

Approved Minutes of the
Plumbing
State Apprenticeship Advisory Committee

September 20, 2017
Madison Area Technical College
Madison, WI

Members Present	Employer/Organization
Breitlow, Christina	UA Plumbers Local 75
Breitlow, Steve	UA Plumbers Local 75
Brenner, Joseph	J.F. Ahern Company
Busch, Michael	UA Plumbers Local 75
Callies, Dan	Oak Creek Plumbing
Cartagena, Alaina	UA Plumbers Local 75
De Young, Carol	Countryside Plumbing & Heating, Inc.
Gain, Greg	United Mechanical
Huiting, Mark	Bassett Mechanical, Inc.
Ignatowski, Chris	Plumbers & Fitters Local 434
Rozga, Bill	Rozga Plumbing & Heating Corporation
Schedler, Keith	Don's Plumbing Service, Inc.
Members Absent	Employer/Organization
Balke, Brian	EGI Mechanical
Clark, Roger	Plumbers Local 118
Flory, Tyler	Plumbers & Fitters Local 434
Jones, David (Co-Chair)	Dave Jones Inc.
Pertzborn, Jesse	H.J. Pertzborn Plumbing & Fire Protection
Consultants & Guests	Employer/Organization
Ahmad, Hafeezah	Bureau of Apprenticeship Standards
Budda, Tim	Bureau of Apprenticeship Standards
Cattelino, Mike	Fox Valley Technical College
Davenport, Joe	Madison Public Schools Facilities & Maint.
Deli, Randy	Wisconsin Indianhead Technical College
Emrick, Leigh	Associated Builders and Contractors
Gallo, Vince`	Plumbers Local 75
Johnson, Al	Local 118

Consultants & Guests	Employer/Organization
Johnson, Joshua	Bureau of Apprenticeship Standards
Korn, Gary	UA Local 434
Mayek, Mandy	Mid-State Technical College
Montgomery, Mark	Waukesha County Technical College
Nielson, Julie	Plumbers Local 118
Patterson, Sherlaine	Mechanical and Plumbing Contractors
Rice, Vincent	Bureau of Apprenticeship Standards
Robinson, Dominic	Bureau of Apprenticeship Standards
Wenger, Scott	UA Local 400
White, Lucas	Madison College
Zastrow, Wes	Plumbers Local 75

1. The meeting was called to order at 10:03 a.m. by Co-Chair Steve Brietlow, in conformity with the Wisconsin Open Meeting Law.
2. The sign-in sheet was distributed. Mr. Lucas White, Interim Associate Dean, welcomed attendees to Madison Area Technical College Commercial Avenue Campus.
3. The committee reviewed the current roster.

4. Old Business

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

i. The committee approved the minutes as written.

ii. How is accepting ACT scores progressing?

The committee stated not enough time has passed to collect meaningful data. The committee asked the Bureau to include the topic on the spring agenda.

b. Implementing CFR 29.30 (AA/EEO).

Joshua Johnson informed attendees that the Bureau has not yet received further guidance on how the revisions will be implemented from the U.S. Department of Labor. He advised attendees to "stay tuned." Attendees did not have questions or comments.

c. Federal Grants to Expand Apprenticeship

Josh reviewed that the Bureau received three federal grants to grow registered apprenticeships: the WAGE\$ grant, the state expansion grant, and the state accelerator grant. The WAGE\$ grant will expand registered apprenticeship into advanced manufacturing, health care, and information technology, and increase the recruitment and retainment of women and minorities. The grant has

been focusing on new registered apprenticeships in advanced manufacturing, which is proceeding well; later in the grant, the Bureau will shift focus to health care and information technology.

The state expansion grant is progressing well, too. The grant focuses primarily on increase the recruitment and retainment of women and minority apprentices in construction; its secondary focus is expanding registered apprenticeship into the financial services and biotechnology industries. The Bureau has been working with Employ Milwaukee and the South Central Wisconsin Workforce Development Board to research the recruitment and retainment of women and minority apprentices on major construction projects in Milwaukee and Madison, respectively. The Bureau has surpassed its performance goal of registering 427 new apprentices through the grant, and continues to focus on women and minority involvement.

The purpose of the accelerator grant is to increase the Bureau's administrative capacity and efficiency. Funding has been used to hire additional apprenticeship training representatives, further train staff in consultative outreach, and upgrade the Bureau's information management system.

Attendees did not have questions or comments.

d. Apprenticeship LEADERS

Josh reported that more than 50 stakeholders have volunteered to be LEADERS and there is still time to apply. The outreach initiative will kick-off during National Apprenticeship Week. Josh reminded attendees that participants choose their own level of involvement, which could range from allowing the Bureau to use your organizations logo on outreach material to co-presenting with the Bureau at discussion forums. Wisconsin is a national leader in registered apprenticeship, so the Bureau would like to see as many stakeholders involved as possible.

A committee member asked when National Apprenticeship Week will occur. Josh replied that it will occur November 13-19. He added that the LEADERS kick-off will likely be Monday, November 13.

e. Apprenticeship Completion Award Program

Owen reported that ACAP concluded on June 30, 2017, and may be renewed as part of the Governor's proposed budget for the next biennium. He advised attendees to "stay tuned" and to keep eligibility notices they receive in the interim. Attendees did not have questions or comments.

f. Other

Attendees did not have additional topics.

5. New Business

a. For action: proposal to modify apprentice-journeyworker ratio

Owen reviewed that the committee had requested this topic be added to the agenda. It must be tabled, however, due to the introduction of Senate Bill 411. He gave the floor to Josh.

Josh explained Senate Bill 411 proposes establishing a 1:1 ratio for registered apprenticeships and prohibiting the Bureau and DWD from modifying it. He stated that the Bureau did not propose this bill and attendees should address concerns or questions to the elected officials sponsoring the bill.

Several members of the committee expressed strong concern: a 1:1 ratio would "burden" registered apprenticeship sponsors and is an ineffective solution to the skills gap. The committee asked for the reasons for the bill. Josh stated media articles claim the 1:1 ratio will put more apprentices to work.

A discussion followed on the pros and cons of the proposed ratio, including whether a fixed ratio would be effective given the work and hiring cycles of the construction sector fluctuate often, and whether the proposed ratio would also adversely affect recruitment. The committee argued that the ratio was historically flexible in order to help contractors deal with changes in the work and labor market.

Several committee members asked to know who proposed the bill and whether the state committee could write a letter of concern. Josh reiterated that sponsors and stakeholders must address questions and concerns to the elected officials sponsoring the bill as a concerned stakeholder, not as an advisory committee to the Bureau.

