. Over the grant's five-year term the state committed to establishing 1,000 new apprentices in 12 high growth occupations associated with those industry sectors. Since its inception (Between 10-1-15 and 8-31-17):

Sector	Occupation/Trade	Number of Apprentices Registered	Operational or Under Development
Industrial	Industrial Manufacturing Technician	37	Operational
	Maintenance Technician	112	Operational
	Mechatronics	0	Operational
	Welder – Fabricator	11	Operational
	Welder/Automated Welding	3	Operational
	Total	163	
Information Technology	Software Developer		Operational
	Data Analyst		Under Development
	Help Desk		Planning
Healthcare	Pharmacy Technician		Planning
	Medical Assistant		Planning

Apprenticeship USA State Expansion Grant

October 1, 2016 commenced the \$1.5 Million Apprenticeship USA State Expansion Grant. Award is to grow the number of women and underrepresented populations specifically in the construction industry, as well as develop new apprentice occupations in the Financial Services and Biotech industries. Working in conjunction with two of the state's workforce boards, BAS committed to adding 427 new apprenticeship contracts over the 18-month life of the grant. Since its inception: (Between 10-1-16 and 8-31-17)



Sector	Occupation/Trade	Number of Apprentices Registered	Operational or Under Development
Construction	36 Various Trades	1,232	Operational
Female	12 Various Trade	45	Operational
Minority	26 Various Trades	175	Operational
Bio Technology	Analysis Underway		Planning
Financial Services	Financial Services Representative		Under Development

State Accelerator Grant

Funding is to support the expansion of the Bureau of Apprenticeship Standards (BAS) staff, as well as fund outreach and awareness activities introducing apprenticeships in advanced manufacturing, healthcare, and information technology sectors. Added a new ATR for the northeast of the state, as well as a new supervisor, and supported training of the ATRs in their new roles to support apprenticeship outreach activities.



State of Wisconsin
2017 - 2018 LEGISLATURE

LRB-0888/1
MED:klm

2017 SENATE BILL 411

September 14, 2017 - Introduced by Senators KAPENGA, CRAIG, DARLING, FEYEN, LASEE, MARKLEIN, NASS, STROEBEL, VUKMIR and WANGGAARD, cosponsored by Representatives HUTTON, ROHRKASTE, ALLEN, BERNIER, BRANDTJEN, E. BROOKS, FELZKOWSKI, GANNON, HORLACHER, KATZMA, KNODL, KREMER, KRUG, KULP, MACCO, NEYLON, PETERSEN, SANFELIPPO, SPIROS, THIESFELDT, TITTL and TUSLER. Referred to Committee on Labor and Regulatory Reform.

1 **AN ACT** *to repeal* 106.02 and 106.025 (4); *to amend* 106.01 (1), 106.01 (9), 106.01
2 (11) (intro.), 106.025 (1) and 106.025 (2); and *to create* 106.015 of the statutes;
3 **relating to:** apprentice-to-journeyworker ratios in apprenticeships and the
4 minimum duration of carpentry and plumbing apprenticeships.

Analysis by the Legislative Reference Bureau

Under current law, the Department of Workforce Development administers the law concerning apprenticeship programs in this state and has various powers as necessary to perform that function. In addition, DWD must promulgate rules regarding procedures for approving and for rescinding approval of apprenticeship programs. Under DWD's current rules, in order to be eligible for approval and registration by DWD, an apprenticeship program must have standards that address a numeric ratio of apprentices to journeyworkers consistent with proper supervision, training, safety, and continuity of employment, and applicable provisions in collective bargaining agreements, except where such ratios are expressly prohibited by the collective bargaining agreements.

This bill specifically prohibits DWD from prescribing, enforcing, or authorizing, through any means, a ratio of apprentices to journeyworkers for apprenticeship programs or apprentice contracts that requires more than one journeyworker for each apprentice.

SENATE BILL 411

The bill also repeals certain provisions regarding minimum terms for carpentry and plumbing apprenticeships.

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

1 **SECTION 1.** 106.01 (1) of the statutes is amended to read:

2 106.01 (1) FORMATION OF APPRENTICE CONTRACT. Any person 16 years of age or
3 over may enter into an apprentice contract binding himself or herself to serve as an
4 apprentice as provided in this section. ~~Except as provided in ss. 106.02 and 106.025,~~
5 ~~the~~ The term of service of an apprenticeship shall be for not less than one year. Every
6 apprentice contract shall be in writing and shall be signed by the apprentice, the
7 department, and the sponsor or an apprenticeship committee acting as the agent of
8 the sponsor. If the apprentice has not reached 18 years of age, the apprentice contract
9 shall also be signed by one of the apprentice's parents or, if both parents are deceased
10 or legally incapable of giving consent, by the guardian of the apprentice or, if there
11 is no guardian, by a deputy of the department. The department shall specify the
12 provisions that are required to be included in an apprentice contract by rule
13 promulgated under sub. (11).

