

**Approved Minutes of the
Electrical & Instrumentation
State Apprenticeship Advisory Committee**

October 26, 2017
GE Health Care
West Milwaukee, WI

Members Present	Employer / Organization
Butt, Nate	Quad Graphics
Cannestra, Anthony	GE Healthcare
Cestkowksi, Jim	MPI
Hankwitz, Dan	Kimberly Clark Corp
Lundey, Dave	MMSD
Woehlke, Scott	Mercury Marine
Members Absent	Employer / Organization
Fitzsimons, Mark	MillerCoors
Hafeman, Brian	PCA
Otte, Sonia	Sargento Foods Inc
Roach, Mike	Trane Co.
Consultants & Guests	Employer / Organization
Abts, Polly	Mid-State Technical College
Badger, Richard	Bureau of Apprenticeship Standards
Carini, Mike	Mercury Marine
Fontanez, Carol	Waukesha County Technical College
Mackey, Jim	Wisconsin Technical College System
Morgan, Karen	Bureau of Apprenticeship Standards
Nakkoul, Nancy	Wisconsin Technical College System
O'Shasky, Lynn	Bureau of Apprenticeship Standards
Perkofski, Lisa	Bureau of Apprenticeship Standards

1. The meeting was called to order at 10:00 a.m. by Nate Butt, Committee Co-Chair, in conformance with the Wisconsin Open Meeting Law.
2. A roll call was conducted. A sign-in sheet was circulated. A quorum was present.
3. The committee reviewed the current roster.

4. **Old Business**

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

i. **For action: approve the minutes**

The committee approved the minutes with two revisions: Tony Cannestra chaired the meeting, not Nate; and Dave Lundey was present, not absent.

ii. **For action: review and revise Electronic & Instrumentation registered apprenticeship**

Nancy Nakkoul and Val Belinski, who participated via phone, explained they were taking over the review. They requested permission to reach out to the subject matter experts to continue the review so they can bring a more informed plan to the 2018 spring meeting. A main concern was if the changes being suggested were just "language" changes or actual curriculum changes.

Dave Lundey stated that he felt Todd Kiel had seemed to have a grasp of what was trying to be accomplished. Nancy noted she would follow up with Todd. Dave Lundey confirmed that the focus group had not met.

Owen Smith will do direct follow-up with companies what have current E&I Journeyworkers to get feedback. A company suggestion was Clearwater Paper. The focus group should meet by the end of the year.

iii. **How is the new Mechatronics apprenticeship working?**

Josh Johnson reported that 10 mechatronics apprentices are attending related instruction at Blackhawk Technical College. Waukesha County Technical College now offers the related instruction, but no apprentices have registered in that area yet. Lakeshore Technical College plans to offer the related instruction by the fall of 2018 and has three potential sponsors. Fox Valley Technical College does not offer the related instruction, but several employers in the area are interested in the program.

A general discussion followed on the benefits of the program. The committee concluded that the program will become more active once more employers understand the benefits of this particular occupation. The committee suggested that small companies, such as those with a maintenance staff of less than 12 people, will be the most likely to adopt the program.

Nancy stated that a crosswalk between the Mechatronics program and other related manufacturing apprenticeships is available on the WIDS database.

iv. How are the new Industrial Electrician Exhibit A and Job Book working?

Nate Butt stated that his company, Quad Graphics, has registered 12 new Industrial Electrician apprentices under the revised program. The revisions work well with the apprentices and their journey workers. Tony Cannestra echoes the same sentiment; his company, General Electric, registered two new apprentices and likes the revisions to the program.

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

Josh informed attendees that the revisions will likely be adopted, but the U.S. Department of Labor has yet to provide further technical assistance or guidance to apprenticeship agencies. Josh encouraged attendees to "stay tuned." The Bureau should know more by the 2018 spring meeting.

c. Federal grants to expand registered apprenticeship

Josh distributed a written update on the grants. He stated that all grants are progressing well, and enrollment in apprenticeships developed or expanded through the WAGE\$ grant is increasing. The Bureau is well on its way to meeting the grant's performance target of 1,000 new apprentices. Most of the new apprenticeships developed through WAGE\$ were implemented only recently, so their enrollment is low.

d. Apprenticeship LEADERS

Josh reviewed that the Bureau has recruited heavily for the past two years for this outreach initiative. He reported that the Bureau will likely officially launch the initiative this November as part of National Apprenticeship Week and specific activities will likely begin in the spring of 2018. Currently, more than 50 stakeholders have applied from all sectors, e.g. construction, manufacturing, and the service industries.

e. Apprenticeship Completion Award Program

Josh reminded the committee that the ACAP program concluded on June 30. It is included in the Governor's proposed budget, so it may be renewed for an additional two years.

f. Other

No other items were discussed.

5. New Business

a. Presidential Executive Order: Expanding Apprenticeships in America

Josh reviewed that the order would create "industry-recognized" apprenticeships, which would be distinguished from registered apprenticeships by less government regulation, rules, and policies for sponsors. The order was driven by industry feedback that the application process for sponsoring a registered apprenticeship is too cumbersome and lengthy.