The committee asked when the bill is scheduled for a vote. Josh answered that the timeline is not known.

b. For action: proposal for industrial-sector plumbing apprentices and sole-sponsors

Owen introduced Joe Davenport from the Madison Public Schools Facilities and Maintenance. Joe explained that he is asking the state committee for its permission to begin a Plumbing Learner Restricted Appliance registered apprenticeship and to sponsor high school students, including students who graduated the MPS youth apprenticeship program for Plumbing / Sprinkler fitting Fundamentals. Joe noted that MPS brought this matter to the Bureau's attention previously.

The committee asked Joe to clarify the scope of the proposed registered apprenticeship. Joe reiterated that the scope is repairing restricted appliances, not the full scope of plumbing duties required of the plumbing registered apprenticeship.

The committee thanked Joe for his presentation and expressed its respect and appreciation for MPS's contribution to exposing and training high school students to the plumbing profession through youth apprenticeship. The committee noted that it would prefer restricted license plumbers be trained by MPS rather than other entities or on-line schools.

Action: the committee determined that the scope of the program proposed by MPS, although valuable to the industry, is not sufficient for a registered apprenticeship. Instead, the committee suggested MPS consider one of the following: continue as a youth apprenticeship sponsor only and encourage graduates to pursue the plumbing registered apprenticeship; join a local committee as a trainer; or pursue establishing a separate training program, not a registered apprenticeship, unique to restricted license plumbers. The committee concluded by stating that registered apprenticeship best serves the plumbing industry through training full-scope plumbers

c. Presidential Executive Order: Expand Apprenticeships for America

Josh explained that the executive order creates a third path to apprenticeship for employers: an "industry-recognized" apprenticeship, which is defined by less government oversight and a more expedient registration process. Currently, the two paths to apprenticeship both involve registering the apprenticeship, either with a state agency or directly with the U.S. Department of Labor. Josh noted that this was a contentious topic at the recent conference of the National Association of State and

Territorial Apprenticeship Directors (NASTAD) in Denver. Many registered apprenticeship stakeholders expressed concern that industry-recognized apprenticeships would dilute the integrity of the registered apprenticeship credential.

A committee member what influenced the executive order. Josh explained that the impetus was complaints from employer across the nation that the process for becoming a registered apprenticeship sponsor included too much red tape. Josh acknowledged that many states do have lengthy processes, which results largely from the states having fewer than five staff. He noted that Wisconsin apprenticeship is unique because the Bureau has 16 apprenticeship training representatives and a streamlined process, although that process does include firm requirements.

Josh concluded by emphasizing that much remains to be determined as to how the industry-recognized apprenticeships will be implemented and interact with registered apprenticeships. A federal task force has been convened to recommend an implementation plan and policies to the President.

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

Josh explained that the Bureau will upgrade its information management system next year to include electronic registration by sponsors and electronic signature capture. Sponsors will be able to fill out and submit sponsor and apprentice applications online. The application will produce an electronic alert to the apprenticeship training representative, who will review and approve the contract electronically. Later in 2018, the Bureau will add electronic signature capture. The two upgrades are projected to dramatically reduce the amount of time an apprenticeship training representative spends performing data entry and travelling to obtain signatures. This will allow the Bureau to shift their duties to more outreach and compliance monitoring.

Josh concluded by adding that sponsors with unique internal systems expressed concern that BASERS would cause them to double-enter data. He informed attendees that the Bureau will be researching and pilot-testing a bulk-upload function that will allow sponsors to upload data for multiple individuals at once. Examples may include Excel spreadsheets or .csv files.

Attendees did not have questions or comments.

e. National Apprenticeship Week 2017

Josh announced that the third-annual National Apprenticeship Week will be held November 13-19. At this time, three events have been scheduled: Monday will feature the kick-off of the LEADERS campaign with a roundtable and luncheon at the Governor's Mansion; Tuesday will feature a meeting of the WI Apprenticeship Advisory Council; and Wednesday will feature open-houses and tours of construction training centers. Josh encouraged attendees and all stakeholders to consider hosting an event for their local audiences and to inform him or Karen Morgan so the event can be listed on the statewide calendar.

A committee consultant asked whether technical colleges can participate. Josh answered he encourages technical colleges to participate; many have done so in the past.

f. WI Apprenticeship Diversity Conference 2018

Josh informed the committee that the Bureau may resume the Apprenticeship Biennial Conference in 2018 but make recruiting and retaining women and minorities the primary focus to help sponsors

comply with the requirements set forth by federal grants and the revisions to CFR 29.30. Attendees did not have questions or comments.

g. BAS Personnel Update

Josh informed attendees of the following personnel changes: the new ATR for Appleton south is Tim Budda; the new ATR for the Eau Claire area is Rachell Faber; the new program assistant is Ann Thiel; the new WAGE\$ grant manager is Nancy Kargel; and Bob Scheldroup, ATR for Milwaukee, announced he will retire on December 1. Attendees did not have questions or comments.

h. Other

A committee member asked whether the Bureau has posted the 2017 skilled wage rates on its website yet. Josh replied that the rates are not available yet; Karen is working with the Department to compile and review them.

6. WTCS Update

Nancy Nakkoul reviewed key highlights from the written update in the meeting material. Attendees did not have questions or comments.

7. Program participants included 970 apprentices and 447 employers with an active or unassigned contract on September 1, 2017.

Action: the committee requested that the Bureau provide annual data on the success of the 54-hour review course at each meeting. The Bureau agreed.

8. The committee tentatively scheduled its next meeting for Friday, May 25, at Madison Area Technical College in Madison.

9. The meeting adjourned at 12:00 p.m.

10. Follow-Up Items

The Bureau will prepare data on the 54-hour course for the next meeting.

*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

September 13, 2017

TO: State Plumbing Apprenticeship Advisory Committee Members & Consultants

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

SUBJECT: State Plumbing Apprenticeship Advisory Committee Meeting

DATE: Wednesday, September 20, 2017

TIME: 10:00 AM

Place: Madison Area Technical College
2125 Commercial Avenue, RM 240
Madison, WI

TENTATIVE AGENDA

1. Call the meeting to order.
2. Introduce the attendees.
3. Review the roster.
4. **Old Business**
 - a. Review follow-up items from previous meeting.
 - b. Implementing CFR 29.30 (AA/EEO).
 - c. Federal Grants to Expand Apprenticeship
 - d. Apprenticeship LEADERS
 - e. Apprenticeship Completion Award Program
 - f. Other
5. **New Business**
 - a. **For action:** proposal to modify apprentice-journeyworker ratio
 - b. **For action:** proposal for industrial-sector plumbing apprentices and sole-sponsors
 - c. Presidential Executive Order: Expand Apprenticeships for America
 - d. Bureau of Apprenticeship Standards Electronic Registration System (BASERS)
 - e. National Apprenticeship Week 2017
 - f. WI Apprenticeship Diversity Conference 2018
 - g. BAS Personnel Update
 - h. Other

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

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

June 5, 2017

TO: Local Plumbing Apprenticeship Committees

FROM: Owen Smith, Program and Policy Analyst
Bureau of Apprenticeship Standards
Owen.Smith@dwd.wisconsin.gov

RE: Applicant Assessment Procedure Revised in State Standards

On May 17, 2017, the State Plumbing Apprenticeship Advisory Committee approved revisions to the applicant assessment procedure in its state standards. The revisions are effective as of June 1, 2017.