14 **SECTION 2.** 106.01 (9) of the statutes is amended to read:

15 106.01 (9) AUTHORITY OF DEPARTMENT. The department, subject to s. 106.015,
16 may investigate, fix reasonable classifications, issue rules and general or special
17 orders, and hold hearings, make findings, and render orders upon its findings as
18 necessary to carry out the intent and purposes of this section. The investigations,
19 classifications, hearings, findings, and orders shall be made as provided in s.
20 103.005. Except as provided in sub. (8), the penalties specified in s. 103.005 (12)

SENATE BILL 411

1 apply to violations of this section. Orders issued under this subsection are subject
2 to review under ch. 227.

3 **SECTION 3.** 106.01 (11) (intro.) of the statutes is amended to read:

4 106.01 **(11) RULES.** (intro.) The department, subject to s. 106.015, shall
5 promulgate rules to implement this section, including rules providing for all of the
6 following:

7 **SECTION 4.** 106.015 of the statutes is created to read:

8 **106.015 Apprentice-to-journeyworker ratios.** The department may not
9 prescribe, enforce, or authorize, whether through the promulgation of a rule, the
10 issuance of a general or special order, the approval of an apprenticeship program or
11 apprentice contract, or otherwise, a ratio of apprentices to journeyworkers for
12 apprenticeship programs or apprentice contracts that requires more than one
13 journeyworker for each apprentice.

14 **SECTION 5.** 106.02 of the statutes is repealed.

15 **SECTION 6.** 106.025 (1) of the statutes is amended to read:

16 106.025 **(1)** The department may prescribe the conditions under which a
17 person may serve a plumbing apprenticeship, as to preliminary and technical college
18 attendance requirements, level of supervision of an apprentice, the character of
19 plumbing work, and the credit for school attendance in serving the apprenticeship.

20 **SECTION 7.** 106.025 (2) of the statutes is amended to read:

21 106.025 **(2)** Every person commencing a plumbing apprenticeship shall enter
22 into an apprentice contract under s. 106.01. ~~The term of a plumbing apprentice is~~
23 ~~5 years, but the department may upon application of the apprentice, the apprentice's~~
24 ~~employer, or both, extend the term for up to one additional year.~~

25 **SECTION 8.** 106.025 (4) of the statutes is repealed.

1 **SECTION 9. Initial applicability.**

(1) This act first applies to an apprenticeship contract governed by a collective bargaining agreement that contains provisions that are inconsistent with this act on the day on which the collective bargaining agreement expires or is modified, extended, or renewed, whichever occurs first.

6 (END)



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The White House

Office of the Press Secretary

For Immediate Release

June 15, 2017

Presidential Executive Order Expanding Apprenticeships in America

EXECUTIVE ORDER

EXPANDING APPRENTICESHIPS IN AMERICA

By the authority vested in me as President by the Constitution and the laws of the United

States of America, and to promote affordable education and rewarding jobs for American workers, it is hereby ordered as follows:

Section 1. Purpose. America's education systems and workforce development programs are in need of reform. In today's rapidly changing economy, it is more important than ever to prepare workers to fill both existing and newly created jobs and to prepare workers for the jobs of the future. Higher education, however, is becoming increasingly unaffordable. Furthermore, many colleges and universities fail to help students graduate with the skills necessary to secure high paying jobs in today's workforce. Far too many individuals today find themselves with crushing student debt and no direct connection to jobs.

Against this background, federally funded education and workforce development programs are not effectively serving American workers. Despite the billions of taxpayer dollars invested in these programs each year, many Americans are struggling to find full-time work. These Federal programs must do a better job matching unemployed American workers with open jobs, including the 350,000 manufacturing jobs currently available.

Expanding apprenticeships and reforming ineffective education and workforce development programs will help address these issues, enabling more Americans to obtain relevant skills and high-paying jobs. Apprenticeships provide paid, relevant workplace experiences and opportunities to develop skills that employers value. Additionally, they provide affordable paths to good jobs and, ultimately, careers.

Finally, federally funded education and workforce development programs that do not work must be improved or eliminated so that taxpayer dollars can be channeled to more effective uses.

Sec. 2. Policy. It shall be the policy of the Federal Government to provide more affordable pathways to secure, high paying jobs by promoting apprenticeships and effective workforce development programs, while easing the regulatory burden on such programs and reducing or eliminating taxpayer support for ineffective workforce development programs.

