

Department of Workforce Development
Employment and Training Division
Bureau of Apprenticeship Standards
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STATE OF WISCONSIN



Department of Workforce Development

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

October 30, 2017

TO: State Carpentry Apprenticeship Advisory Committee Members & Consultants

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

SUBJECT: State Carpentry Apprenticeship Advisory Committee meeting

DATE: Wednesday, November 1, 2017

TIME: 10:00 AM

Place: North Central States Regional Council of Carpenters
5202 Monument Lane
Madison, WI 53704

TENTATIVE AGENDA

1. Call the meeting to order.
2. Introduce attendees.
3. Review the current roster.
4. **Old Business**
 - a. Review follow-up items from previous meeting:
 - i. **For action:** approve the minutes
 - ii. **For action:** approve YA-RA crosswalk
 - iii. Review applicant assessment data for math
 - b. Revisions to CFR 29.30
 - c. Federal grants to expand apprenticeship
 - d. Apprenticeship LEADERS
 - e. Apprenticeship Completion Award Program
 - f. Other
5. **New Business**
 - a. Presidential Executive Order: Expanding Apprenticeships in America
 - b. 2017 WI Senate Bill 411
 - c. National Apprenticeship Week 2017
 - d. WI Apprenticeship Diversity Conference 2018
 - e. Bureau of Apprenticeship Standards Electronic Registration Systems (BASERs)

5. **New Business, *continued***

- f. BAS personnel update
- g. Other

6. WTCS update

7. Review the program participants.

8. Schedule the next meeting.

9. Adjourn.

Minutes of the State Carpentry Apprenticeship Advisory Committee

May 25, 2017

Madison Area Technical College
Madison, WI

Members Present	Organization/Employer
Balza, Darleen	NCSRCC
Bohne, Hunter	Stevens Construction Corp.
Coates, Shaun	NCSRCC
Dischel, Todd	NCSRCC
Macejkovic, Jim	Building Service, Inc.
Schmidt, Mark	C.G. Schmidt
Schwengels, Joe	J.P. Cullen & Sons, Inc.
Strub, Matt	Fowler & Hammer
Zacharias, Roger	Carpenter Local 995
Members Absent	Organization/Employer
Bialcik, Corey	NCSRCC
Rodriguez, Pat	Carpenters Local 1143
Scholz, Barry	Boldt
Consultants & Guests	Organization/Employer
Bernthal, Jamie	Bureau of Apprenticeship Standards - YA
Emrick, Leigh	Associated Builders & Contractors
Hendricks, Mike	MCRSCC Training Fund
Hunter, Joelle	Southeast Wisconsin Carpentry Training Center
Keckhaver, John	Bureau of Apprenticeship Standards - YA
Kiel, Todd	Northeast Wisconsin Technical College
Montgomery, Mark	Waukesha County Technical College
Rice, Vincent	Bureau of Apprenticeship Standards
Schanke, Debbie	Bureau of Apprenticeship Standards
Schledroup, Bob	Bureau of Apprenticeship Standards

1. The meeting was called to order at 10:05 a.m. by Owen Smith, in conformance with the Wisconsin open meeting laws.
2. A roll call was conducted. A quorum was present.
3. The committee reviewed the current roster for vacancies, terms that will soon expire, and the accuracy of contact information. No updates were needed.

4. Old Business

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

i. For action: approve the minutes

The minutes were approved with revisions: Corey Bialick and Roger Zacharias were present; the meeting was held at the NCSRCC training center in Madison; and the date is listed incorrectly.

ii. How is accepting ACT math scores proceeding?

Some committee members and consultants shared that accepting ACT Math scores is proceeding well. Several local committees have received ACT scores from several applicants. Other consultants, however, argued that any ACT score should be left to the discretion of the local committee because it may be a barrier.

A general discussion followed. The consensus was that most curriculum for the trade is written at the eighth grade reading level, which is consistent with the national average. If code is involved, the reading level may increase to the 10th grade level. Also, most attendees agreed that the most significant problem with applicants is their work ethic and discipline, not their test scores. Committee members added that applicants can receive remediation and tutoring in math and reading.