The revisions include Section VII: Minimum Qualifications of Apprentices:

B. All applicants must take one of the following assessments and satisfy the minimum scores, which are approximately at the 11th grade level:

Accuplacer	ACT	TABE v. 9/10
Arithmetic: 66	Math: 15	Applied Math: 14
Elementary Algebra: 33		Math Comprehension: 19
Reading: 66	Reading: 16	Reading: 21

Local committees must accept scores from all assessments for a maximum of five years from the test date.

Local Committee Standards must be updated to conform to the above changes. Your local apprenticeship training representative will assist you. A copy of the updated standards is enclosed.

Please contact me if you have questions or comments.

Enclosure: State Standards
Cc: Apprenticeship Training Representatives



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 Apprenticeship Standards

for the

Plumbing Industry

REVISED
June 1, 2017

Karen P Morgan

Bureau Director

David D. Jones

Co-Chair

Stev Bruntler

Co-Chair

Prepared by the
Bureau of Apprenticeship Standards
and the
State Plumbing Apprenticeship Advisory Committee

STATE OF WISCONSIN
 DWD
Department of Workforce Development

III. Duties of the State Plumbing Apprenticeship Advisory Committee

- A. Recommend/advise on policy and/or program changes in the trade.
- B. Formulate minimum state standards (and review them every five years) for the trade and make recommendations on changes to the Bureau including:
 - 1) the period of training
 - 2) minimum work process requirements
 - 3) related instruction
 - 4) probation period
 - 5) employer requirements to serve as a trainer
 - 6) journey level worker/apprentice ratios
 - 7) apprentice reviews
 - 8) apprentice selection process (AA/EEO requirements)
 - 9) local committee review-assist local committees and/or sponsors in developing selection procedures which are bias free and which ensure minorities and women are considered
- C. Recommend curriculum, related instruction and delivery service requirements for the trade to the Bureau and the Wisconsin Technical College System (WTCS).
- D. Assume statewide leadership for the purpose of improving conditions and expanding the number of employers using apprentices in the trade.
- E. Support the state program of training for apprentices.
- F. Prepare a policy for the trade on proficiency assessment/testing (for work experience and course work) to be utilized by local committees in determining apprenticeship credit for previous experience/education.
- G. Review and monitor local committee activity levels (including biennial reports) and recommend changes in AA/EEO operations where appropriate.
- H. The committee will follow these operational guidelines:
 - 1) Meet at least a minimum of two times a year.
 - 2) Elect of the Committee co-chairs; an employer representative and an employee representative. The committee will hold an election of co-chairs annually.
 - 3) Conduct meetings in conformity with the Wisconsin Open Meeting law.
 - 4) A meeting quorum exists when at least two employer and two employee representatives are present.
 - 5) Official meeting minutes will be prepared by the Bureau of Apprenticeship Standards.
 - 6) Committee recommendations will be made by consensus.

IV. Personnel of Local Committees

Local Apprenticeship Committees, either joint or non-joint, are created much the same as State Plumbing Apprenticeship Advisory Committee. Each local committee has a minimum of four voting members, generally comprised of employer and employee members. If members are added to a committee, they must include equal employer and employee representation.

- A. Multi-trade local committees are authorized provided that at least one member of the committee is a member of the apprentice's trade that is being reviewed.
- B. The BAS requests nominations from associations that have apprenticeship programs and employer/employee organizations that participate in the Wisconsin apprenticeship program.
- C. Joint apprenticeship committees have equal numbers of employer and employee representatives. Employer members must currently work at the trade or represent those who employ skilled workers of the trade and have trained apprentices in the last five years. The local Contractors Association will nominate the employer members who employ plumber journeyworkers and apprentices.
- D. Employee members must be active journeyworkers and/or master plumbers working at the trade or represent active journeyworkers. Local Labor Organizations representing skilled workers in the area will nominate employee members.
- E. Non-joint apprenticeship committees consist of a minimum of four voting members that consist of representatives of employers that participate in Wisconsin's Apprenticeship program. Nominations for employer members who employ apprentices and journeyworkers are made by the Contractor's Association. When there is no area employer organization, the BAS will request the state-wide employers' organization or state trade apprenticeship committee to assist it in locating qualified employers to serve.
- F. Exceptions to these requirements can be made by the BAS in order to expand female and minority participation on the committees.
- G. In order for a Local Apprenticeship Committee to be recognized as advisory to the BAS, each member must be designated by the BAS. After nominations have been submitted, the BAS will finalize the committee membership. Before membership is finalized, the BAS will ensure that females and minorities are represented on the committee, where they are employed in the skilled workforce. Membership is finalized with a letter from the BAS confirming the committee membership to committee members. No person is considered a committee member until they have been so designated.
- H. Each Local Apprenticeship Committee is assigned a geographical area by the BAS. The committee may be expected to advise the BAS and the WTCS on all apprenticeship matters in the trades covered by the committee. The assignment of

the area may be based on several factors such as; the union jurisdiction, WTCS boundaries, population centers, or others.

- I. Members will serve for a term of three years and may be re-nominated for further terms. Terms will be staggered to ensure that continuity of the committee is maintained.
- J. Members must attend at least 75% of the meetings over the term of their appointment, unless excused for good cause.
- K. The Bureau may remove a person from membership on a committee for one or more of the following reasons:
 - 1) Failure to attend at least 75% of the committee meetings over the term of the appointment, unless excused by the Bureau for good cause.
 - 2) Failure to meet the membership requirements under paragraph IV G, unless an exception is granted under IV E as noted above.
 - 3) Violation of any state apprenticeship statute, rule or standard