Sec. 3. Definitions. For purposes of this order:

(a) the term "apprenticeship" means an arrangement that includes a paid-work component and an educational or instructional component, wherein an individual obtains workplace-relevant knowledge and skills; and

(b) the term "job training programs" means Federal programs designed to promote skills development or workplace readiness and increase the earnings or employability of workers, but does not include Federal student aid or student loan programs.

Sec. 4. Establishing Industry-Recognized Apprenticeships. (a) The Secretary of Labor

(Secretary), in consultation with the Secretaries of Education and Commerce, shall consider proposing regulations, consistent with applicable law, including 29 U.S.C. 50, that promote the development of apprenticeship programs by third parties. These third parties may include trade and industry groups, companies, non-profit organizations, unions, and joint labor-management organizations. To the extent permitted by law and supported by sound policy, any such proposed regulations shall reflect an assessment of whether to:

- (i) determine how qualified third parties may provide recognition to high-quality apprenticeship programs (industry-recognized apprenticeship programs);
- (ii) establish guidelines or requirements that qualified third parties should or must follow to ensure that apprenticeship programs they recognize meet quality standards;
- (iii) provide that any industry-recognized apprenticeship program may be considered for expedited and streamlined registration under the registered apprenticeship program the Department of Labor administers;
- (iv) retain the existing processes for registering apprenticeship programs for employers who continue using this system; and
- (v) establish review processes, consistent with applicable law, for considering whether to:
 - (A) deny the expedited and streamlined registration under the Department of Labor's registered apprenticeship program, referred to in subsection (a)(iii) of this section, in any sector in which Department of Labor registered apprenticeship programs are already effective and substantially widespread; and
 - (B) terminate the registration of an industry-recognized apprenticeship program recognized by a qualified third party, as appropriate.

(b) The Secretary shall consider and evaluate public comments on any regulations proposed under subsection (a) of this section before issuing any final regulations.

Sec. 5. Funding to Promote Apprenticeships. Subject to available appropriations and consistent with applicable law, including 29 U.S.C. 3224a, the Secretary shall use available funding to promote apprenticeships, focusing in particular on expanding access to and participation in apprenticeships among students at accredited secondary and post secondary educational institutions, including community colleges; expanding the number of apprenticeships in sectors that do not currently have sufficient apprenticeship opportunities; and expanding youth participation in apprenticeships.

Sec. 6. Expanding Access to Apprenticeships. The Secretaries of Defense, Labor, and Education, and the Attorney General, shall, in consultation with each other and consistent with

applicable law, promote apprenticeships and pre apprenticeships for America's high school students and Job Corps participants, for persons currently or formerly incarcerated, for persons not currently attending high school or an accredited post-secondary educational institution, and for members of America's armed services and veterans. The Secretaries of Commerce and Labor shall promote apprenticeships to business leaders across critical industry sectors, including manufacturing, infrastructure, cybersecurity, and health care.

Sec. 7. Promoting Apprenticeship Programs at Colleges and Universities. The Secretary of Education shall, consistent with applicable law, support the efforts of community colleges and 2 year and 4 year institutions of higher education to incorporate apprenticeship programs into their courses of study.

Sec. 8. Establishment of the Task Force on Apprenticeship Expansion. (a) The Secretary shall establish in the Department of Labor a Task Force on Apprenticeship Expansion.

(b) The mission of the Task Force shall be to identify strategies and proposals to promote apprenticeships, especially in sectors where apprenticeship programs are insufficient. The Task Force shall submit to the President a report on these strategies and proposals, including:

- (i) Federal initiatives to promote apprenticeships;
- (ii) administrative and legislative reforms that would facilitate the formation and success of apprenticeship programs;
- (iii) the most effective strategies for creating industry-recognized apprenticeships; and
- (iv) the most effective strategies for amplifying and encouraging private-sector initiatives to promote apprenticeships.

(c) The Department of Labor shall provide administrative support and funding for the Task Force, to the extent permitted by law and subject to availability of appropriations.

(d) The Secretary shall serve as Chair of the Task Force. The Secretaries of Education and Commerce shall serve as Vice-Chairs of the Task Force. The Secretary shall appoint the other members of the Task Force, which shall consist of no more than twenty individuals who work for or represent the perspectives of American companies, trade or industry groups, educational institutions, and labor unions, and such other persons as the Secretary may from time to time designate.

(e) Insofar as the Federal Advisory Committee Act, as amended (5 U.S.C. App.), may apply to the Task Force, any functions of the President under that Act, except for those of reporting to the Congress, shall be performed by the Chair, in accordance with guidelines issued by the Administrator of General Services.

(f) Members of the Task Force shall serve without additional compensation for their work on the Task Force, but shall be allowed travel expenses, including per diem in lieu of subsistence, to the extent permitted by law for persons serving intermittently in the Government service (5 U.S.C. 5701–5707), consistent with the availability of funds.