Action: *the committee approved a motion to not to require ACT Reading scores; instead, any ACT subject other than Math is at the discretion of the local committees.*

Action: *the committee agreed to allow the requirement of a minimum ACT Math score of 15 to be in place for one year before modifying the decision, if needed.*

Action: *the committee and consultants requested that the training directors bring all relevant training data for 2016 and 2017 to the fall meeting, including the number of applicants that submitted ACT scores, the number of applicants that passed, and any relevant data related to other assessments.*

iv. For action: comparing carpentry competencies between youth and registered apprenticeship

Jamie Bernthal reported that the focus group was unable to meet to review the comparison. He asked whether the attendees that volunteered last fall were still interested. The volunteers confirmed that they would participate again.

Action: *the focus group present their recommendations at the 2017 fall meeting*

b. Revisions to CFR 29.30

Karen announced that the CFR 29.30 has been revised and released. She 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.

Karen emphasized that the Bureau is going to take its time implementing the rule to prevent adverse consequences. Attendees did not have questions or comments.

c. Federal grants to expand registered apprenticeship

Karen summarized that the Bureau received three federal grants. The main purpose of each is to expand registered apprenticeship in Wisconsin. The WAGE\$ grant, an American Apprenticeship Grant, is a three-year, \$5 million grant to expand registered apprenticeship in advanced manufacturing, information technology, and health care. It will also promote youth apprenticeship and pre-apprenticeship programs to increase the number of qualified applicants for registered apprenticeship.

Karen briefly noted that interest in the German apprenticeship model in Wisconsin had influenced efforts to bridge youth apprenticeship and registered apprenticeship. A key component of the

German apprenticeship is "tracking" high school students early into career paths. That would not be supported in American high schools. Instead, the youth apprenticeship program is a better alternative because students can explore the foundations of a career and decide whether to commit to it after school.

"Bridging" youth apprenticeship to registered apprenticeship through the opportunity for credit encourages high school students to consider a career in the skilled trades as equally valid as a college degree. Education stakeholders have determined parents are the most influential factor in a student's choice of post-secondary education. Karen cautioned that if construction trades don't participate in youth apprenticeship, the students will choose other trades, such as manufacturing.

Karen concluded that WAGE\$ has completed the development of one new apprenticeship program in advanced manufacturing and is close to completing the first apprenticeship program in information technology, which will likely be implemented in central Wisconsin.

Karen continued that the most pertinent component of the state expansion grant to the construction sector is its emphasis on recruiting and retaining more women and minority apprentices. Through the grant, the Bureau will research the reasons why women and minority applicants and apprentices on major construction projects in southeastern WI are hired, not hired, and cancelled. If the research indicates more skills are needed, the grant will provide upgrade training.

Karen shared that the last grant, the state accelerator grant, will be used to increase the Bureau's infrastructure, including additional staff, staff training in outreach, and upgrades to its information management system.

No discussion followed, but the committee asked about the purpose of the American Apprenticeship Initiative fact sheet included in the meeting packet. Karen replied that she thought the committee may appreciate it for reference and resources.

d. Apprenticeship Completion Award Program

Owen reminded the committee that the program will expire on June 30, 2017. It is included in the Governor's proposed budget for the next biennium, so it may be renewed for additional two years. Attendees did not have questions or comments.

e. Other

No other items were brought forth.

5. New Business

a. BAS personnel update

Karen summarized several recent personnel changes. Former Chief of Field Operations Kathy Wellington accepted another position in state government; Joshua Johnson, former Apprenticeship Training Representative for Waukesha and former construction craft laborer apprentice, was hired to replace her. The Bureau needed an additional supervisor to assist the ATRs and reduce the span of control on Karen; Sandy Destree, former ATR for Lakeshore, was promoted into the position.

The Bureau hired several new ATRs, as well. The new ATR for Waukesha is Richard Barker. The new ATR for Lakeshore is Lynn O'Shasky. Tim Ziffer, former ATR for Racine, accepted a new position; he was replaced by Dominic Robinson. Last, the Bureau created a new administrative area, Appleton South, due to the increase in sponsors; the new ATR for the area is Tim Budda.