V. Local Apprenticeship Committee Functions and Duties

- A. Ensure that employer and apprentice applications are processed in a timely manner. Ensure that apprentices are properly registered in conformity with Wisconsin Apprenticeship regulations.
- B. Establish Local Standards. The local committee must use the State Plumbing Standards for their trade as a guide in the operation of the apprenticeship program in their area. Provisions drawn from local collective bargaining agreements must conform to the minimum requirements of the State Plumbing Standards.
- C. Development and implement selection procedure and an affirmative action plan for a bias free apprentice selection procedure to meet the requirements of DWD 295 and 296 and the Wisconsin Apprenticeship Manual. The committee processes applications for apprenticeship and this method must be spelled out clearly in the selection procedures. The selection procedures must also be available for applicants to review.
- D. Recommend to the BAS credit for previous experience/education in conformity with State Plumbing Apprenticeship Advisory Committee policy and procedures. Individuals selected into the apprenticeship program via direct entry and who have received training or employment in an occupation directly or directly related to the occupation in the local standards, will be award Credit for Previous Experience and will pay the apprentice at the wage rate commensurate the awarded credit.
- E. Local committees will have a written procedure for assisting apprentices in their area who are out of work, so that the best possible effort can be made to get them back to work.
- F. Approve employers for apprenticeship training purposes in accordance with State Plumbing Apprenticeship Advisory Committee Standards (and para. VIII E below). All employer applications for apprentices must be reviewed by the committee. Ensure that employers provide apprentices with the required range of work process experience and safeguard the training of apprentices on the job.

- G. Maintain records of each apprentice in the committee's program. The local committee must review and ensure that adequate classroom and work/on-the-job records are kept for each apprentice.
- 1) Each committee must have a record of applications, active apprentices, apprentice progress records, affirmative action efforts, transfers, etc.
 - 2) Local committees must have a system for receiving progress records from each apprentice. These records must be received regularly.
 - 3) Local committees must get regular reports on each apprentice's grades and attendance from the approved training provider.
 - 4) Review and make sure that adequate classroom and on-the-job records are kept for apprentices. All reviews should be in writing. All apprentice records must be maintained for five years after the last apprentice action.
- H. Review and evaluate apprentice classroom and on-the-job performance and credentials at least annually and before recommending completion to the Bureau. All reviews must be in person and in writing.
- I. Review the status and progress of every apprentice prior to the end of the probationary period and recommend any appropriate action to the employer. Apprentices must be interviewed in person by the committee at least twice during their apprenticeship, with one review prior to the end of their probationary period so their progress at work and at school can be discussed with the apprentice. Employers and supervisors should also be interviewed, so that all viewpoints are available to the committee.
- J. Encourage parties to Apprentice Contracts to bring their complaints before the committee. If either the employer or the apprentice has a grievance about their program, it is important to bring this matter before the committee first, rather than make an official complaint directly to the BAS. If the committee does not make a satisfactory adjustment, then the complainant must be told how to appeal in writing to the BAS.
- K. Local committee standards will have a consistent transfer policy that addresses the transfer of apprentices from one sponsor to another. The committee must assure that transfer forms are properly signed by all parties and forwarded to the BAS promptly.
- L. Recommend to the BAS, credit for previous experience and education in conformity with State Plumbing Apprenticeship Advisory Committee policy and procedures.
- 1) Credit should be granted prior to the end of the probationary period, or at least as soon as a proper evaluation can be made of the credit request.
 - 2) Apprentices may be granted credit for prior construction work experience or school experience.
 - 3) Such credit should only reflect actual work time that relates directly to the trade or school time relating directly to the trade related instruction.
 - 4) A request for credit must be substantiated with evidence presented to the local committee.
 - 5) Any party to the Apprentice Contract may forward a request for credit to the committee (apprentice, employer, the BAS or the committee). Third parties may supply supporting information to the committee for consideration in the determination process.

- 6) Credit awarded shall advance the apprentice to the wage period such credit entitles the apprentice as outlined in the trade information.
 - 7) Credit for previous time under a Plumbing apprenticeship contract in Wisconsin, both work and school, must be given to the apprentice, unless extenuating circumstances exist. All exceptions for extenuating circumstances must be requested in writing and approved by the Bureau and State Committee.
- M. If the BAS approves the committee's recommendation of credit and such credit advances the apprentice to a higher wage, then that wage must apply. All credit recommendations of the committee, approved or denied, must be made in writing and forwarded to the BAS. Work and school time credit served, under a prior Wisconsin apprenticeship contract in the same trade, must be credited at once, unless a written reason is presented and approved by the BAS.
 - N. Recommend completions of apprenticeship to the BAS. The committee should review each apprentice's record and make a recommendation to the BAS on the apprentice's eligibility to be completed.
 - O. Make reports and recommendations to the BAS and the State Plumbing Apprenticeship Advisory Committee. Each area committee must keep the BAS and the State Plumbing Apprenticeship Advisory Committee informed of their activities and their suggestions for program improvements.
 - P. Keep minutes of each committee meeting and submit copies to the BAS. The committee must submit a copy of the minutes of each of its meetings. Failure to submit copies of the minutes could result in the termination of the committee's designation and deregistration of the committee.
 - Q. Advise and inform the public on projected apprentice openings, where applicable.
 - R. Advise the BAS and technical colleges or provider of related instruction on all matters pertaining to related instruction in the committee area. Assist in securing related instruction with the state and/or area WTCS districts.
 - S. Respond to surveys and questionnaires sent by the BAS regarding information on participating employers, apprentices, meetings held, and AA/EEO progress.
 - T. Meet in conformity with the Wisconsin Open Meeting Law.
 - U. Actively participate in statewide trade or industry marketing and apprenticeship promotion. Report back to the respective nominating organizations and keep them fully informed and active in promoting the local program.
 - V. Recommend modifications to ratios in state standards to help meet area workforce needs in conformity with bargaining agreements, where applicable.

VI. Local Apprenticeship Committee Operations

- A. The committee elects its own officers.
- B. The committee is responsible for recording the committee's proceedings.
- C. All meetings must be called and conducted in accordance with Wisconsin's Open Meeting Law.
- D. Notice of all meetings of the committee must be provided to all committee members, the Bureau Representative, and the WTCS School Representative, when appropriate.
- E. A meeting may be called by either a committee member, the Bureau Representative or the WTCS Representative.
- F. The Bureau, State or Local Committees may request interested organizations to have a representative serve as a Consultant. Consultants may include: WI Technical College representatives; Industry Apprenticeship Coordinators; Apprenticeship Instructors; Employer and Employee Organization representatives; appropriate Community Based organizations. Consultants, guests, Bureau Representatives and WTCS Representatives are not permitted to vote; only designated members are permitted to vote.
- G. Local committees will meet at least two times each year or as prescribed by the State Plumbing Apprenticeship Advisory Committee.
 - 1) Joint Apprenticeship Committees. A meeting quorum exists when at least one employer and one employee representative is present. In the case of unequal representation, the members present shall vote for those absent from their group.
 - 2) Non-Joint Committees. A meeting quorum exists when at least two members are in attendance.
 - 3) When holding a local committee meeting, it is suggested that committees follow a formal procedure similar to the following:
 - i. Call to order by presiding officer. This meeting is called to order in accordance with Wisconsin's Open Meetings Law.
 - ii. Roll Call of Committee members.
 - iii. Review and approval of minutes from last meeting.
 - iv. Reports.
 - v. Old Business.
 - vi. New business.
 - vii. Affirmative Action report.
 - viii. Communications and miscellaneous matters.
 - ix. Next meeting date.
 - x. Discussion.