(g) A member of the Task Force may designate a senior member of his or her organization to attend any Task Force meeting.

(h) The Task Force shall terminate 30 days after it submits its report to the President.

Sec. 9. Excellence in Apprenticeships. Not later than 2 years after the date of this order, the Secretary shall, consistent with applicable law, and in consultation with the Secretaries of Education and Commerce, establish an Excellence in Apprenticeship Program to solicit voluntary information for purposes of recognizing, by means of a commendation, efforts by employers, trade or industry associations, unions, or joint labor-management organizations to implement apprenticeship programs.

Sec. 10. Improving the Effectiveness of Workforce Development Programs. (a) Concurrent with its budget submission to the Director of the Office of Management and Budget (OMB), the head of each agency shall submit a list of programs, if any, administered by their agency that are designed to promote skills development and workplace readiness. For such programs, agencies shall provide information on:

- (i) evaluations of any relevant data pertaining to their effectiveness (including their employment outcomes);
- (ii) recommendations for administrative and legislative reforms that would improve their outcomes and effectiveness for American workers and employers; and
- (iii) recommendations to eliminate those programs that are ineffective, redundant, or unnecessary.

(b) The Director of OMB shall consider the information provided by agencies in subsection (a) of this section in developing the President's Fiscal Year 2019 Budget.

(c) The head of each agency administering one or more job training programs shall order, subject to available appropriations and consistent with applicable law, an empirically rigorous evaluation of the effectiveness of such programs, unless such an analysis has been recently conducted. When feasible, these evaluations shall be conducted by third party evaluators using the most rigorous methods appropriate and feasible for the program, with preference given to multi-site randomized controlled trials.

(d) The Director of OMB shall provide guidance to agencies on how to fulfill their obligations under this section.

Sec. 11. General Provisions. (a) Nothing in this order shall be construed to impair or otherwise affect:

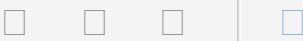
- (i) the authority granted by law to an executive department or agency, or the head thereof; or
- (ii) the functions of the Director of OMB relating to budgetary, administrative, or legislative proposals.

(b) This order shall be implemented consistent with applicable law and subject to the availability of appropriations.

(c) This order is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the United States, its departments, agencies, or entities, its officers, employees, or agents, or any other person.

DONALD J. TRUMP

THE WHITE HOUSE,
June 15, 2017.



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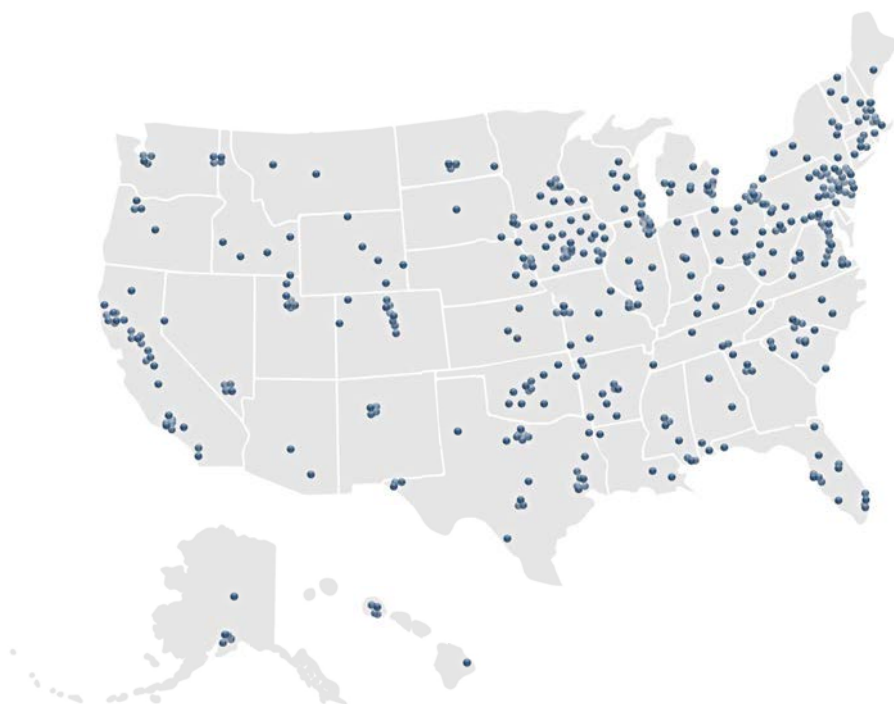


Apprenticeship**USA**



NOVEMBER 14 - 20, 2016

NATIONAL APPRENTICESHIP WEEK REPORT



National Apprenticeship Week

The second annual National Apprenticeship Week (NAW) was held November 14 – 20, 2016. Throughout the week, Registered Apprenticeship sponsors showcased their programs, facilities and apprentices. This formal recognition of apprenticeship training provided opportunities for businesses, education partners, labor organizations, industry associations and other valued partners to highlight how apprenticeship helps to meet the country's ongoing need for a skilled workforce.

