

Approved Minutes of the
Machine Tool
State Apprenticeship Advisory Committee

Friday, May 12, 2017
Madison Area Technical College
Madison, WI

Members Present	Organization / Employer
Bates, Dan	Rexnord
Dennis, Mark (Co-Chair)	Fox Valley Tool & Die
Haban, Eric (Co-Chair)	LDI Industries
Johnson, Greg	PowerTest
Schneider, Roque	Mercury Marine
Members Absent	Organization / Employer
Brockelman, Doug	Stanek Tool Corp
Heins, Ken	KLH
Rainey, Tony	Master Lock Company
Sengbusch, Bob	Brillion Ironworks
Consultants and Guests	Organization / Employer
Badger, Richard	Bureau of Apprenticeship Standards
Cisewski, Greg	North Central Technical College
Johnson, Joshua	Bureau of Apprenticeship Standards
Kiel, Todd	Northeast Wisconsin Technical College
Nakkoul, Nancy	WTCS
O'Shasky, Lynn	Bureau of Apprenticeship Standards
Pusch, Liz	Bureau of Apprenticeship Standards
Robinson, Dominic	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards

1. The meeting was called to order at 10:03 a.m. by Committee Co-Chair Mark Dennis in conformance with the Wisconsin Open Meeting Law.
2. A sign-in sheet was distributed. Members and consultants introduced themselves.
3. The committee reviewed the current roster. The committee has nine members and one vacancy for a total of ten seats. Members reviewed which trade(s) their companies sponsor and which areas of the state are not represented on the committee.

Action: *the committee advised the Bureau to recruit three additional members to increase the committee to 12 members. The vacancies should be filled by sponsors of the following trades, in order of priority: patternmaker; CNC technician; and mold maker. Additional members be recruited from the following areas of the state, in order of priority: Plover, Wausau, and Madison.*

4. Old Business

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

- i. The committee approved the minutes as written.

ii. Preliminary analysis of related instruction survey

Nancy Nakkoul thanked the technical colleges for completing the lengthy, detailed survey of related competencies and hours for related instruction for the machine tool trades. She reported that her and Owen's preliminary analysis indicate that all colleges meet the minimum requirements for competencies and hours. Variance in hours occurred in the related instruction for the machine tool apprenticeship: Wisconsin Indianhead has a unique arrangement, so it was expected; Waukesha County Technical College offers 576 hours; and Milwaukee Area Technical College offers 512 hours. The default assumption is that the colleges are responding to local employer demands.

Nancy suggested that it appears local technical colleges have no problem meeting the minimum requirements but differ in how. The discrepancies are in one trade and between only a few colleges, so it does not appear to be widespread. She asked the ATRs whether they talk with the employers or colleges about related instruction needs. Liz Pusch shared that she and other ATRs do, and modify contracts to reflect what the school is doing.

Nancy concluded by sharing that the WTCS revised the statewide curriculum standards model summary for the machine tool trades earlier this year.

Action: *Owen shared that BAS to determine the reasons for the discrepancies and whether they are related to content or delivery. The end goal must be equal contract and classroom hours.*

iii. Will Transition to Trainer be revised?

Owen reviewed that the committee asked this question at the previous meeting. Karen Morgan plans to assemble and lead the focus group this year. The member suggested that the Bureau solicit feedback on the course content from apprenticeship graduates.

iv. How are the revisions to the EDM apprenticeship proceeding?

Owen asked the committee for input on how its recent revisions to the program are working. The committee said the program is going well; Fox Valley Technical College started the program and it is doing well.

b. Revisions for CFR 29.30 (AA/EEO regulations)

Owen announced that the CFR 29.30 has been revised and released. He reviewed the key points and emphasized that more technical assistance is forthcoming from the Department of Labor.

Key points included:

- The regulations had not been updated in 40 years.
- The regulations were updated because they were 40 years old; the updates will help employers attract a larger and more diverse pool of applicants; the revisions clarify and streamline the regulations to make it easier for sponsors to comply; and the changes will bring policies in line with current civil rights statutes and case law.
- The changes include extended protections against discrimination; improve and clarify affirmative steps to ensure equal opportunity in apprenticeship; better defined the process for analyzing workforce and setting goals; include new affirmative steps for employing people with disabilities in apprenticeship; and clarify outreach, recruitment, and retention activities.
- The impacts on Wisconsin will be that sponsors will need to update their non-discrimination pledges and the Bureau will update the apprentice application with EEOC supplemental information.
- All sponsors will have to assign responsibility to an individual to oversee EEO activities; distribute EEO policy and conduct orientation and informational sessions; and conduct outreach and recruitment activities.
- Anti-harassment obligations for all sponsors include providing anti-harassment training to all employees directly involved with training, supervising, or mentoring apprentices; making all facilities and apprenticeship activities available to all; and establish and implementing procedures for handling and resolving complaints.
- Sponsors with five or more apprentices must have an affirmative action plan, must have utilization goals; and must engage in targeted outreach, recruitment, and retention activities.
- Sponsors are allowed to use any method of entry as long as it is not discriminatory.
- Sponsors must offer persons with disabilities three opportunities to self-identify: upon applying; after the applicant has been accepted but before the apprenticeship begins; and one time thereafter.
- The revisions provide the Bureau with more options for remediating sponsors that are out of compliance.
- Last, the timeline for implementation is as follows: during the summer of 2017, the Bureau will draft the new rule and hold a public hearing; during the fall of 2017, the formal rule making process will begin; and during the winter of the next year, 2018, the Bureau will submit its plan to the U.S. Department of Labor.

Owen emphasized that the Bureau is going to take its time implementing the rule to prevent adverse consequences. The Bureau's goal is to give sponsors all the tools they need to be compliant and make positive changes for the future.

Joshua Johnson noted that most manufacturing sponsors are aligned with these requirements already and the revisions give the Bureau greater ability to assist the few sponsors that are not aligned.

c. Federal grants to expand registered apprenticeship

Owen reviewed that the Bureau received three competitive federal grants through the U.S. Department of Labor. All the grants expand registered apprenticeship programs, but each grant targets different sectors and activities.

i. WAGE\$

The first grant the Bureau received is the Wisconsin Apprenticeship Growth and Enhancement Strategies (WAGE\$), a five-year, \$5 million American Apprenticeship grant. The bottom line of WAGE\$ is to register 1,000 new apprentices across advanced manufacturing, information technology, and health care apprenticeships. Expanding advanced manufacturing apprenticeships include developing the new Mechatronics apprenticeship and expanding the existing apprenticeships for Industrial Manufacturing Technician, Maintenance Technician, and Welder-Fabricator. The first new apprenticeship in the information technology sector will likely be Software Developer, which will be piloted in the central state. Efforts to develop registered apprenticeships in health care are progressing slowly due to many licensing and credentialing issues.

ii. Expansion Grant

Similar to WAGE\$, this grant will develop registered apprenticeships in new sectors of the economy and expand certain existing registered apprenticeships. The new sectors include biotechnology and financial services, which are also pathways in youth apprenticeship. The existing registered apprenticeships to be expanded are construction trades. The focus will be addressing the lack of women and minority apprentices.

Nancy Nakkoul commented that discussion regarding apprenticeable occupations in financial services focused initially on the insurance industry. She added that the WTCS received additional federal funding, not related to the Bureau's grants, to help develop new apprenticeship programs, including Arborist, Organic Vegetable Farm Manager, and Auto Body Collision Technician.

iii. Accelerator Grant

The Bureau will use this grant to build its infrastructure by training Apprenticeship Training Representatives in consultative skills; conducting additional outreach to new sectors; and partnering with the DWD Office of Economic Advisors to determine more effective ways of communicating the value of registered apprenticeship to new sectors.

d. Apprenticeship Completion Award Program

Owen reported that program will expire on June 30, 2017. It is included in the Governor's proposed budget, so it may be renewed for an additional two years.

e. Other

Attendees did not raise additional items.

5. New Business

a. Become an Apprenticeship LEADER

Josh explained that the federal grants' emphases on expanding registered apprenticeship into new sectors of the economy influenced the Bureau to Wisconsin-ize the national apprenticeship outreach program, LEADERS. The core idea of the campaign is that the most effective form of outreach is employer-to-employer outreach. Josh encouraged all stakeholder to apply. Applicants can choose their level of involvement, from simply allowing the Bureau to use the company logo on outreach material to co-presenting with the Bureau at industry roundtable discussions. The application is on the Bureau website.

b. BAS personnel update

Josh introduced the new ATRs hired by the Bureau: Dominic Robinson is the new ATR for the Racine area; Richard Badger, for the Waukesha area; and Lynn O'Shasky, for the Lakeshore area. Josh explained that the former ATR for the Lakeshore area, Sandy Destree, was promoted to a new position, Field Operations Supervisor. Josh added that the increase in sponsors in Appleton influenced the Bureau to create another administrative area, Appleton south; the new ATR for the area will be Tim Budda.