Karen concluded by mentioning that the Governor's proposed budget includes two additional, undesignated positions for the Bureau.

b. Become an Apprentice LEADER

Karen explained that the LEADERS initiative will complement the grants' focus on expanding registered apprenticeship. Prior expansion efforts taught the Bureau an important lesson: no one represents the value of registered apprenticeship better than the employers that use it everyday. So, the Bureau borrowed the national outreach program and made a Wisconsin version.

She encouraged all stakeholders to sign up. Participants can choose their activities, from allowing the Bureau to use the company logo to co-presenting with the Bureau at industry discussions. The application is on the Bureau homepage. Attendees did not have questions or comments.

c. Other

Attendees did not have additional topics.

6. Review program participants.

Program participants include 850 apprentices and 203 employers with a contract in active or unassigned status on May 1, 2017.

7. The committee tentatively scheduled its next meeting for Wednesday, November 1, at 1:00 p.m. at North Central States Regional Council of Carpenters in Madison.
8. The meeting adjourned at 12:05 p.m.

Follow-up Items

BAS will ask training directors for applicant assessment info.

BAS will convene a focus group to review YA crosswalk.

the committee will wait until 2018 to revise the ACT requirement, if necessary.

Submitted by Owen Smith, Program & Policy Analyst

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Scott Walker, Governor
Ray Allen, Secretary
Scott Jansen, Division Administrator

December 12, 2016

TO: Local Carpentry Apprenticeship Committees
Associated Builders & Contractors of WI

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

RE: Updates to State Standards for all Carpentry Trades

The State Carpentry Apprenticeship Advisory Committee recommended and approved revisions to the applicant assessment procedure in its state standards at its 2016 fall meeting.

The revisions are effective as of January 1, 2017. A copy of the updated standards is enclosed for your reference.

Table of Revisions	
Section	Revision
VII. Minimum Qualifications of Apprentices; D) Applicant Testing	D. Must meet the required ACT Math score of 15 and additional ACT scores as determined by each local committee. Applicants with insufficient ACT scores or without ACT scores must take and pass an assessment as determined by each local committee. Scores for all assessments will be accepted for no more than five years from the test date, except for individuals on active military deployment.

All Local Committee Standards must now be updated to conform to the above changes. Your local apprenticeship training representative will assist you with this change.

If you have any questions concerning these changes, please feel free to contact me.

Cc: BAS Apprenticeship Training Representatives



September 2017

STATUS

Federal Grant Awards

WAGE\$

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

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

Apprenticeship USA State Expansion Grant

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



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

State Accelerator Grant

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



State of Wisconsin
2017 - 2018 LEGISLATURE

LRB-0888/1
MED:klm

2017 SENATE BILL 411

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

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

Analysis by the Legislative Reference Bureau

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

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

SENATE BILL 411

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

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

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

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

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

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

SENATE BILL 411

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

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

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

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

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

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

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

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

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

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

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

1 **SECTION 9. Initial applicability.**

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

6 (END)



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The White House

Office of the Press Secretary

For Immediate Release

June 15, 2017

Presidential Executive Order Expanding Apprenticeships in America

EXECUTIVE ORDER

EXPANDING APPRENTICESHIPS IN AMERICA

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

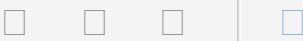
- (i) the authority granted by law to an executive department or agency, or the head thereof; or
- (ii) the functions of the Director of OMB relating to budgetary, administrative, or legislative proposals.

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

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

DONALD J. TRUMP

THE WHITE HOUSE,
June 15, 2017.