*"Tell me and I forget,
teach me and I remember,
involve me and I learn."*

~ Benjamin Franklin

Highlights

EVENTS: More than 690 events, attended by over 96,000 people, in all states and the District of Columbia.

SOCIAL MEDIA: A host of videos, blog posts, Tweets, Instagram snaps and YouTube videos broadcast the value of apprenticeship throughout the week.

INTERNATIONAL PARTNERSHIPS: Several events were held to highlight international apprenticeship partnerships, including the United Kingdom (UK)-based Transatlantic Apprenticeship Exchange Forum, a Swiss Embassy panel discussion, a discussion with the Ambassador of the Federal Republic of Germany, and the official launch of TranZed Apprenticeship Services - a collaboration between UK and U.S. partners.

Activities

A diverse and creative array of events and activities occurred throughout the country during NAW, including company open houses, forums, discussions, apprentice appreciation events, career fairs and tours of community and technical colleges.

NAW 2016

BY THE NUMBERS

692

Total Number
of Events

All **50** States
Participating

Number of Attendees

More than
96,000

More than

469,000

DOL followers
on Twitter

97 Proclamations

41.4M

Social Media
Impressions

States, local government and apprenticeship organizations released their own proclamations for NAW, including several proclamations spotlighting Women in Apprenticeship.

The U.S. Department of Labor emphasized a different key theme for each day of NAW to focus online and in-person conversations about apprenticeship. These themes included:

- Apprenticeship Works for Everyone
- Apprenticeship Works for Employers and Industry
- Apprenticeship Works for Workers and Job Seekers
- Apprenticeship Works Around the Globe
- Apprenticeship Works in Education

Officials in the Departments of Labor, as well as Education and Commerce, members of Congress, businesses, unions and others participated in live events, blogs, and Twitter to publicize the activities of NAW and to promote the value of apprenticeship. Citizens nationwide were invited to join the discussion via Twitter, using **#ApprenticeshipWorks** and **#NAW2016**.



USDOL Office of Apprenticeship Administrator John Ladd presents at Urban Institute's Transatlantic Apprenticeship Exchange forum: Delivering Employer-Driven Apprenticeships.

National Leaders Promote Apprenticeship

In its second year, NAW continues to be recognized by a wide variety of national leaders, including members of Congress and leadership from federal agencies. The Bureau of International Affairs announced a \$9 million investment to support apprenticeship opportunities for vulnerable youth in Argentina, Costa Rica, and Kenya. Other examples of national leaders helping to spotlight the benefits of apprenticeship training are:

Study Highlights the Value of Registered Apprenticeship

The businesses studied unanimously agreed that the benefits of Registered Apprenticeship outweigh its costs. Apprenticeship programs have improved overall performance, lowered job vacancies and provide a competitive advantage over other companies.

As one of the first studies of its type in the U.S., researchers discovered that few companies currently calculate an internal return on investment for their hiring and training practices. The report offers a method for organizations to identify the qualitative return on investment for using apprenticeship training.

- **The Deputy Secretary of Labor, several Assistant Secretaries of Labor, the Assistant Secretary of Veterans' Employment and Training Services, and the Associate Director of the Office of Personnel Management** met with Department of Labor apprentices to discuss their successes and future opportunities for federal government apprenticeships.
- National officials met during NAW to plan the future of the **Military Apprenticeship Program**.
- **Members of Congress** from several states attended apprenticeship events and signed proclamations promoting NAW and commending the Office of Apprenticeship for its outstanding work.
- On November 16, Secretary of Commerce Penny Pritzker announced the release of a report entitled, **"The Benefits and Costs of Apprenticeships: A Business Perspective."** The study was conducted by the Department of Commerce, in partnership with Case Western Reserve University, and examined the

value of apprenticeship for employers and apprentices. To read the report, please visit <http://www.esa.gov/reports/benefits-and-costs-apprenticeships-business-perspective>.

Businesses Celebrate Apprenticeship



Marion Blakey, President and CEO, Rolls-Royce North America, speaks at the SelectUSA Investment Summit.

Business leaders enthusiastically showcased their apprenticeship programs throughout the week. From hosting open houses to participating in Apprenticeship Career Fairs around the country, businesses described why they turn to apprenticeship to recruit, train, and retain the workforce they need to grow and thrive.