Josh concluded by reporting that the Governor's proposed budget earmarked two additional, undesignated positions for the Bureau.

Attendees did not have questions or comments.

c. Other

Attendees did not have additional topics.

6. WTCS Update

Nancy Nakkoul shared the "2014-2015 WTCS Apprenticeship Completer Report," compiled through a joint data-sharing agreement between the WTCS and the Bureau. The large majority of apprentices reported that they were highly satisfied with their related instruction and are earning a good wage in their current employment. Thirty-nine percent of apprentices surveyed responded, which is a fantastic response rate.

Nancy shared that the Great Lakes Higher Education Service awarded 200 \$1,000 scholarships to apprentices. The scholarships are available annually and apprentices can win them year after year, if they qualify.

The committee asked how frequently the completion report is published. Nancy replied that the report is published every January for the prior year and half. The lag time is required to collect the data. Todd Kiel added that the project surveys technical schools as well, but to gather student feedback on how classes could be improved, a very different scope than the completer survey.

7. Review of Program Participants

Program participants included 488 apprentices and 230 sponsors with a contract in active or unassigned status as of October 20, 2015. A committee member asked how many apprentices are registered across all trades. Josh answered between 10,000 and 11,000 are active statewide.

8. The next meeting will be held on Wednesday, September 22, 2017, at 10:00 a.m., at Madison Area Technical College, Commercial Avenue Campus, in Madison.
9. The meeting was adjourned at 12:00 p.m.

Follow-up Items

BAS will recruit three additional members.

BAS will research the survey results.

*Submitted by Owen Smith,
Bureau of Apprenticeship Standards*

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State of Wisconsin
Department of Workforce Development
Scott Walker, Governor
Ray Allen, Secretary
Chythania Brown, Division Administrator

May 8, 2017

TO: State Machine Tool Apprenticeship Advisory Committee Members and Consultants

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

SUBJECT: **State Machine Tool Apprenticeship Advisory Committee Agenda**

DATE: Friday, May 12, 2017

TIME: 10:00 a.m.

PLACE: Madison Area Technical College
2125 Commercial Ave, **RM 242**
Madison, WI


TENTATIVE AGENDA

1. Call the meeting to order. Welcome from MATC.
2. Introduce attendees.
3. Review the roster.
4. **Old Business**
 - a. Review the follow-up items from previous meeting
 - i. **For action:** approve the minutes of the previous meeting
 - ii. Preliminary analysis of survey of paid related instruction
 - iii. Will Transition to Trainer be revised?
 - iv. Status of implemented changes to EDM Technician
 - b. Revisions to CFR 29.30 (AA/EEO regulations)
 - c. Federal grants to expand apprenticeship
 - d. Apprenticeship Completion Award Program
 - e. Other
5. **New Business**
 - a. Become an [Apprenticeship LEADER](#)
 - b. BAS personnel update
 - c. Other

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



<i>Apprenticeship-Equal Opportunity</i>	
Why now?	Age of current regulations
Regulations	Key Changes
Timeline	Wisconsin
Next Steps	Implementation

Regulations	Why Update?
<ul style="list-style-type: none"> Regulations have not been updated in 40 Years Will help employers attract a larger and more diverse pool of applicants Clarifying and streamlining the regulations will make it easier for sponsors to comply. Changes will bring policies in line with current civil rights statutes and case law. 	

CFR 29 Part 30	Key Changes.
<ul style="list-style-type: none"> Extends protections against discrimination Improves and clarifies affirmative steps to ensure equal opportunity in apprenticeship Provides flexibility in implementing Better defines process for analyzing workforce and setting goals Introduces affirmative steps for employing people with disabilities in apprenticeship Clarifies outreach, recruitment, and retention activities 	

CFR 29 Part 30 Protected Bases



Adds additional classifications to list of protected bases

- Age-40 and older
- Disability
- Sexual Orientation
- Genetic Information

Regulations Wisconsin Impact

- Need to update Nondiscrimination Pledge
- Apprentice Application
 - EEOC Supplemental Information



CFR § 30.3 Specific Actions – For All

- Assign responsibility to an individual to oversee EEO
- Distribute EEO policy and conduct orientation and informational sessions
- Conduct outreach and recruitment
 - 1) Develop and update a list of recruitment sources
 - 2) Identify a contact at each source
 - 3) Provide recruitment sources with advance notice of apprenticeship openings



CFR § 30.4 Anti-harassment obligations



- 1) Provide anti-harassment training
- 2) Make all facilities and apprenticeship activities available to all
- 3) Establish and implement procedures for handling & resolving complaints

CFR § 30.4 Sponsors with 5 or More

- ❑ Must have Affirmative Action Plan
 - ❑ Similar to current regulations
 - ❑ New tool to perform utilization analysis
- ❑ Must have utilization goals
- ❑ Must engage in targeted outreach, recruitment, and retention activities



CFR § 30.4 Sponsors with 5 or More

Exemptions

- ❑ Programs with fewer than five apprentices
- ❑ Sponsors who are meeting their goals
- ❑ Sponsors who have AA plan which meets the requirements of another governmental agency-specific cites in the rule.