Josh reported that the federal task force that will recommend the related policies and implementation plan convened recently. Once the task force makes its recommendation, it must disband within 30 days. This is another 'stay tuned' item.

b. 2017 WI Senate Bill 411

Josh explained that this bill proposes setting the apprentice-to-journeyworker ratio at 1:1 for all registered apprenticeship programs and removing the ability of the Bureau of Department of Workforce Development to modify it. Manufacturing apprenticeship already have the 1:1 ratio.

c. 2017 National Apprenticeship Week

The third annual event is scheduled for November 13-19. The Bureau encourages all stakeholders to collaboratively host events with their local partners. If you host an event, please inform the Bureau so it can put the event on a statewide calendar.

d. 2018 WI Apprenticeship Diversity Conference

The Bureau projects it will host a conference in the fall of 2018 that will focus solely on strategies and policies for recruiting and retaining women and minority apprentices. The objectives are to help sponsors understand how they will be affected by the revisions to CFR 29.30, provide best practices and lessons learned, and discuss how registered apprenticeship can recruit more diverse, qualified applicants.

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

Through the state accelerator grant, the Bureau upgraded its information management system to provide electronic registration. The new system, BASERS, will allow the sponsor to directly enter apprentice applications online, which will greatly reduce the amount of paperwork and administrative time for all parties to the contract. It will also greatly reduce the travel times for ATRs, particularly those in remote areas who often travel hours to obtain one signature.

BASERS is projected to launch in late October. Pilot testing with sponsors will begin in April 2018. Later in 2018, BASERS will be upgraded to include electronic signature capture later, i.e. apprentices and sponsors will be able to sign the apprentice contract electronically. Once both features of BASERS have been implemented, the ATRs will gradually shift to performing more outreach and compliance activities.

f. BAS personnel update

The new manager of the WAGE\$ grant is Nancy Kargel. The new apprenticeship training representative for the Eau Claire area is Rachell Faber. The new apprenticeship training representative for the Appleton south area is Tim Budda. The new program assistant, which handles general correspondence and administrative duties for the Bureau, is Ann Thiel.

g. Other

No other topics were discussed.

6. WTCS Update

The committee discussed key items from the written report included in the meeting material.

7. Participants included 626 apprentices and 219 sponsors with a contract in active or unassigned status on October 23, 2017.
9. The committee tentatively scheduled its next meeting for Monday, May 7, 2018, location to be determined.
10. The meeting adjourned at noon.

Submitted by Owen Smith, Program and Policy Analyst

October 20, 2017

TO: State E&I Apprenticeship Advisory Committee Members and Consultants

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

SUBJECT: **State Electrical & Instrumentation Apprenticeship Advisory Committee meeting**

DATE: **Thursday, October 26, 2017**

TIME: 10:00 AM

PLACE: GE Health Care
4855 W Electric Ave
West Milwaukee, WI
See enclosed instructions.

TENTATIVE AGENDA

1. Call the meeting to order. Welcome by GE Health care.
2. Introduce the attendees.
3. Review the roster.
4. **Old Business**
 - a. Review the follow-up items from the previous meeting:
 - i. **For action:** approve the minutes
 - ii. **For action:** review and revise Electronic & Instrumentation registered apprenticeship
 - iii. How is the new Mechatronics apprenticeship working?
 - iv. How are the new Industrial Electrician Exhibit A and Job Book working?
 - b. Revisions to CFR 29.30 (AA/EEO regulations)
 - c. Federal grants to expand registered 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. 2017 National Apprenticeship Week
 - d. 2018 WI Apprenticeship Diversity Conference

5. **New Business, continued**
 - e. Bureau of Apprenticeship Standards Electronic Registration System (BASERS)
 - f. BAS personnel update
 - g. Other
6. WTCS Update
7. Review the program participants.
8. Schedule the next meeting.
9. Adjourn.