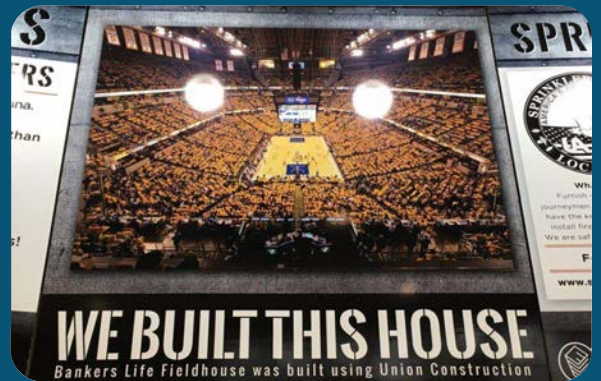
Some of the key events during the week included:

- **Associated Builders and Contractors** hosted a celebration of apprenticeship.
- **America's Beverage Company** held a signing ceremony to launch its new apprenticeship program.
- **American Hotel and Lodging Association Human Resources Council** sponsored an employer discussion on using apprenticeship to train skilled workers for the hotel industry.
- **Werner Enterprises** sponsored information sessions about its driver apprenticeship program at training centers throughout the country.
- **DASI Solutions** hosted an Open House for visitors to learn about the DASI Apprenticeship Program. Attendees toured the company's headquarters, including the Stratasys 3D Printing studio and SOLIDWORKS training lab for a first-hand look at its Industrial Design Technician Apprenticeship Program.



Building Trades apprentices during the Indiana Pacers Game celebrating NAW 2016.

Companies large and small, in all areas of the country, proudly promoted the value of their apprenticeship programs. NAW provided a prime opportunity for businesses to illustrate their success with apprenticeship, honor their apprentices, and to recruit new workers into their apprenticeship programs.



Apprentices took part in the building of Bankers Life Fieldhouse, home of the Indiana Pacers.

Labor Organizations and Colleges Open Their Doors

Across the country, joint labor management organizations and apprenticeship training facilities sponsored events during NAW. Unions and joint apprenticeship and training councils invited the public to learn about their programs, and they participated in events promoting apprenticeship in their communities. The Plumbers and Steamfitters Local 137 in Springfield, Illinois, held an Apprenticeship Career fair for students; and Finishing Trades Institutes around the country sponsored open houses for high school students and the public. The Fort Smith Electrical Industry Joint Apprenticeship Training Committee in Arkansas held events throughout the week for its apprentices, contractors and others. The IBEW Training Facility in Anchorage, Alaska, hosted an open house featuring its electrical apprenticeship.

An unprecedented number of community and technical colleges hosted events for employers and prospective apprentices, showcasing their facilities and their array of apprenticeship programs in growing occupations. Events across the country ranged from an apprentice luncheon at South Central College in Minnesota, to an appreciation luncheon for apprenticeship sponsors at Northeastern Technical College in South Carolina. Ivy Technical College in Indiana hosted apprenticeship fairs throughout the week, as did Harper College in Illinois.

Other events included:

- **The Ottumwa Job Corps Center** hosted an Apprenticeship Signing Day to launch the first approved Registered Apprenticeship within Job Corps programming nationwide. Employers and panel members discussed how advanced training for Certified Nursing Assistants will help address the healthcare gap, low wages, staff shortages and turnover, and enhance placement opportunities through industry specific on the job training.



Panel members discuss how to nurture better links between UK and US-based training providers seeking to expand apprenticeship in America and the second annual Transatlantic Apprenticeship Exchange Forum.



The Hartford became the first insurance company based in the U.S. to sign Registered Apprenticeship Standards during NAW 2016.

- **The Urban Institute, New Work Training, and the American Institute for Innovative Apprenticeship** sponsored the second annual Transatlantic Apprenticeship Exchange Forum. The forum offered lessons on how best to attract employers to build apprenticeship programs, drawing on the experiences of U.S. and U.K. intermediaries and employers.
- **The Invictus Institute** hosted an Invictus Apprenticeship Open House to launch their new Regional Training Center. The event included demonstrations and interactive training opportunities. The apprenticeship program will train unskilled and unlicensed workers to be security officers and put them on a career path toward owning and managing their own private security company.

Career Pathways for Youth

ApprenticeshipUSA continues to build connections with youth organizations, providing companies with a pipeline of future apprentices and opening career pathways for youth in a wide variety of occupations.

During NAW, YouthBuild hosted the second annual Women in Construction Conference in California, and Lunch and Learn sessions on apprenticeship were held for high school administrators and guidance counselors in several locations. The first Job Corps Registered Apprenticeship program, in Iowa, held its Apprentice Inception ceremony, and Careerline Technical Center in Michigan provided its high school juniors and seniors with brief seminars to learn about apprenticeship career opportunities in Advanced Manufacturing.



Students in the first digital marketing apprenticeship program in the U.S. Digital Creative Institute.