CFR § 30.10 Selection of Apprentices

- Allows the sponsor to use any method of entry as long as not discriminatory
- Must comply with Uniform Guidelines on Employee Selection Procedures (UGESP) 41 CFR part 60-3



§ 30.11. People with Disabilities



- New section addresses self-identification of people with disabilities
 - Three stages
 - When applicants apply
 - After the applicant has been accepted but before begin
 - One time thereafter

CFR § 30.13**Compliance Reviews**

- Registration agency will regularly conduct compliance reviews with findings back to sponsor within 45 days
- If the sponsor is out of compliance, sponsor must submit a remediation plan.

Regulations**Wisconsin Impact****Timeline**

- By 05/31/2017-Review changes with State Committees
- Summer 2017-Draft new rule and hold hearing
- Fall 2017-Formal Rule Making
- Winter 2018-Submit Plan to US DOL Implementation

**Regulations****Wisconsin Impact****Wisconsin Regulatory Structure**

- WI Statutes Ch 106-No change needed
- DWD 295-Only minor changes needed
- DWD 296
- WI Apprenticeship Manual



Karen Morgan, Director

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Apprenticeship Grants

WAGE\$ Grant Overview

The ApprenticeshipUSA Wisconsin Apprenticeship Growth and Enhancement Strategies (WAGE\$) grant is a \$5 million statewide grant from the U.S. Department of Labor to the Wisconsin Department of Workforce Development, Bureau of Apprenticeship Standards from October 1, 2015 – September 30, 2020.

Key project goals are to implement Registered Apprenticeships in three sectors (Advanced Manufacturing, Health Care, and Information Technology) to ultimately result in **1,000 new apprentices**. The grant will also strengthen collaboration among organizations within the workforce system, thus increasing Wisconsin's capacity to support future Registered Apprenticeship growth.

WAGE\$ Sub-Recipients

11 Workforce Development Boards

- Role: Hire or designate an Apprenticeship Liaison at each Board, assist with employer outreach, and support the development of pre-apprenticeship programs

Wisconsin Technical College System (WTCS)

- Role: Develop and modify curriculum for new apprenticeship programs and support expansion activities in classes with low enrollment

Proposed Occupations and Numbers of Apprentices

➤ **Advanced Manufacturing**

- Industrial Manufacturing Technician (100) - *Expansion*
- Maintenance Technician (120) - *Expansion*
- Welder/Fabricator (75) - *Expansion*
- Mechatronics (32) – *New Program*

➤ **Information Technology – All New Programs**

- Computer Network Support Analyst (50)
- Computer System Analyst (100)
- Information Security Analyst (100)
- Data Warehouse Specialist (30)
- Business Intelligence Analyst (60)

➤ **Health Care – All New Programs**

- Community Health Care Worker (83)
- Licensed Practical Nurse (70)
- Medical Assistant (180)

NOTE: The actual programs selected for development will be industry-led and may be modified, with U.S. Department of Labor approval, based on employer discussions about training needs.



State Expansion Grant

The ApprenticeshipUSA State Expansion Grant is a \$1.5 million statewide grant from the U.S. Department of Labor to the Wisconsin Department of Workforce Development, Bureau of Apprenticeship Standards beginning November 1, 2016 with continuation funding available.

Key project goals are to expand apprenticeship into two new areas (Biotech and Finance), to increase apprenticeship in high growth construction sectors, and to expand training opportunities for underrepresented workers. The grant will result in an addition **427 new apprentices.**

Expansion Grant Sub-Recipients

- 2 Workforce Development Boards: Employ Milwaukee and Workforce Development Board of South Central Wisconsin

Key Registered Apprenticeship Expansion Grant Strategies

1. Target regions with high growth sectors and concentrations of underrepresented workers
2. Enhance the pipeline for underrepresented workers
3. Increase Registered Apprenticeship demand in the construction sector
4. Expand into new high growth sectors
5. Continue funding for best practices statewide

Accelerator Grant

The ApprenticeshipUSA State Expansion Grant is a \$200,000 statewide grant from the U.S. Department of Labor to the Wisconsin Department of Workforce Development, Bureau of Apprenticeship Standards from July 1, 2016 – December 2017.