Welcome to EA

Visitor Driving/Parking Information

4855 W Electric Ave
West Milwaukee, 53219



imagination at work

GE Healthcare
4855 W Electric Avenue
Milwaukee WI 53219

VIA HWY I94

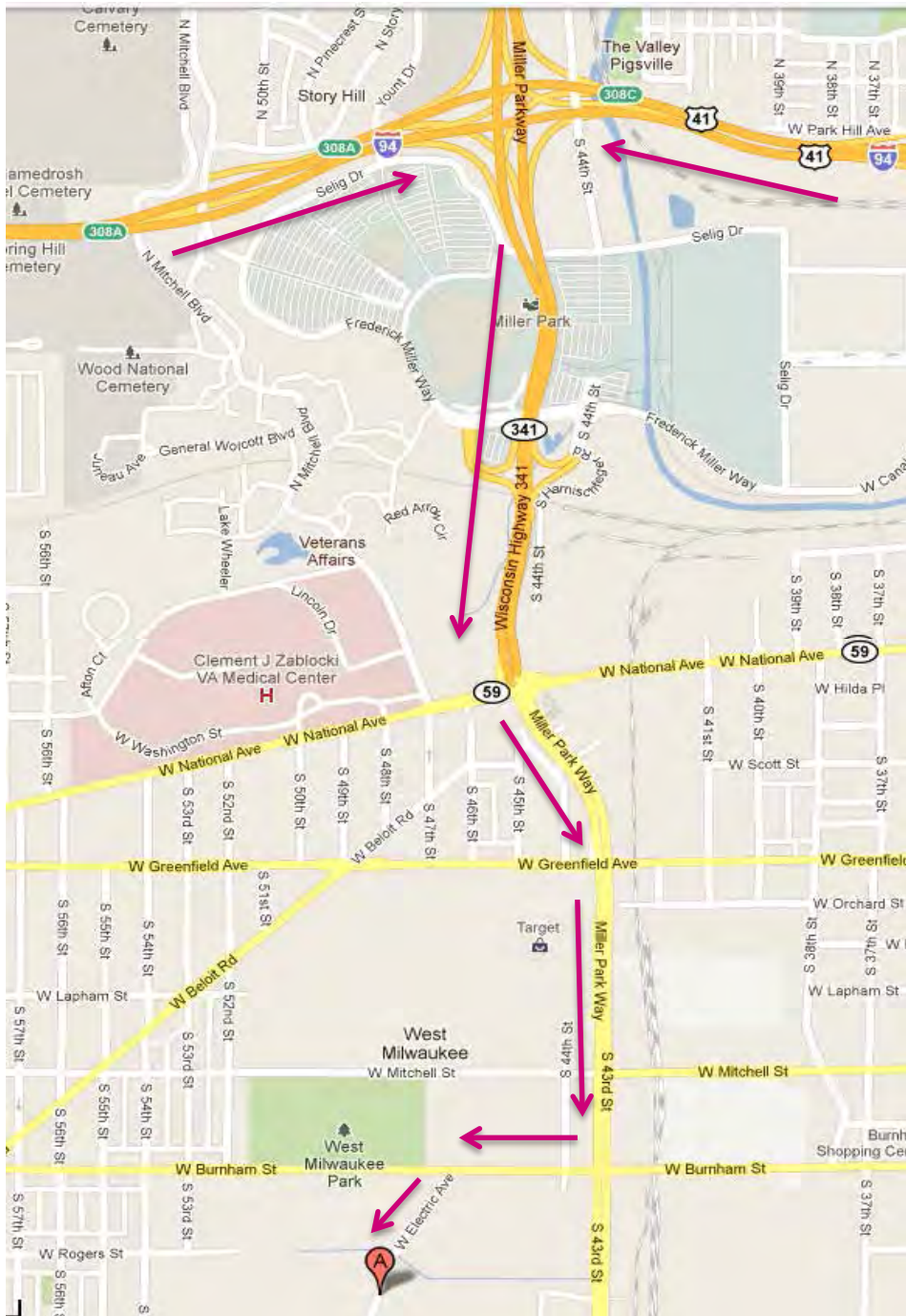
Merge onto I 94 W or E (depending on the direction you are coming from)

Merge onto Miller Park Way via the WI-341 S exit 308B

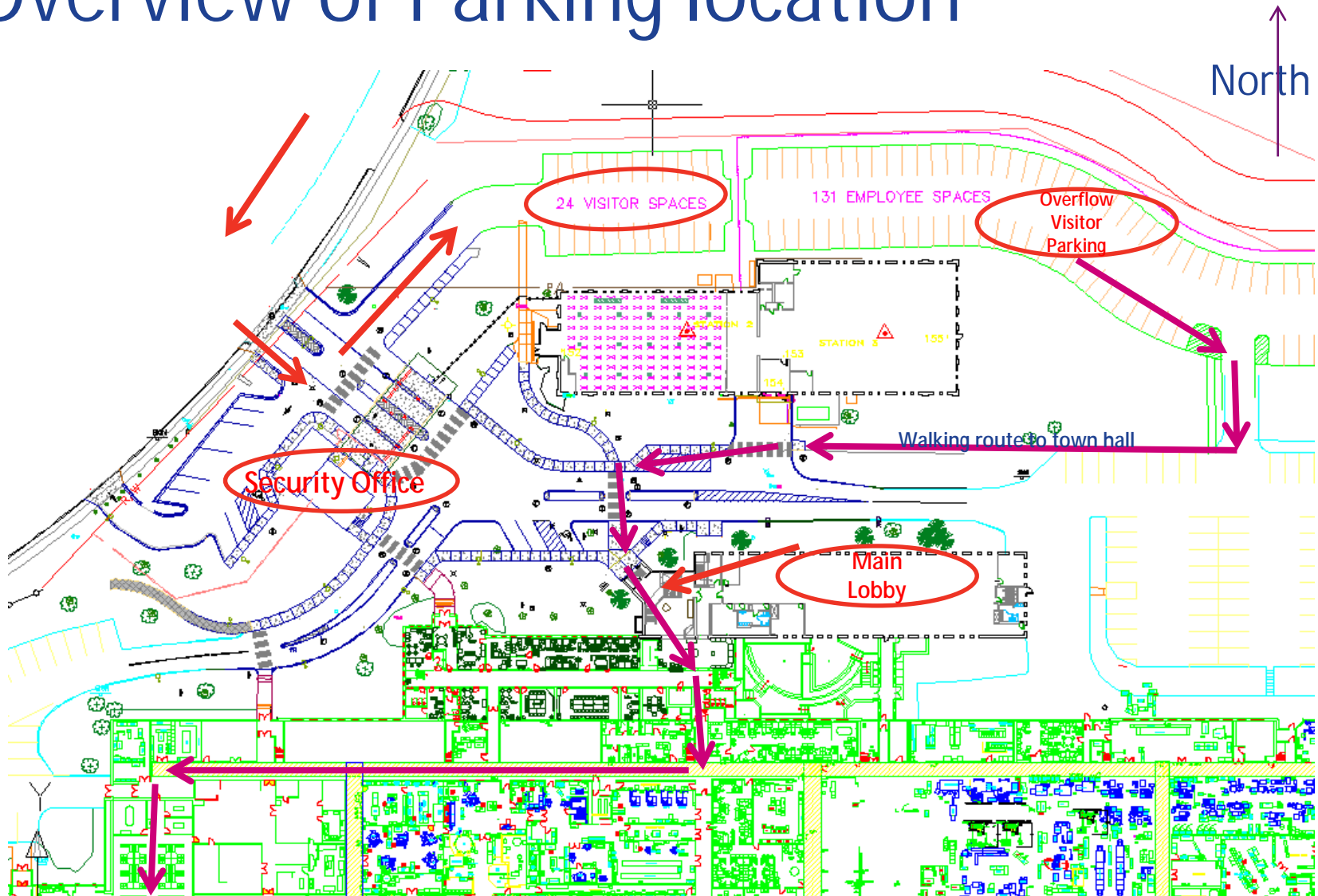
Turn Right at W Burnham St.