Promoting Diversity



Shamaiah Turner is a 5th year apprentice with the Sheet Metal Workers Local 17 in Dorchester Mass. Her story is featured in a blog post by the USDOL Women's Bureau for NAW 2016.

Advancing apprenticeship opportunities for women, minorities, veterans and individuals with disabilities has been an ongoing priority for the Department of Labor. During NAW 2016, several impactful events and activities furthered this goal and highlighted the importance of offering apprenticeship opportunities to all workers, including a panel discussion at Rutgers University on promoting apprenticeships for underserved populations and victims of domestic violence.

Kelli Mumphrey, a veteran participating in a Department of Labor apprenticeship program, [blogged](#) about her experiences and the opportunities apprenticeship has provided for a new career path.

- The Office of Disability Employment Policy released [two videos](#) featuring diverse apprentices who launched their training in high school and are now succeeding in the high-growth/high-paying Information

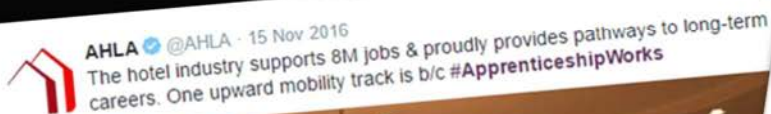
Technology, Healthcare and Shipbuilding industries.

- The Policy Group on Tradeswomen's Issues hosted an awards ceremony for businesses and Joint Apprenticeship Training Committees that have achieved workforce diversity goals in major projects.
- Oregon Tradeswomen, Inc. held a roundtable discussion on women in apprenticeship.



J.B. Hunt hires veterans through the Hunt's Heroes National Apprenticeship Program.

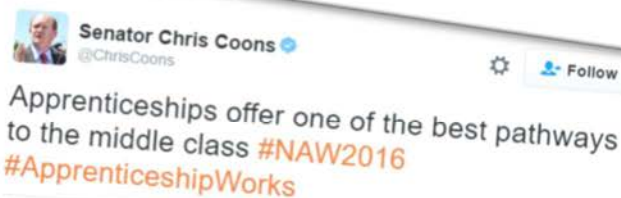
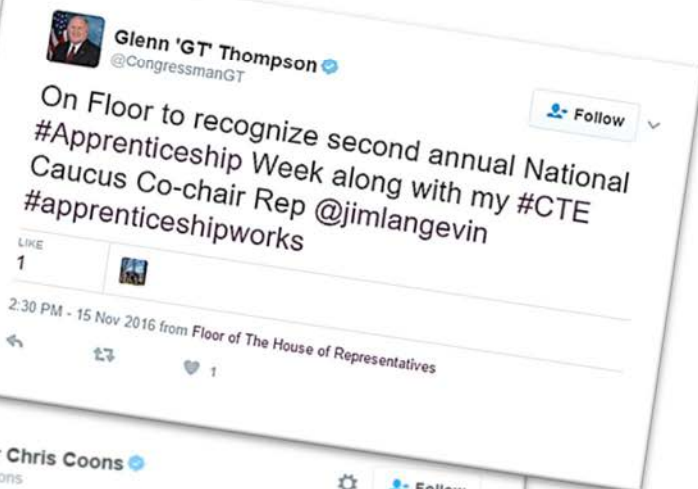
Media and Digital Highlights



Looking Toward the Future

Since the 2014 call to action to double the number of apprentices in the nation within five years, the U.S. has added 125,000 new apprenticeships. The second NAW provided the opportunity to spotlight this success and to serve as a springboard to attract new businesses, intermediaries and job seekers to adopt apprenticeship.

NAW 2016 exceeded expectations and successfully promoted the value of apprenticeship through events, proclamations and activities held across the country. A week dedicated to showcasing Registered Apprenticeship programs provides a focused opportunity for all apprenticeship partners to speak with a collective voice about the many benefits of apprenticeship. The apprenticeship training model continues to grow in popularity - helping companies in all industries to develop a well-trained workforce and providing middle-class jobs and solid career pathways for workers across America.



USDOL Thanks VP Pence for his Support

Vice President Michael Pence, in his former role as Governor of Indiana signed this proclamation, designating November 14 through November 20, 2016 as Apprenticeship Week in the State of Indiana.