Key project goals are to align the skills of Apprenticeship Training Representatives to meet the projected increase in outreach duties; conduct asset mapping to better tell the apprenticeship story to new industries; conduct outreach and technical support; and hold strategic partnership meetings and associated trainings. The grant initiatives will expand Bureau of Apprenticeship Standards capacity and include organizational changes that will enhance overall apprenticeship outreach efforts.



ApprenticeshipUSA

FACTSHEET

www.dol.gov/apprenticeship

Access to Registered Apprenticeship – A Proven Path to In-Demand Skills and the Middle Class

Apprenticeship rule update will help employers grow and diversify their apprenticeship programs

Background

Registered Apprenticeship is a powerful tool for growing our economy and workforce. It helps our workers and employers alike by providing skills-driven training tailored to the needs of our nation's businesses. Apprentices can afford to get the training they need because they learn skills on the job while earning wages. Employers can develop a top-notch, state-of-the-art workforce to stay competitive while apprentices benefit from hands-on career training and national industry certification; it can even lead to more workers getting the advanced training and college degrees they need to compete in the 21st Century economy.

Apprenticeships provide a measurable return on investment for our economy with nine out of ten apprentices employed after completion; the average starting wage is more than \$60,000. And studies show that apprentices who complete their training can earn substantially more over their lifetime - approximately \$240,000 more than their peers who didn't participate in apprenticeship. A stronger apprenticeship system is good for employers too – employers that sponsor apprenticeship programs report higher productivity and retention rates.

The U.S. Department of Labor is working to double and diversify the number of apprentices in the United States - to ensure that more Americans from all backgrounds can benefit from this proven training model. As part of this effort, we have updated and simplified the guidelines for employers and other apprenticeship sponsors on how to ensure Equal Employment Opportunity in apprenticeship programs for traditionally under-represented groups, including

women, minorities, and people with disabilities. These rules have long provided that employers cannot discriminate on the basis of race, color, religion, national origin and sex, in addition to requiring sponsors to take affirmative action efforts to ensure equal opportunity in apprenticeships. But these rules have not been updated since 1978, and needed to be revised to meet the realities of the modern economy and extend protections against discrimination to include a broader range of America's workforce. The updated guidelines will also make it more straightforward for sponsors to comply with the rules and will bring the rule in accord with the current landscape of civil rights statutes and developing case law.

Modernizing and streamlining the rules will also make it easier for employers and apprenticeship sponsors to effectively grow and diversify their apprenticeship programs. These rules are a tool to help programs reach a larger and more diverse pool of applicants, as well as to help improve the experience of all individuals while in the program, thereby broadening participation in apprenticeships and improving the quality of programs.

The updated rules are designed to help employers and apprenticeship sponsors access all of the nation's talent. Women, for example, make up nearly one-half of the American workforce, but less than ten percent of all registered apprentices, meaning many employers are missing out on a large source of talent. Minorities are also under-represented in many industries compared to their share of the talent pool. For instance, while Hispanics make up approximately one

sixth of the labor force, they account for less than one tenth of apprenticeship enrollments in industries such as manufacturing, utilities, and transportation.

The new rules are designed to help employers and apprenticeship sponsors access more of America's talent, and to ensure that we tap into our nation's full potential.

What's New in the Apprenticeship Equal Employment Opportunity Regulations

Apprenticeship sponsors and employers have long been responsible for ensuring a workplace free from discrimination and taking affirmative steps to support diversity by reaching a broader pool. The first updates to these regulations in nearly 40 years will provide employers and other apprenticeship sponsors with greater clarity in meeting these responsibilities.

The final rule improves on the previous regulations by:

- Extending protections against discrimination to include a broader range of America's workforce, including protections based on disability, age (40 or older), sexual orientation, and genetic information.
- Improving and clarifying the affirmative steps employers and sponsors must take to ensure equal opportunity in apprenticeship.
- Providing new apprenticeship programs with additional flexibility, including up to two years to develop initial affirmative action programs.
- Simplifying and clearly defining the process for analyzing the talent available in the labor market to establish clear and achievable goals for diversity in apprenticeship making it easier for employers and sponsors to comply.
- Clarifying the outreach, recruitment, and retention activities expected of sponsors by specifying four common-sense required activities, such as advertising openings and partnering with educational institutions to recruit diverse talent.
- Providing effective technical assistance - the Office of Apprenticeship will provide technical assistance to States and work with apprenticeship program sponsors to help them meet their affirmative action responsibilities.