- xi. Closed meeting portion (motion to close the meeting must be made in accordance with the Wisconsin Opening Meetings Law). Include time.
- xii. Adjournment.

H. Compliance Reviews

- 1) BAS staff will conduct periodic Compliance Reviews of local committees to determine whether local committees are complying with their approved Affirmative action Plan and Selection Procedures.
- 2) BAS evaluates the committee performance in accordance with chapter 7 of the Wisconsin Apprenticeship Manual in administering the committee’s apprenticeship program to determine that all requirements are being satisfactorily met and that any necessary corrective action is being implemented.

I. Liability of Local Committees

- 1) Should the committee or any member be subject to any legal action as a result of recommendations made in the conduct of Local Apprenticeship Committee business, the BAS will, if it has concurred with the recommendations, assume responsibility for representing the committee or committee member.
- 2) The committee or member must have clearly indicated in writing to all affected parties that the recommendation was appealable to the BAS. Failure to do this may abrogate BAS’s responsibility.

VII. Minimum Qualifications of Apprentices

All applicants must submit a proper application on forms approved by BAS.

- A. All apprentices must be high school graduates, from a state accredited or state approved school, have a GED or High School Equivalency Certificate. High school transcript or proof of equivalency must be provided to the Committee on request. An apprentice must be 18 years of age to be placed with a contractor.

WI Statute 118.15 (4), states that “instruction in a home-based private educational program that meets all of the criteria under s. 118.165 (1) may be substituted for attendance at a public or private school.” Providers of the instruction must file form PI-1206 “Home-Based Private Educational Program” annually with the Department of Public Instruction (DPI). This form may be used as proof of instruction.

- B. All applicants must take one of the following assessments and satisfy the minimum scores, which are approximately at the 11th grade level:

Accuplacer	ACT	TABE v. 9/10
Arithmetic: 66	Math: 15	Applied Math: 14
Elementary Algebra: 33		Math Comprehension: 19
Reading: 66	Reading: 16	Reading: 21

Local committees must accept scores from all assessments for a maximum of five years from the test date.

- C. The apprentice applicant must have the ability to get to and from school and work. Individual employers may require a valid driver's license at the time of placement as an apprentice.
- D. Apprentices may be required to obtain a doctor's certificate of physical fitness for the trade at the time of placement. If the candidate is not judged to be physically fit by a physician, the apprenticeship will be canceled. If a committee has a physical fitness certificate requirement, it must use the requirement uniformly with all apprentice applicants.
- E. Applicants may be required to take a recognized substance abuse test at the time of placement. A positive test result may result in the denial of the apprenticeship. If a committee has a substance abuse test requirement, it must apply the test uniformly with all apprentice applicants.
- F. Apprentices may be required to submit to random, reasonable suspicion, and post accident drug and alcohol testing and before commencing work on a project.
- G. Direct Entry for Veterans
 - 1) Meet qualifying requirements as stated VII of these standards.
 - 2) Individuals must submit a DD-214 to verify military training and/or experience
 - 3) Local committees may elect direct entry or provide for a direct interview after entry qualifications are met.
 - 4) Entry of Veterans will be done without regard to race, color, religion, national origin, sex, age, creed, handicap, marital status, ancestry, or sexual orientation.

VIII. Minimum Qualifications of Employers

- A. The employer must be legally established and demonstrate financial responsibility if requested and the employer must be sufficiently experienced to be able to provide knowledgeable and capable instruction for the apprentice. More specifically, the Employer must have at least (1) year's experience as a plumbing contractor, immediately previous to the time of request for the apprentice.
- B. The hiring of an apprentice shall not displace a journeyworker.
- C. The employer must employ a full time journeyworker or masters, or work at the trade full time so as to ensure safe and quality training at all times and to provide day to day supervision and training of apprentices (see Section XVI, Conditions of Work).
- D. The employer must employ a full time master plumber who is specifically assigned the responsibility for the overall training of the apprentice. Such authority must be in writing.
- E. The employer, when applying for training status, must provide evidence of Unemployment Insurance and Worker's Compensation coverage to the local committee.
- F. Employers may be required by the Local Apprenticeship Committee to appear at designated intervals to keep the committee informed as to the apprentice's

progress, conduct, interest, schooling, etc. and may be required to provide this information in writing.

- G. If the Local Apprenticeship Committee finds that the employer is unable or unwilling to train the apprentice, the Bureau, upon recommendation of the committee, may assign such apprentice to another employer.

- H. All employer applications for apprentices must be reviewed by the committee.
- 1) The committee recommends approval or disapproval of each employer's request for an apprentice. This recommendation must be made within 40 days.
 - 2) If approval is recommended, the BAS may proceed with the preparation of the contracts.
 - 3) If, however, the committee recommends denial, the employer must be notified in writing of the committee's reasons and a copy of the notice must be provided to the BAS.
 - 4) The committee must also inform the employer how to appeal if the employer disagrees with the recommendation.
 - 5) All appeals must be investigated by the BAS and will be reviewed with the committee before the BAS makes its final disposition of the application.

IX. Ratio of Apprentices to Journeyworkers

- A. Apprentices may be employed according to the following ratio; Fourth and fifth year apprentices are not to be counted as apprentices or journey workers when computing the ratio so long as both the paid and unpaid related instruction have been completed (with the exception that the Transition to Trainer course and the Plumbing Review Course which are to be taken during the final year of the apprenticeship without impact on the ratio).
- B. To accomplish this, local committees should structure the apprentices' unpaid related instruction so that total hours are distributed equally throughout the first years of the apprenticeship period. This structure will then allow the apprentices to be completed with both the paid and unpaid related instruction prior to the fourth and fifth year of the apprenticeship. Registered learners shall not be counted as apprentices when computing the ratio when trained by Restricted License Master or Restricted License Journeyman plumbers.

C. SKILLED WORKERS

APPRENTICES

1 Skilled Employee	1 Apprentice
2 Skilled Employees	1 Apprentice
3 Skilled Employees	2 Apprentices
4 Skilled Employees	3 Apprentices
5 Skilled Employees	4 Apprentices
6 Skilled Employees	4 Apprentices
7 Skilled Employees	5 Apprentices
8 Skilled Employees	5 Apprentices
9 Skilled Employees	5 Apprentices
10 Skilled Employees	6 Apprentices

- D. Thereafter, one additional apprentice for each two skilled employees.
- E. In the above ratio, skilled employees must be full time journey workers or master plumbers, so as to assure competent and safe training at all times and to provide day to day supervision and training for the apprentices.