Turn Left at W Electric Avenue

GE will be on the left hand side of the street.



Overview of Parking location





Drive in entrance and turn either left or right for visitor parking.

Stop at Security Office for Visitor Badge.

Security Officer will call or escort you to town hall.



Walk to Main Entrance



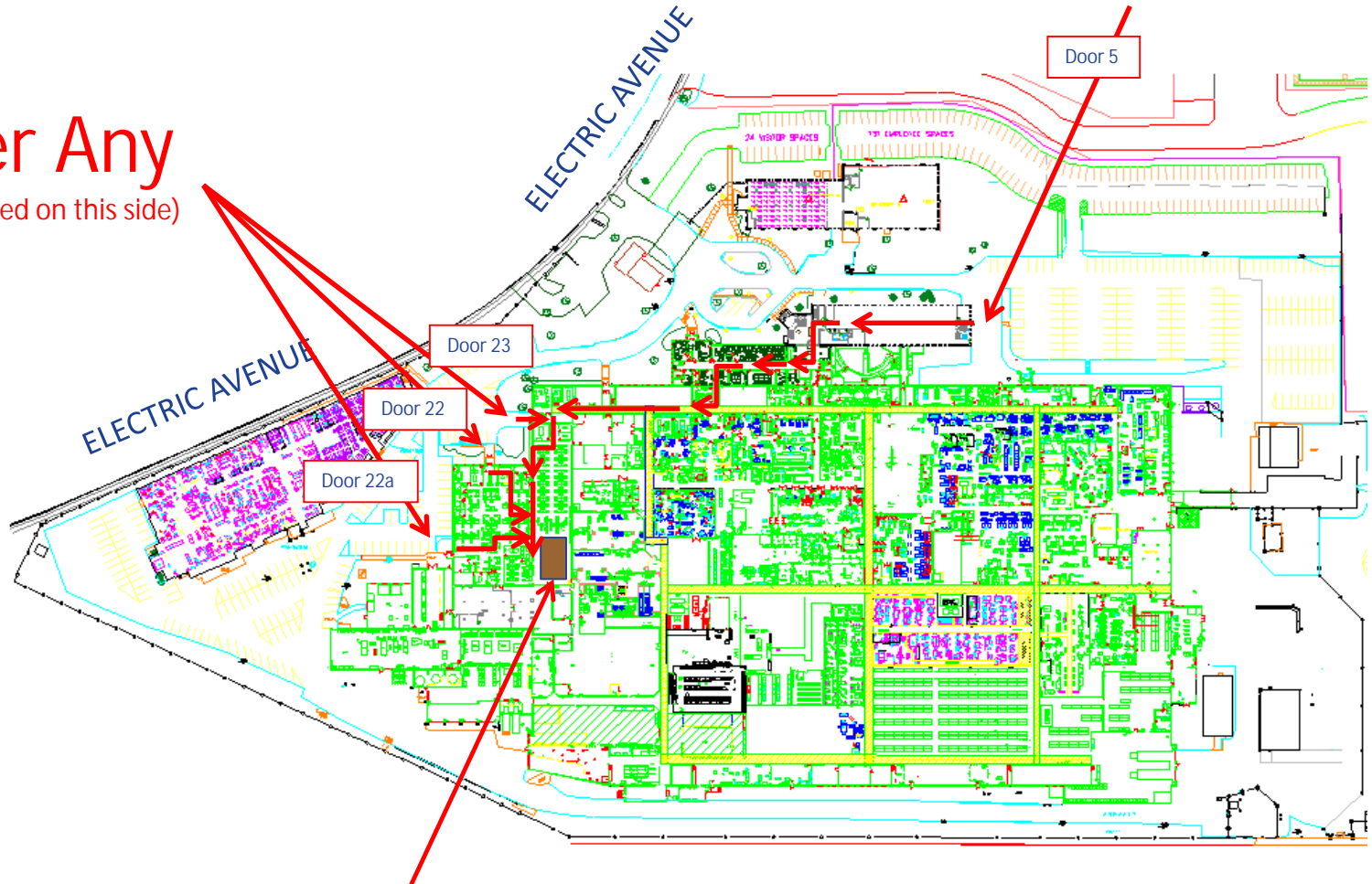
Enter Here

(When parked on this side)

Door 5

Enter Any

(When parked on this side)



Town Hall

Minutes of the
**State Electrical & Instrumentation Apprenticeship
Advisory Committee**

May 23, 2017
Lakeshore Technical College
Cleveland, WI

Members Present	Employer / Organization
Butt, Nate	Quad Graphics
Cannestra, Anthony	GE Healthcare
Otte, Sonia	Sargento Foods Inc
Members Absent	Employer / Organization
Cestkowksi, Jim	MPI
Fitzsimons, Mark	MillerCoors
Friedeck Rich	IBEW Local 663
Hafeman, Brian	PCA
Hankwitz, Dan	Kimberly Clark Corp
Lundey, Dave	MMSD
Roach, Mike	Trane Co.
Woehlke, Scott	Mercury Marine
Consultants & Guests	Employer / Organization
Abts, Polly	Mid-State Technical College
Anderson, Cindy	Bureau of Apprenticeship Standards
Kiel, Todd	Northeast Wisconsin Technical College
Montgomery, Mark	Waukesha County Technical College
Morgan, Karen	Bureau of Apprenticeship Standards
O'Shasky, Lynn	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards
Wagner, Pete	Sargento's

1. The meeting was called to order at 10:00 a.m. by Nate Butt, Committee Co-Chair, in conformance with the Wisconsin Open Meeting Law.
2. A roll call was conducted. A sign-in sheet was circulated. A quorum was not present.
3. The committee reviewed the current roster. Members noted that former member Warren DeJardin is still listed on the roster.

4. **Old Business**

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

i. For action: approve the minutes

The minutes were approved as written.

ii. Update on Job Book for Industrial Electrician

Co-Chair Butt informed the Bureau that his company will be registered new Industrial Electrician apprentices soon. He noted that the development of the Industrial Electrician job book resulted in changes to the Industrial Electrician exhibit A. He asked whether the revised Exhibit A and the new job book will be ready in time for his new apprentices.