More Information About the Final Rule

The full text of the final rule and other information can be found on the Office of Apprenticeship's EEO website, see <https://www.doleta.gov/oa/eoo/>.

Detailed Summary of the Apprenticeship Equal Employment Opportunity Final Rule

The following is a summary of the previous rule and the updates made in this final rule.

Nondiscrimination

- The previous rule prohibited discrimination in the recruitment, selection, employment and training of apprentices on the basis of race, color, religion, national origin, and sex.
- The updated final rule expands protected groups for nondiscrimination purposes, including disability, age (40 or older), sexual orientation, and genetic information. The final rule's EEO pledge also clarifies that sex discrimination includes discrimination on the basis of pregnancy and gender identity.

Affirmative Steps to Ensure Equal Employment Opportunity

- The previous rule established that program sponsors have a general duty in operating their Registered Apprenticeship program to engage in affirmative steps to ensure equal opportunity. However, the previous regulation did not make explicit how employers had to comply with this obligation, which could lead to uncertainty.
- The final rule clarifies what sponsors must do by setting forth the basic steps that all Registered Apprenticeship programs must undertake, eliminating confusion as to what compliance looks like. These affirmative steps, which draw from best practices that some sponsors already engage in, include:
 - Assigning responsibility to an individual to oversee EEO efforts;
 - Internally distributing the EEO policy as well as conducting orientation and information sessions for apprentices regarding the EEO policy;
 - Conducting outreach and recruitment and providing notice about apprenticeship openings to community-based organizations, schools, and other groups that represent diverse populations and who can help increase apprenticeship applications from those populations; and,
 - Keeping the workplace free from harassment, intimidation, and retaliation, which includes anti-harassment training and maintaining procedures for handling and resolving complaints.

Written Affirmative Action Program

- The previous rule required sponsors with five or more apprentices to establish an Affirmative Action Program (AAP) at the time their apprenticeship program was registered (either with OA or a recognized State Apprenticeship Agency). The AAP includes a written plan that details the steps the sponsor has taken and will take to ensure equal opportunity in recruitment, selection, employment, and training of apprentices.
- The final rule now allows new program sponsors more time to establish initial AAPs. New program sponsors will have up to two years to prepare an initial written affirmative action plan. This will give sponsors ample time for preparation of their first plan under these proposed regulations.

- The final rule exempts certain sponsors from the requirement to maintain and update an AAP, in keeping with the previous rule:
 - Sponsors with fewer than five apprentices; and
 - Sponsors that are already in compliance with other equal opportunity programs providing for affirmative action on the bases of race, ethnicity, sex, and disability, including the use of goals for any underrepresented group. An example is federal contractors that have written AAPs developed in accordance with Executive Order 11246 and Section 503 of the Rehabilitation Act, administered by the Department's Office of Federal Contract Compliance Programs (OFCCP).

Analysis of Apprenticeship Programs' Composition by Race, Ethnicity, and Sex

- Under the previous regulations, non-exempt sponsors typically worked with their registration agencies to analyze the racial, sex, and ethnic composition of their apprenticeship workforce ("workforce analysis") and compare that to the composition of qualified individuals in the relevant labor market ("availability analysis"). This comparison is the "utilization analysis." If the portion of women or minorities was significantly less among the sponsor's apprentices than is reasonably expected given the availability of those individuals in the labor market, then the sponsor had to set goals and undertake good faith efforts to meet these goals.
- The final rule maintains these requirements but also:
 - Explains that these goals (1) are not rigid and inflexible quotas that must be met; (2) do not allow preferential selection on the basis of race, sex, or ethnicity; (3) do not create "set-asides" for specific groups; and (4) cannot be used to supersede eligibility requirements.
 - Adjusts the workforce analysis so that it is conducted at the occupation level, and the utilization analysis at the major occupation category level, using a common source of data easily accessible to sponsors.
 - Simplifies the process for analyzing the labor market composition by: (1) decreasing the number of data sources to be analyzed; (2) clarifying the steps required to do the analysis; (3) providing clear directions for establishing goals; and (4) making clear that the Registration Agency will assist the sponsor throughout this process.