- F. A committee may request an adjustment in the ratio for a contractor. The contractor must have a good record in training apprentices to become journey workers and show a need for one additional apprentice. A request would be for this contractor and apprentice only. An additional apprentice would be given to the contractor subject to the approval of the Department and review by the State Plumbing Apprenticeship Committee.

X. Apprentice Contracts

All apprentices shall have a contract in compliance DWD 295.07 with a local committee. Apprentices are assigned to an employer by a letter of assignment.

- A. Each copy of the contract will contain the term of the apprenticeship, the approved Trade Information (Exhibit A), the credit recommended (if any) and any special provisions.
- B. Individuals that make application and are registered through the application of Administrative Rule DWD 295.10 shall be registered directly with a local committee.

XI. Apprenticeship Terms

The term of apprenticeship for the plumbing apprenticeship program shall be 5 years of no less than 8,000 hours. The probationary period shall be 25% of the length of the program, or the first 12 months of employment, whichever is shorter. Hours of labor shall be the same as established for other skilled employees in the trade. The term of apprenticeship shall include the probationary period.

Local committees have the option of choosing a longer term of apprenticeship and/or pursue implementing competency or hybrid apprentice programs in addition to time-based. Hybrid and competency based programs must be reviewed by the State Plumbing Apprenticeship Advisory Committee and approved by the BAS.

- A. Competency-Based Approach. Local committees who choose to employ a competency-based approach to apprenticeship must comply with the following requirements:
 - 1. The occupation must be recognized and approved as a competency-based apprenticeable occupation. If the program is not approved by US DOL as a competency based program, the sponsor must consult with the BAS to determine if it is suitable as a competency based program.
 - 2) The on-the-job learning component of the apprenticeship program must be identified in the program standards.
 - 3) The related instruction component of the competency-based approach must comply with all of the provisions of DWD 295 as referenced in the Wisconsin Apprenticeship Manual.
 - 4) Program sponsors must identify within the program standards the required competencies that must be mastered within the program standards, and the required competencies that must be mastered by the apprentice during their apprenticeship.

- 5) Successful completion of the term of apprenticeship will require that the apprentice demonstrate mastery of identified competencies.
 - (6) Demonstration of the acquisition of the identified competencies must be determined by both written and hands-on proficiency evaluations.
 - (7) All testing and evaluation of the identified competencies must occur in a controlled learning environment that permits accurate and verifiable results by a qualified proctor.
 - (8) Program sponsors must identify and document the methods and means used to qualify testing and evaluation proctors.

B. Time Based Approach

The time based approach is the traditional term of apprenticeship and the term is stated in years, months or hours or a combination of thereof. This approach measures an individual skill through completion of at least 8,000 hours of on-the-job learning as described in a work process schedule.

C. Hybrid Approach

Local committee's that choose to use the hybrid approach to apprenticeship measures an individual's skills through a combination of hours of on-the-job learning and successful completion of competency as described in a work process schedule. The program must comply with the guidelines for the competency-based portion of the apprentice's term of apprenticeship.

XII. Probationary Period:

The probationary period cannot exceed 25 percent of the term of the apprenticeship.

- A. During the probationary period, the apprentice or local committee may void the contract by written notice to the Bureau.
- B. After expiration of the probationary period there must be good cause provided the Bureau for the cancellation of the Apprentice Contract.
- C. There is only one probationary period for each apprenticeship (25% of the apprentice contract) regardless of the number of employers involved.
- D. Employers may request cancellation of their Letter of Assignment with an apprentice during the probationary period upon written notice to the local committee. However, the local committee may choose to place the apprentice with another employer.

XIII. Related Instruction Attendance

- A. The apprentice shall attend school and satisfactorily complete the course of instruction (or receive credit for) for no less than 572 hours of Paid Related Instruction unless otherwise approved by the Bureau and the State Committee.

Members of the committee,

9-20-17

My name is Joseph Devereaux. I currently hold the title of Supervisor of Maintenance and Repair with Milwaukee Public Schools, Department of Facilities and Maintenance Services. I have been employed with them for 27 years. I am a master plumber by trade since 1991 with the State of Wisconsin.

The Facilities and Maintenance Services Department has been serving Milwaukee Public Schools since 1896. We currently have 154 skilled tradesmen and women from 12 distinct maintenance and construction disciplines. Together they provide maintenance, remodeling and new construction service to 190 buildings which constitute over 19 million square feet of responsibility.

I come before you today with an appeal to allow the Department of Facilities and Maintenance Services of Milwaukee Public Schools to be considered a sole sponsor of restricted appliance plumbing candidates for apprenticeship within our Facilities Department.

Back in January of 2012, I began lobbying the State Department of Workforce Development for the opportunity to be considered a sponsor of some of our own MPS students in a trades-related apprenticeship. I continued my lobbying efforts over the next three years culminating in a July 17, 2015 meeting between myself and DWD's Hafeezah Ahmad, Kathy Wellington and several of the apprenticeship committee participants from the plumbers and electricians local trade unions. It was at this meeting that I was informed that there would be no allowing MPS to sole-sponsor a construction apprentice. Instead the discussion shifted to the opportunities already afforded by a new Youth Apprenticeship program centered on Architecture and Construction.

Later that same day I took the advice of the people at that meeting and reached out to Cathy Crary and Amelia Phillips with the DWD as they had suggested. It was through that contact that I learned about MPS' newly expanded Youth Apprenticeship Architecture and Construction program. I then met with MPS' Terri Salzer in charge of that expansion and together we developed the beginnings of what would become the Youth Apprenticeship partnership between our Facilities and Maintenance Department and MPS' own students.

We started with the hiring of two students from a pool of MPS-enrolled young adults who had an interest in the machine trades. The machine repair students first day as Youth Apprentices with the Department of Facilities and Maintenance Services was January 22, 2016. We had a few retirements in the trades at that time and we then decided that instead of recruiting already highly-trained tradespeople to fill other open positions in three areas; we would invest time and energy in affording more MPS students with trades interest; Youth Apprenticeship opportunities with us.

Since we had corresponding FTE vacancies within DFMS, we then chose to follow the recently established Architecture and Construction YA paths of Electrical Fundamentals and Plumbing/Sprinklerfitting Fundamentals with a broad-based recruitment of interested MPS students. That testing and interview process yielded six individuals which were assigned to the electric shop, steamfitter shop and plumbing shop. On February 21, 2017 the six eager MPS students began their half-day Youth Apprenticeships with DFMS.