Karen Morgan replied that the Exhibit A would apply to the new apprentices; the Bureau could either finish the Exhibit A or, once it is complete, the Bureau could apply it retroactively to the new apprentices. Owen Smith noted that, as part of the project, the state committee had already approved all revisions to the state Exhibit A at prior meetings. The Exhibit A and job book are companion pieces, so the Bureau was waiting until both were done to release them as a pair. However, Owen noted that the Bureau could certainly implement them separately given the circumstances.

Co-Chair Butt noted that a quorum was not present. Karen state that the Bureau would move forward with the request of the members present because the full committee approved the revisions at prior meetings and new apprentices will register soon. The members present discussed the pros and cons of the different options.

Action: the members present asked the Bureau to implement the revised Exhibit A for the Industrial Electrician for all new contracts as of June 1, 2017, and to implement the revised Job Book by July 1, 2017. The Bureau agreed.

iii. Update on pending Mechatronics apprenticeship

Karen Morgan reported that the Mechatronics apprenticeship was launched this spring. The new program is overseen by the State Industrial Mechanical & Fluid Maintenance Committee.

The committee asked whether related instruction included new courses, existing courses, or both. Mark Montgomery replied that related instruction includes pieces and parts of existing courses, but all course titles are new. Cindy Anderson noted that the related instruction is accelerated, too; the apprentice attends related instruction one day a week, every week, for three years. Karen added that the program overlaps somewhat with Mechatronics and Industrial Electrician, but occupies its own niche by focusing on systems communications, robotics, and some basic programming. Karen

informed the committee that the Bureau assigned the oversight of the program to the State IM&FM Committee as of now. The Bureau will reexamine that decision after the program has been active for at least two years.

A committee member asked which manufacturing trade handles HVAC. Karen replied that HVAC is primarily handled by construction trades. Todd Kiel shared that HVAC in the Green Bay area is evolving into more manufacturing HVAC focus, with an emphasis on controls. He thinks there may be a market for an industrial HVAC apprenticeship because the controls are no longer mechanical, but electrical. Daven Lundey agree, and added that controls involve more programming, too.