Expansion to Individuals with Disabilities

- The previous regulations did not include nondiscrimination or affirmative action requirements on the basis of disability.
- **The final rule adds disability** to the bases protected by the nondiscrimination requirement, and it adds disability as an element of sponsors' affirmative action programs. Rather than each program conducting an availability analysis specific to its labor market, the final rule establishes a single, national goal that seven percent of programs' apprentices be individuals with disabilities. This approach is based upon available labor market demographic data and is consistent with OFCCP's revised Section 503 regulations that, among other things, established a nationwide seven percent goal for the utilization of qualified individuals with disabilities by federal contractors.
- As with race/sex goals, this updated rule clarifies that the seven percent goal is not a quota, and sponsors will not be cited for violations simply for failing to meet the goal. Rather, sponsors that do not meet the goal would be required to examine if impediments to equal opportunity exist, and if so, to correct those impediments.
- To provide sponsors with necessary information on applicants' and apprentices' disability status, under the rule sponsors invite individuals to voluntarily self-identify as an individual with a disability.

Outreach and Recruitment

- The previous rule set forth 10 kinds of outreach, recruitment, and retention activities but does not specify which, or how many, were required.
- In the final rule, there are only two different outreach and recruitment obligations set forth in the rule.
- The final rule provides more clarity as to how outreach obligations work.
- First, the rule states that all sponsors must implement measures to ensure that its outreach and recruitment measures extend to all potential apprentices regardless of race, sex, ethnicity, or disability. To do so, the sponsor must:
 - Develop and update a list of recruitment sources (several examples of which are provided in the rule);

- Identify a contact person at each recruitment source; and
 - Provide these recruitment sources advance notice of openings so they can notify and refer candidates
- Second, the rule also requires that those sponsors that maintain an AAP and are required to set race/sex utilization goals, and/or that identify barriers to EEO with regard to disability, must engage in targeted outreach, and recruitment, and retention activities in response. These activities are:
 - Distributing information to community-based organizations, local high schools, local community colleges, local vocational, career and technical schools, career centers at minority serving institutions, and other groups;
 - Advertising openings by publishing advertisements in electronic media and other appropriate forms;
 - Cooperating with local school boards and vocational education systems to develop relationships with pre-apprenticeship programs in order to prepare students from under-represented groups to meet apprenticeship entry standards; and
 - Establishing agreements to enlist the support of pre-apprenticeship programs, community-based organizations, or advocacy organizations in recruiting qualified individuals and in developing pre-apprenticeship programs.

Selection of Apprentices

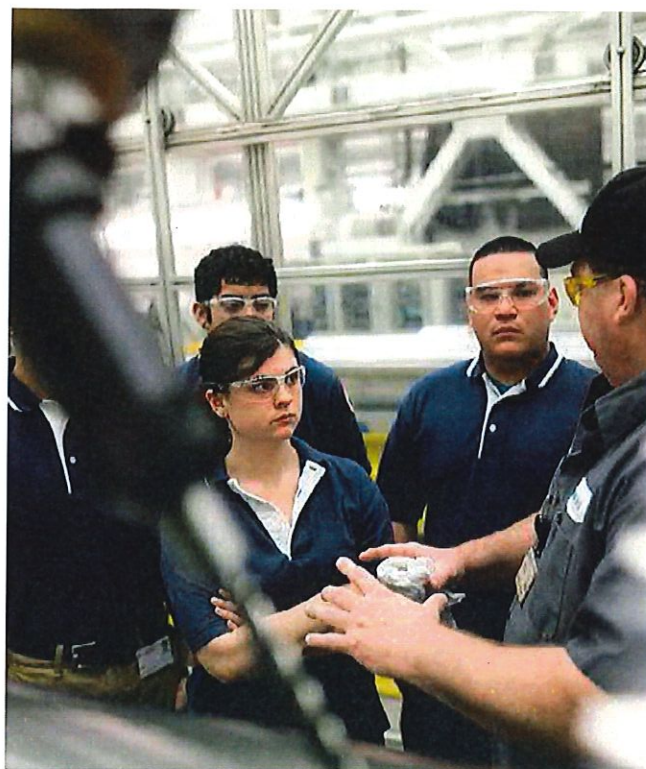
- The previous rule set forth four detailed mechanisms by which sponsors may select apprentices into their programs.
- The final rule provides much greater flexibility for selection, providing that sponsors may use any method to select apprentices so long as that method complies with long-established Uniform Guidelines on Employee Selection Procedures and the Americans with Disabilities Act, is uniformly and consistently applied, and is not discriminatory.

Complaint Procedure

- The previous regulations provided that applicants or apprentices could file a written complaint with OA or the State Apprenticeship Agency alleging discrimination or a failure to comply with other equal opportunity provisions.
- The final rule clarifies the complaint procedures both for individuals to file EEO complaints and for OA and State Apprenticeship to handle these complaints.