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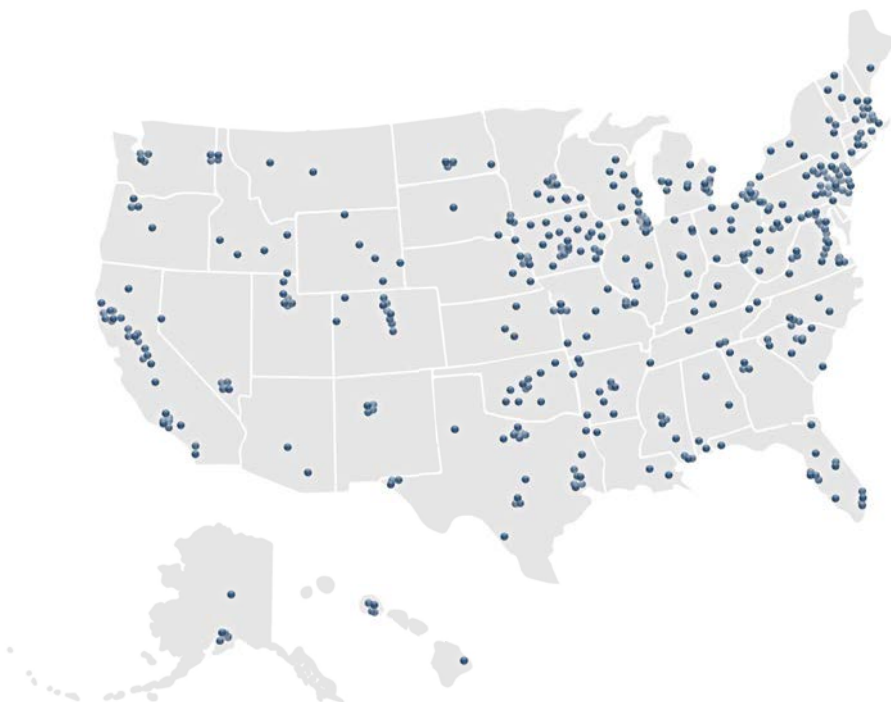


Apprenticeship**USA**



NOVEMBER 14 - 20, 2016

NATIONAL APPRENTICESHIP WEEK REPORT



National Apprenticeship Week

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

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

~ Benjamin Franklin

Highlights

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

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

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

Activities

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

NAW 2016

BY THE NUMBERS

692

Total Number
of Events

All **50** States
Participating

Number of Attendees

More than
96,000

More than

469,000

DOL followers
on Twitter

97 Proclamations

41.4M

Social Media
Impressions

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

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

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

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



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

National Leaders Promote Apprenticeship

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

Study Highlights the Value of Registered Apprenticeship

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

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

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

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

Businesses Celebrate Apprenticeship



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

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

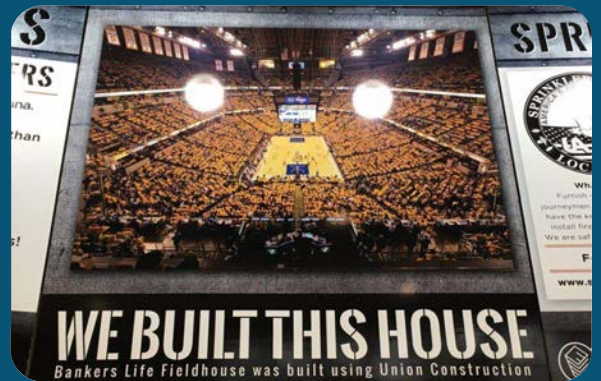
Some of the key events during the week included:

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



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

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



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

Labor Organizations and Colleges Open Their Doors

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

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

Other events included:

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



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



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

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

Career Pathways for Youth

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

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



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

Promoting Diversity



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

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

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

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

Technology, Healthcare and Shipbuilding industries.

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



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

Media and Digital Highlights



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.

Glenn 'GT' Thompson
@CongressmanGT

On Floor to recognize second annual National #Apprenticeship Week along with my #CTE Caucus Co-chair Rep @jimlangevin #apprenticeshipworks

2:30 PM - 15 Nov 2016 from Floor of The House of Representatives

Senator Chris Coons
@ChrisCoons

Apprenticeships offer one of the best pathways to the middle class #NAW2016 #ApprenticeshipWorks

RETWEETS 4
LIKES 6
11:37 AM - 18 Nov 2016

USDOL Thanks VP Pence for his Support

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

STATE OF INDIANA
EXECUTIVE DEPARTMENT
INDIANAPOLIS

Executive Order **PROCLAMATION**

TO ALL TO WHOM THESE PRESENTS MAY COME, GREETINGS:

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

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

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

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

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

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

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

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

APPRENTICESHIP WEEK

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

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



BY THE GOVERNOR: _____

Michael R. Pence



WTCS System-Wide Activity Update for Fall 2017

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

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

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

State Committee Report - Construction

State Carpentry Advisory Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 10/30/2017 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	1022	119	11.6	24	2.3	963	94.2	59	5.8	219	186	84.9	35	16.0
ABC of Wisconsin (All)	35	3	8.6	0	0.0			35	100.0	22			22	100.0
Carpenter (Construction) (186038102201)	35	3	8.6	0	0.0			35	100.0	22			22	100.0
Central Wisconsin Area Carpentry JAC	11	0		0	0.0			11	100.0	3			3	100.0
Carpenter (Construction) (186038102201)	11	0		0	0.0			11	100.0	3			3	100.0
Eau Claire Area Carpentry JAC	56	2	3.6	0	0.0	56	100.0			21	21	100.0		
Carpenter (Construction) (186038102201)	56	2	3.6	0	0.0	56	100.0			21	21	100.0		
La Crosse Area Carpentry JAC	50	4	8.0	2	4.0	50	100.0			22	22	100.0		
Carpenter (Construction) (186038102201)	47	3	6.4	1	2.1	47	100.0			22	22	100.0		
Carpenter (Pile Driver) (186038158101)	3	1	33.3	1	33.3	3	100.0			1	1	100.0		
Lakeshore Area Carpentry Advisory Comm	11	1	9.1	0	0.0			11	100.0	8			8	100.0
Carpenter (Construction) (186038102201)	9	1	11.1	0	0.0			9	100.0	7			7	100.0
Carpenter (Millwright) (163828101801)	2	0		0	0.0			2	100.0	1			1	100.0
Madison Area Carpentry JAC	186	25	13.4	2	1.1	186	100.0			43	43	100.0		
Carpenter (Construction) (186038102201)	174	23	13.2	2	1.1	174	100.0			40	40	100.0		
Carpenter (Floor Coverer) (186448101001)	12	2	16.7	0	0.0	12	100.0			4	4	100.0		
Northeast Wisconsin Carpentry JAC	334	9	2.7	4	1.2	334	100.0			66	66	100.0		
Carpenter (Construction) (186038102201)	191	5	2.6	3	1.6	191	100.0			43	43	100.0		
Carpenter (Floor Coverer) (186448101001)	25	3	12.0	0	0.0	25	100.0			6	6	100.0		
Carpenter (Millwright) (163828101801)	118	1	0.8	1	0.8	118	100.0			26	26	100.0		
SE WI Area Carpentry JAC	277	74	26.7	16	5.8	275	99.3	2	0.7	78	78	100.0	2	2.6
Carpenter (Cabinet Maker) (166028001001)	2	0		0	0.0	2	100.0			1	1	100.0		
Carpenter (Construction) (186038102201)	223	62	27.8	14	6.3	221	99.1	2	0.9	60	59	98.3	2	3.3
Carpenter (Floor Coverer) (186448101001)	14	6	42.9	0	0.0	14	100.0			6	6	100.0		
Carpenter (Interior Systems) (186038158301)	5	1	20.0	0	0.0	5	100.0			5	5	100.0		
Carpenter (Millwright) (163828101801)	31	5	16.1	2	6.5	31	100.0			11	11	100.0		
Carpenter (Pile Driver) (186038158101)	2	0		0	0.0	2	100.0			2	2	100.0		
Wausau Area Carpenters JAC	62	1	1.6	0	0.0	62	100.0			26	26	100.0		
Carpenter (Construction) (186038102201)	38	0		0	0.0	38	100.0			17	17	100.0		
Carpenter (Floor Coverer) (186448101001)	3	0		0	0.0	3	100.0			3	3	100.0		
Carpenter (Millwright) (163828101801)	21	1	4.8	0	0.0	21	100.0			8	8	100.0		

Wisconsin Bureau Of Apprenticeship Standards
State Carpentry Advisory Committee
Historical Report by Year
Report Period: 2017* and Previous 10 Years



*Current year is YTD data as of Run Date: 10/30/2017		
Run Date: 10/30/2017		
State Carpentry Advisory Committee		
Sponsored Trade Group(s): Construction		
Year	Active Apprentices	Active Employers
2007	1,074	319
2008	933	288
2009	751	242
2010	587	216
2011	497	192
2012	555	165
2013	478	155
2014	648	179
2015	832	211
2016	996	218
2017	1,093	222