Karen agreed that the trend warrants investigation. She suggested the Bureau research it once the Industrial Electrician and Mechatronics job books are finished. She added that this is a good example of how occupations evolve and do not stay the same.

Todd Kiel suggested that the state committee review the Electrical & Instrumentation apprenticeship to identify whether to shift the focus on instrumentation to a focus on automation. Dave Lundey agreed that the proposed scope accurately captures the trends in the industry.

Action: *the Bureau will convene a focus group this summer to discuss whether to initiate a review of the E&I Technician program. The focus group will present a recommendation to the state committee at the 2017 fall meeting.*

b. Revisions to CFR 29.30 (AA/EEO)

Karen summarized that the CFR 29.30 has been revised and released. She reviewed key points in her handout, and emphasized that more technical assistance is forthcoming from the Department of Labor.

Karen highlighted the following:

- The regulations had not been updated in 40 years.
- 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 stated that the Bureau's goal is to give sponsors all the tools they need to be compliant and make positive changes for the future. She reminded attendees that more information will be released by the Department of Labor.

e. Federal grants to expand registered apprenticeship

Karen summarized the scope and central activities of the three competitive federal grants the Bureau received through the U.S. Department of Labor.

i. WAGE\$

The first grant the Bureau received is the Wisconsin Apprenticeship Growth and Enhancement Strategies (WAGE\$), a five-year, \$5 million American Apprenticeship grant. The bottom line of WAGE\$ is to register 1,000 new apprentices across advanced manufacturing, information technology, and health care apprenticeships.

ii. Expansion Grant

This 18-month, \$1.5 million grant will develop new registered apprenticeships in biotechnology and financial services and increase the recruitment and retain of women and minorities in existing construction apprenticeships. The bottom line of the grant is to register 420 new apprentices.

iii. Accelerator Grant

The Bureau is using this grant to build its infrastructure by adding Apprenticeship Training Representatives (ATRs) and training them in consultative skills, compliance, and appeals. The grant will also upgrade the Bureau's information management system.

f. Apprenticeship Completion Award Program

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

g. Other

Karen reported that the third annual National Apprenticeship Week will be November 13-17. She encouraged all attendees to begin thinking about their events.

5. New Business

a. Become an Apprenticeship LEADER

Owen reviewed that the LEADERS invites all registered apprenticeship stakeholders to help the Bureau share the value of registered apprenticeship with industries new to apprenticeship and with new groups of employers within industries that use apprenticeship. Participants can choose their activities, which range from allowing the Bureau to use the company logo to co-presenting with the Bureau at industry roundtable discussions. The application is available on the Bureau homepage.

b. BAS personnel update

The Bureau hired several new apprenticeship training representatives (ATRs): Dominic Robinson is the new ATR for the Racine area; Lynn O'Shasky is the new ATR for the Lakeshore area; Richard Badger will be the new ATR for the Waukesha area; and a new ATR has been hired for a new administrative area, Appleton South, but the individual has not yet formally accepted the offer. Joshua Johnson, former ATR for Waukesha, is the new Chief of Field Operations. Sandy Destree, former ATR for Lakeshore, is the new Field Operations Supervisor.

c. Other

Attendees had no other items.

6. WTCS Update

Todd Kiel briefly reviewed the WTCS report. He added that 950 apprentices are enrolled at Northeast Wisconsin Technical College. Mark Montgomery added that two maintenance technician apprentices received scholarships through the Great Lakes Higher Education fund.

A committee member asked what wages were reported by Industrial Electrician apprenticeship graduates. Todd Kiel replied that the 2014-2015 WTCS Apprenticeship Completion Report found that the mean annual salary for all apprentices is \$67,000; the mean annual salary for the industrial sector is \$62,000. The salary includes wages only, not benefits or overtime.

7. Review the program participants.

Participants included 536 apprentices and 191 sponsors with a contract in active or unassigned status on May 1, 2017.

9. The committee tentatively scheduled its next meeting for Thursday, October 26, 2017, at MATC Mequon.

10. The meeting adjourned at noon.

Follow-up items

The Bureau will implement the revised Exhibit A for Industrial Electrician, effective June 1.

The Bureau will implement the revised Job Book for Industrial Electrician, effective July 1.

The Bureau will convene a focus group over the summer to discuss "Electrical & Automation."

Submitted by Owen Smith, Program and Policy Analyst

Bureau of Apprenticeship Standards

State Electrical & Instrumentation Comm • Madison WI
Industrial Electrician • 2-829261018-01-T
Exhibit A - Program Provisions

Approved: June 2, 2017

TERM OF APPRENTICESHIP: The term of apprenticeship shall be Time-based, which has been established to be 4 years of not less than 8,320 hours.. Hours of labor shall be the same as established for other skilled employees in the trade.

PROBATIONARY PERIOD: The probationary period shall be the first 12 months of employment, but in no case shall it exceed twelve calendar months. During the probationary period, this contract may be cancelled by the apprentice or the sponsor upon written notice to the Department, without adverse impact on the sponsor.