In June of this year, our first two machine Youth Apprentices bridged to a registered industrial apprenticeship with our Department after the completion of their individual contracts with the DWD Apprenticeship board. It was during the time of working with Robert Scheldroup of DWD to define just what the registered machine repair apprenticeship would need to look like that I seriously began investigating what path to full employment (with DFMS) was open to our plumbing Youth Apprentices. I began asking the questions of how we could offer these two MPS students an actual licensed plumbing career track as a registered apprentice with the Department of Facilities and Maintenance Services.

That brings me to the reason for my appearance before you today. I am asking you for careful consideration of my request to allow MPS / DFMS to become a recognized sole-sponsor of industrial sector restricted appliance plumbing apprentices. Doing so will create the necessary path that these worthy, hard-working graduating Milwaukee Public Schools seniors can follow from their Youth Apprenticeship experiences, directly into full-time employment with us in the Facilities and Maintenance Department as industrial sector restricted appliance plumbing apprentices, working towards journeyman restricted appliance plumber status.

September is Workforce Development Month and Governor Scott Walker recently declared September 26th, 2017 as Youth Apprenticeship Day. He along with other State dignitaries will be visiting MPS Bradley Tech High School that day to celebrate the State's successes as well as to highlight what has been happening in the MPS District. I would love to be able to share with him and those assembled that not only have all the MPS students currently enrolled in the Youth Apprenticeship program with Facilities and Maintenance Services been successfully gaining their necessary hours for completion of their chosen trade area; but they also have the possibility of full-time, great-paying, family sustaining jobs awaiting them, once they graduate High School and become registered apprentices.

You can create that pathway for these two young adults today if you vote to allow the Milwaukee Public Schools Department of Facilities and Maintenance Services to become a sole-sponsor of industrial sector restricted appliance plumbing apprentices.

Thank you.



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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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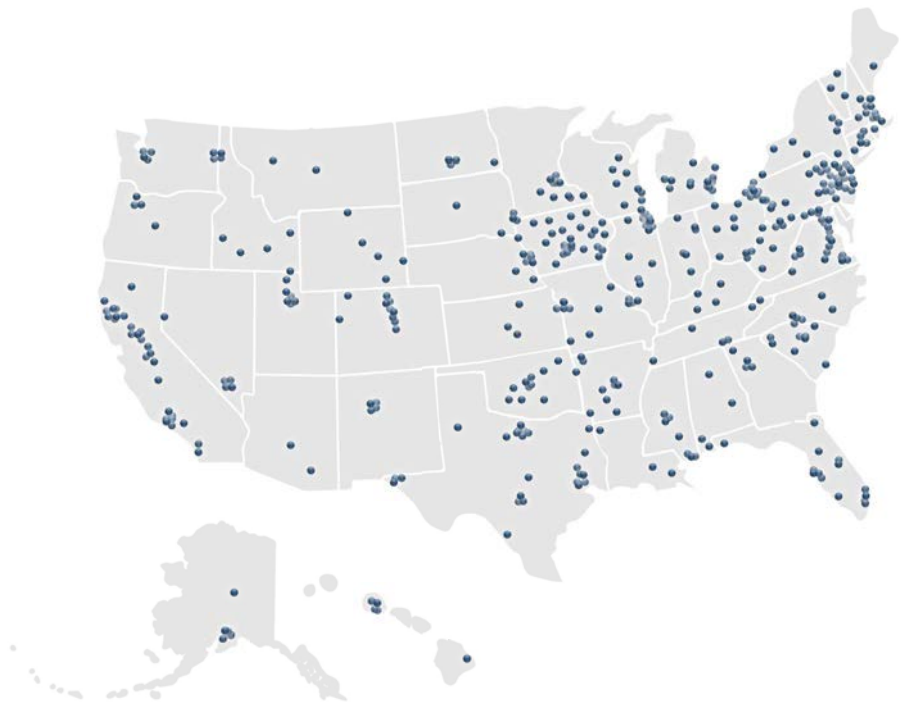


Apprenticeship**USA**



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 German, 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

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.

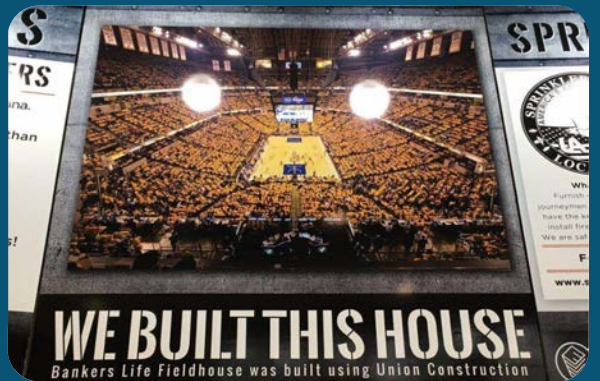


Marion Blakey, President and CEO, Rolls-Royce North America, speaks at the SelectUSA Investment Summit.



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.

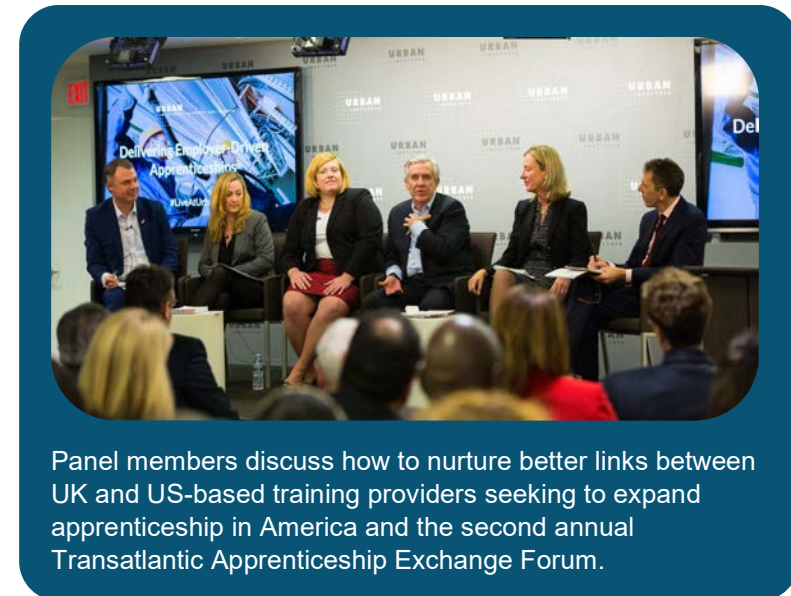
Labor Organizations and Colleges Open Their Doors

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.