Measures for Noncompliance

- OA recognizes the voluntary nature of these programs and wants Registered Apprenticeships to succeed. It uses compliance enforcement measures as a last resort after exhausting other avenues.
- The previous regulations' measures for noncompliance included cancellation or deregistration of an apprenticeship program.
- The final rule includes additional, more flexible, enforcement mechanisms. Rather than the only enforcement mechanisms being deregistration or cancellation of a program, which essentially would shut down the apprenticeship program, the updated rule allows the placement of a temporary moratorium on a sponsor's registration of new apprentices. This will allow the sponsor to work with the Registration Agency to address the violations and meet the steps identified in its compliance action plan before deregistration proceedings are instituted.





WTCS System-Wide Activity Update for Spring 2017

- **WTCS Apprenticeship Completion Report:** The WTCS published the new Apprenticeship Completion Report in February 2017 with data from completers from 2014-15.
<http://www.wtcsystem.edu/about-us/wtcs-overview>
 - Of 669 apprentice completers surveyed, 263 responded for a 39% response rate.
 - 95% indicated they were employed in the trade for which they received training, down 4% from the prior report.
 - Annual median earnings of \$67,595 was reported across all sectors, up approximately \$1200 from the prior report.
 - 95% indicated that they were very satisfied or satisfied with their paid-related instruction. For On-The-Job Training, 90% reported they were very satisfied or satisfied.
 - 34% are considering continuing their formal education, up slightly from 31% from the prior year's survey (i.e., Technical Studies Journey Worker AAS, associate degree, bachelor's degree)
- **WTCS Apprenticeship Enrollment Trend:** Enrollment across all apprenticeship programs is up 47% between 2013 and 2016, far outpacing enrollment growth in non-apprenticeship technical degree and diploma programs at the WTCS Colleges. As of end of academic year 2016, there were 6128 apprentices enrolled the Wisconsin Technical College System, unduplicated count. That is a 14% increase from the prior year. With duplicates, there are 6,633 enrollments. Confirmed actual enrollment data for the 2016-17 year will not be available until August 2017.
- **System-wide Curriculum:** PRI model Curriculum Standards are established and currently posted for 51 trades to the WTCS WIDS Repository. Additional curriculum projects are underway for 2016-17, in particular for new apprenticeship programs for Auto Body Collision and Organic Vegetable Farm Grower/Manager, as well as those occupations targeted under the WAGE\$ grant in Mechatronics and IT-Software Developer. 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 the PRI documents to explain and promote learning content to current and potent apprenticeship sponsors.
- **Great Lakes Tools of the Trade/WTCS Apprenticeship Scholarships:** The Great Lakes Higher Education Foundation once again awarded 200, \$1000 scholarships for industrial and construction apprentices. Awards were distributed in February 2017.
- **Apprentice Direct Instructional Support GPR grants:** For 2016-17, the WTCS has allocated up to \$300,000 in grant funds to support direct instruction for apprentices due to rapidly expanding enrollments and opening of new programs and sections. This continues to reflect a 50% increase in the investment of funds available since 2015.

State Committee Report

State Machine Tool Apprent Adv Comm

This summary counts employers and apprentices with a contract active or unassigned on 5/1/2017 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	228	489	29	5.9	10	2.0
CNC Technician (260936001001)	3	3			0	
Electrical Discharge Machinist (260938001001)	2	2			0	
Machinist (260028002201)	81	162	11	6.8	2	1.2
Mold Maker (Die Cast) (Plastic) (260128003001)	21	45	3	6.7	0	
Patternmaker All Around (269328001401)	3	6	1	16.7	0	
Tool And Die Maker (260126001001)	123	242	12	5.0	6	2.5
Tool And Die Maker (Hybrid) (260126001003)	1	1			0	
Tool Maker (260128004201)	14	28	2	7.1	2	7.1

Wisconsin Bureau Of Apprenticeship Standards
State Machine Tool Apprent Adv Comm
Historical Report by Year
Report Period: 2017* and Previous 10 Years



*Current year is YTD data as of Run Date: 05/08/2017		
Run Date: 05/08/2017		
State Machine Tool Apprent Adv Comm		
Sponsored Trade Group(s): Industrial		
Year	Active Apprentices	Active Sponsors
2007	278	175
2008	272	167
2009	231	148
2010	226	145
2011	240	147
2012	304	160
2013	405	199
2014	469	215
2015	519	230
2016	553	241
2017	512	236