SCHOOL ATTENDANCE: The apprentice shall attend the Wisconsin Technical College System or other approved training provider, as assigned, for paid related instruction four hours per week or the equivalent and satisfactorily complete the prescribed course material for a minimum of 720 hours, unless otherwise approved by the Department. The employer must pay the apprentice for attended related instruction hours at the same rate per hour as for services performed.

WORK PROCESS SCHEDULE: In order to obtain well-rounded training and thereby qualify as a skilled worker in the trade, the apprentice shall have experience and training in the following areas. This instruction and experience shall include the following operations but not necessarily in the sequence given. Time spent on specific operations need not be continuous.

<u>Work Process Description</u>	<u>Approximate Hours</u>	
	(Min	- Max)
Adhere to safety requirements and hazard awareness procedures.	400	
A. Adhere to all applicable federal, state, local and employer safety requirements.		
B. Follow lock-out and tag-out procedures.		
C. Properly use personal protective equipment.		
D. Safely use hand and power tools, meters, and testing equipment.		
E. Work at heights, in tight quarters, in confined spaces, and other industrial settings.		
Install electrical equipment, components, and devices.	1500	
A. Apply WI Administrative Electric Code and NFPA 70: National Electric Code.		
B. Document circuits using employer's preferred software or tools.		
C. Install conduit, wire ways and raceways.		
D. Install power distribution equipment.		
E. Install machine and equipment control systems.		
F. Install communication systems.		
G. Install branch circuits.		
H. Install lighting systems, controls, and emergency lighting systems.		
I. Construct control cabinets.		
J. Install grounding and bonding.		
K. Install transformers.		
L. Install electrical field devices.		
Troubleshoot electrical systems, industrial manufacturing equipment, and power distribution:	3000	
A. General electrical systems		
B. PLCs and controllers		
C. Control networks and automation systems		
D. Power distribution		
E. Motors, drives, and starters		
F. Document equipment conditions and work performed.		

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Exhibit A - Program Provisions

Perform reliability-centered maintenance on electrical systems, industrial manufacturing equipment, and power distribution:	1000
A. Electrical systems	
B. Industrial manufacturing equipment	
C. PLCs and control networks	
D. Substations	
E. Power distribution transformers	
F. Back-up power systems	
G. Lighting systems	
H. Document equipment conditions and work performed.	
Apply energy management.	200
A. Explain the employer's energy management strategies and benefits.	
B. Explain the employer's alternative energy sources.	
C. Explain the employer's energy monitoring methods.	
D. Retro-fit or replace equipment with energy-efficient technologies.	
Local Optional Work Processes	1500
A. Sustainability practices, such as sustainable design	
B. Industry-specific training	
Paid Related Instruction	720
TOTAL	8320

The above schedule is to include all operations and such other work as is customary in the trade.

MINIMUM COMPENSATION TO BE PAID:

Compensation must average at least 60% of the skilled wage rate over the period of the apprentice contract. (DWD 295.04(1))

Base skilled wage rate N/A per hour.

If at any time the base skilled wage rate rises or falls, the apprentice's wage shall be adjusted proportionately. The wage rate of apprentices employed in this trade and this firm shall be based on the base skilled wage rate stated above.

All apprentices are covered by State and Federal Wage and Hour Standard requirements. All apprentices shall be paid no less than the minimum wage established under regulations.

CREDIT PROVISIONS: The apprentice, granted credit at the start or during the term of the apprenticeship, shall be paid the wage rate of the pay period to which such credit advanced the apprentice.

Work credit hours approved:	N/A
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School credit hours approved:	
Paid related instruction:	N/A

Unpaid related instruction:	N/A
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Total credit hours to be applied to the term of the apprenticeship:	N/A
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Exhibit A - Program Provisions

SPECIAL PROVISIONS:

The apprentice in his/her final year must take the Transition-to-Trainer Course.

The Probationary Period can be less than one year at the determination of the individual employer.

In addition to the 720 hours of paid related instruction the apprentice shall complete the Standard Red Cross First Aid and CPR courses during the first year of the apprenticeship. Certification will be maintained throughout the apprenticeship.

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Electrical and Instrumentation (E & I) Technician • 2-710281018-01-T
Exhibit A - Program Provisions

Approved: November 10, 2011

TERM OF APPRENTICESHIP: The term of apprenticeship shall be Time-based, which has been established to be 5 years of not less than 10,400 hours. Hours of labor shall be the same as established for other skilled employees in the trade.

PROBATIONARY PERIOD: The probationary period shall be the first 12 months of employment, but in no case shall it exceed twelve calendar months. During the probationary period, this contract may be cancelled by the apprentice or the sponsor upon written notice to the Department, without adverse impact on the sponsor.

SCHOOL ATTENDANCE: The apprentice shall attend the Wisconsin Technical College System or other approved training provider, as assigned, for paid related instruction four hours per week or the equivalent and satisfactorily complete the prescribed course material for a minimum of 1008 hours, unless otherwise approved by the Department. The employer must pay the apprentice for attended related instruction hours at the same rate per hour as for services performed.