STATE OF INDIANA
EXECUTIVE DEPARTMENT
INDIANAPOLIS

Executive Order **PROCLAMATION**

TO ALL TO WHOM THESE PRESENTS MAY COME, GREETINGS:

WHEREAS, the Indiana Department of Workforce Development (DWD) projects that by 2025, Indiana will have one million jobs to fill, and the state will need a skilled workforce to meet this demand; and

WHEREAS, work-based learning plays an important role in helping workers gain critical skills in the face of ever-changing workforce demands; and

WHEREAS, apprenticeships combine on-the-job training and related instruction to enable workers to learn both the practical and theoretical aspects of a highly-skilled occupation; and

WHEREAS, apprenticeships result in lower turnover rates for employers and higher paying jobs for employees, and often allows apprentices to earn as they learn; and

WHEREAS, more than 544 registered apprenticeship programs operate in the state of Indiana, serving 13,957 active apprentices, and DWD is dedicated to expanding this method of work-based training and education to untraditional sectors, such as IT and healthcare, and to a diverse segment of the Hoosier population, including women and minorities; and

WHEREAS, it is imperative that we continue to encourage the development of, and enrollment in, apprenticeship programs, as they are a win-win for both employers and employees and a tried and tested method of skilling up our workforce; and

WHEREAS, November 14-20, 2016 is National Apprenticeship Week;

NOW, THEREFORE, I, Michael R. Pence, Governor of the State of Indiana, do hereby proclaim November 14-20, 2016 as

APPRENTICESHIP WEEK

in the State of Indiana, and invite all citizens to duly note this occasion.

*In Testimony Whereof, I hereto
set my hand and cause to be affixed the
Great Seal of State. Done at the
City of Indianapolis, this 7th
day of November in the year of our
Lord 2016 and of the Independence
of the United States 241.*



BY THE GOVERNOR: _____

Michael R. Pence



WTCS System-Wide Activity Update for Fall 2017

- **WTCS Apprenticeship Enrollment Trend:** WTCS Enrollments across all apprenticeship programs continued to rise significantly over the past year with an increase from 6128 to 6527 unduplicated, and 6633 to 7123 duplicated, students by the end of June 2017. That is a 6.5% and 7.4% increase, respectively, in one year. Over a three year timeline, 2015-2017, the growth was 21.6%.
- **System-Wide Curriculum:** Curriculum Standard models are established and currently posted for 64 trades to the WTCS WIDS Repository. Approximately 95% of all apprenticeship programs offered through the WTCS now have a curriculum model standard on record in WIDS. Colleges are able to map/create a matrix showing how their curriculum aligns with the model standards and to evaluate credits earned. ATRs regularly use these documents to explain and promote learning content to current and potent apprenticeship sponsors.

New program curriculum continue to be developed in 2017-18 for Auto Body Collision and Organic Vegetable Farm Grower/Manager, as well as for those occupations targeted under the WAGE\$ and State Expansion Grants in areas of Information Technology, Healthcare, Finance, and Biotechnology.

- **Great Lakes Tools of the Trade/WTCS Apprenticeship Scholarships:** The Great Lakes Higher Education Corporation Foundation has once again generously committed to providing 200, \$1000 scholarships for industrial and construction apprentices during the 2017-18 academic year.
- **Apprentice Direct Instructional Support GPR grants:** For 2017-18, the WTCS has awarded approximately \$425,000 in GPR grant funds to support direct instruction for apprentices due to rapidly expanding enrollments and opening of new programs and sections. This reflects a 40% increase in the investment of funds from the prior academic year.

State Committee Report

State Barber/Cosmetology Apprentice Adv

This summary counts employers and apprentices with a contract active or unassigned on 9/22/2017 in trade(s) associated with this committee.

Report is based on apprentice contracts where:

- Status is 'Active' or 'Unassigned'.
- Contract sector is 'Industrial' or 'Service'.
- Contract trade code matches a trade code assigned to committee.
- Contract sponsor is the employer.

Note: Employers with contracts in more than one trade or committee can cause Column #3 totals at the Committee or State level to deviate from the summed total of the individual trade or committee rows.

Trade	Total # of Sponsors	Total # of Apprentices	Of Total Apprentices in Column 3, # who are...			
			Minority		Females	
			#	%	#	%
1	2	3	4	5	6	7
Report Total	176	268	65	24.3	141	52.6
Barber (333037101002)	26	37	21	56.8	3	8.1
Barber And Cosmetologist (333037101001)	1	1			1	100.0
Cosmetologist (333227101001)	157	230	50	21.7	138	60.0

Wisconsin Bureau Of Apprenticeship Standards
State Barber/Cosmetology Apprentice Adv
Historical Report by Year
Report Period: 2017* and Previous 10 Years



*Current year is YTD data as of Run Date: 09/22/2017		
Run Date: 09/22/2017		
State Barber/Cosmetology Apprentice Adv		
Sponsored Trade Group(s): Service		
Year	Active Apprentices	Active Sponsors
2007	1,079	439
2008	993	417
2009	856	369
2010	738	337
2011	708	313
2012	630	293
2013	523	258
2014	519	248
2015	485	231
2016	409	209
2017	344	180