- **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



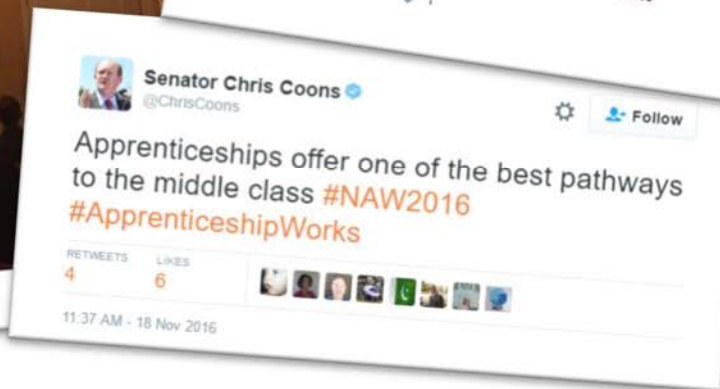
AHLA @AHLA · 15 Nov 2016
The hotel industry supports 8M jobs & proudly provides pathways to long-term careers. One upward mobility track is b/c #ApprenticeshipWorks



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 have 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: 





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 - Construction

State Plumbing Appren Advisory Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 9/1/2017 in trade(s) associated with this committee.

Sponsor Name Trade	Apprentices									Employers				
	Total	Minority		Female		Union		Non- Union		Total	W/Union Appr		W/Non-Union Appr	
		#	%	#	%	#	%	#	%		#	%	#	%
1	2	3	3a	4	4a	5	5a	6	6a	7	8	8a	9	9a
All Sponsors Total	970	58	6.0	7	0.7	348	35.9	622	64.1	447	89	19.9	366	81.9
ABC of Wisconsin (All)	288	14	4.9	1	0.3			288	100.0	130			130	100.0
Plumber (186238103001)	288	14	4.9	1	0.3			288	100.0	130			130	100.0
Appleton Area Plumbing JAC	59	0		0	0.0	17	28.8	42	71.2	32	6	18.8	26	81.3
Plumber (186238103001)	59	0		0	0.0	17	28.8	42	71.2	32	6	18.8	26	81.3
Central WI Area Plumbing JAC	22	1	4.5	0	0.0	5	22.7	17	77.3	16	5	31.3	12	75.0
Plumber (186238103001)	22	1	4.5	0	0.0	5	22.7	17	77.3	16	5	31.3	12	75.0
Eau Claire Area Plumbing JAC	55	0		0	0.0	18	32.7	37	67.3	32	8	25.0	25	78.1
Plumber (186238103001)	55	0		0	0.0	18	32.7	37	67.3	32	8	25.0	25	78.1
Fond du Lac Area Plumbing JAC	19	0		0	0.0	11	57.9	8	42.1	10	3	30.0	8	80.0
Plumber (186238103001)	19	0		0	0.0	11	57.9	8	42.1	10	3	30.0	8	80.0
Kenosha-Racine-Walworth Plumbing JAC	33	2	6.1	0	0.0	30	90.9	3	9.1	18	15	83.3	3	16.7
Plumber (186238103001)	33	2	6.1	0	0.0	30	90.9	3	9.1	18	15	83.3	3	16.7
La Crosse Area Plumbing JAC	59	1	1.7	0	0.0	20	33.9	39	66.1	33	11	33.3	24	72.7
Plumber (186238103001)	59	1	1.7	0	0.0	20	33.9	39	66.1	33	11	33.3	24	72.7
Lake To Lake Area Plumbing JAC	22	0		0	0.0	6	27.3	16	72.7	15	4	26.7	11	73.3
Plumber (186238103001)	22	0		0	0.0	6	27.3	16	72.7	15	4	26.7	11	73.3
Madison Area Plumbing JAC	118	5	4.2	4	3.4	78	66.1	40	33.9	37	9	24.3	28	75.7
Plumber (186238103001)	118	5	4.2	4	3.4	78	66.1	40	33.9	37	9	24.3	28	75.7
Marshfield Area Plumbing JAC	10	0		0	0.0			10	100.0	7			7	100.0
Plumber (186238103001)	10	0		0	0.0			10	100.0	7			7	100.0
Milwaukee Area Plumbing JAC	130	30	23.1	2	1.5	130	100.0			34	34	100.0		
Plumber (186238103001)	130	30	23.1	2	1.5	130	100.0			34	34	100.0		
Northeast WI Area Plumbing JAC	55	2	3.6	0	0.0	23	41.8	32	58.2	28	6	21.4	22	78.6
Plumber (186238103001)	55	2	3.6	0	0.0	23	41.8	32	58.2	28	6	21.4	22	78.6
Northern WI Plumbing Advisory Committee	11	2	18.2	0	0.0			11	100.0	9			9	100.0
Plumber (186238103001)	11	2	18.2	0	0.0			11	100.0	9			9	100.0
Rhineland Area Plumbing JAC	20	0		0	0.0	1	5.0	19	95.0	17	1	5.9	16	94.1
Plumber (186238103001)	20	0		0	0.0	1	5.0	19	95.0	17	1	5.9	16	94.1
Southwest WI Area Plumbing Advisory Comm	24	0		0	0.0			24	100.0	21			21	100.0
Plumber (186238103001)	24	0		0	0.0			24	100.0	21			21	100.0
Wausau Area Plumbing JAC	25	1	4.0	0	0.0	5	20.0	20	80.0	15	2	13.3	13	86.7



State Committee Report - Construction

State Plumbing Appren Advisory Committee

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Sponsor Name Trade	Apprentices									Employers				
	Total	Minority		Female		Union		Non- Union		Total	W/Union Appr		W/Non-Union Appr	
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1	2	3	3a	4	4a	5	5a	6	6a	7	8	8a	9	9a
All Sponsors Total	970	58	6.0	7	0.7	348	35.9	622	64.1	447	89	19.9	366	81.9
Plumber (186238103001)	25	1	4.0	0	0.0	5	20.0	20	80.0	15	2	13.3	13	86.7
Western WI Area Plumbing JAC	20	0		0	0.0	4	20.0	16	80.0	13	2	15.4	13	100.0
Plumber (186238103001)	20	0		0	0.0	4	20.0	16	80.0	13	2	15.4	13	100.0

Wisconsin Bureau Of Apprenticeship Standards
State Plumbing Appren Advisory Committee
Historical Report by Year



Report Period: 2017* and Previous 10 Years

*Current year is YTD data as of Run Date: 09/01/2017		
Run Date: 09/01/2017		
State Plumbing Appren Advisory Committee		
Sponsored Trade Group(s): Construction		
Year	Active Apprentices	Active Employers
2007	1,202	569
2008	1,068	520
2009	861	459
2010	682	389
2011	583	336
2012	479	285
2013	481	277
2014	615	332
2015	760	379
2016	916	438
2017	1,014	459