WORK PROCESS SCHEDULE: In order to obtain well-rounded training and thereby qualify as a skilled worker in the trade, the apprentice shall have experience and training in the following areas. This instruction and experience shall include the following operations but not necessarily in the sequence given. Time spent on specific operations need not be continuous.

<u>Work Process Description</u>	<u>Approximate Hours</u> (Min - Max)
General Electrical Maintenance: Service and maintain existing electrical and electrical related equipment, including plant lighting and receptacle circuits, motors, starters, relays, push buttons, limit switches, special control switches, timers, counters, motor control centers, control panels, transformers, as well as the test equipment needed to do this servicing, to include VOM voltmeters, ammeters, ohmmeters, oscilloscope, brush records, and other test equipment.	2500
Power Distribution: To include high voltage transformers, switchgear, circuit breakers, starters, motors, and transmission lines.	500
Electrical Construction & Installation of Electrical Equipment: Install new electrical equipment which includes lighting and power circuits, layout of conduit and fixture location for efficient lighting and conduit economy. Bending and threading conduit, installing proper hangers and pulling wires. Install and hook up motors, control cabinets, switches, bus bar work, electronic equipment, and any electrical equipment of high or low voltage.	1000
Special emphasis should be placed on high quality workmanship throughout the entire system and of the safety factors involved for the protection of people and equipment.	
Electronic Maintenance and Troubleshooting: Service and maintain all electronic equipment as well as be familiar with the equipment of which they are a part. Also be able to use the necessary test equipment to service this equipment.	1500
This will include drive systems, programmable controllers, microprocessors, recorders,	

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Exhibit A - Program Provisions

counters, speed indicators, process control type equipment, and any and all other electronic equipment in the plant.

Pressure Instruments: 140

Work in shop and field to learn to adjust and calibrate pressure measuring and recording devices. Adjust and calibrate pressure measuring devices, repair and replace damaged parts.

Temperature Instruments: 185

Work in shop and field to learn to adjust and calibrate temperature measuring and recording devices. Adjust and calibrate temperature measuring devices, repair and replace damaged parts.

Level Measurements: 185

Work in shop and field to learn to adjust and calibrate level measuring and recording devices. Adjust and calibrate level measuring devices, repair and replace damaged parts.

Flow Measuring and Control: 182

Work in shop and field on repair, adjustment, calibration, and inspection of flow measuring and control instruments.

Mechanical and electrical devices. Variable orifice-fixed and orifice-volumetric. Computation of flow data, flow of solids in suspension.

Instrument Mechanisms: 200

Learn the mechanical operation of instruments. Learn to repair, adjust and replace worn parts, gears, racks segments, hair springs, jewel bearings, and clock works. Repair and replace electrical contacts and coils. Repair hydraulically operated valves, diaphragm valves, and solenoid operated valves.

Control Valves and Devices: 450

Shop and field work in the adjustment of control valves, involving diaphragms, hydraulic cylinders, hydraulic valves, floats, and dampers. Adjustment of pneumatics, electric, and electronic controls.

Instrument Shop: 650

Troubleshooting and special applications, general shop and field troubleshooting with instrument mechanics, inspect, adjust, repair, and calibrate miscellaneous control and recording instruments. Work on special controls, special applications, build and maintain panel installations.

Safety: 300

Safety equipment and procedures.

Optional 1600

Paid Related Instruction 1008

TOTAL 10400

The above schedule is to include all operations and such other work as is customary in the trade.

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Exhibit A - Program Provisions

MINIMUM COMPENSATION TO BE PAID:

Compensation must average at least 60% of the skilled wage rate over the period of the apprentice contract. (DWD 295.04(1))

Base skilled wage rate N/A per hour.

If at any time the base skilled wage rate rises or falls, the apprentice's wage shall be adjusted proportionately. The wage rate of apprentices employed in this trade and this firm shall be based on the base skilled wage rate stated above.

All apprentices are covered by State and Federal Wage and Hour Standard requirements. All apprentices shall be paid no less than the minimum wage established under regulations.

CREDIT PROVISIONS: The apprentice, granted credit at the start or during the term of the apprenticeship, shall be paid the wage rate of the pay period to which such credit advanced the apprentice.

Work credit hours approved:	N/A
------------------------------------	-----

School credit hours approved:	
 Paid related instruction:	N/A

 Unpaid related instruction:	N/A
--	-----

Total credit hours to be applied to the term of the apprenticeship:	N/A
--	-----

SPECIAL PROVISIONS:

The apprentice in his/her final year must take the Transition-to-Trainer Course.

The Probationary Period can be less than one year at the determination of the individual employer.

In addition to the 1008 hours of paid related instruction the apprentice shall complete the Standard Red Cross First Aid and CPR courses during the first year of the apprenticeship. Certification will be maintained throughout the apprenticeship.



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, KATSMAN, 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

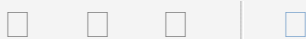
(ii) the functions of the Director of OMB relating to budgetary, administrative, or legislative proposals.

(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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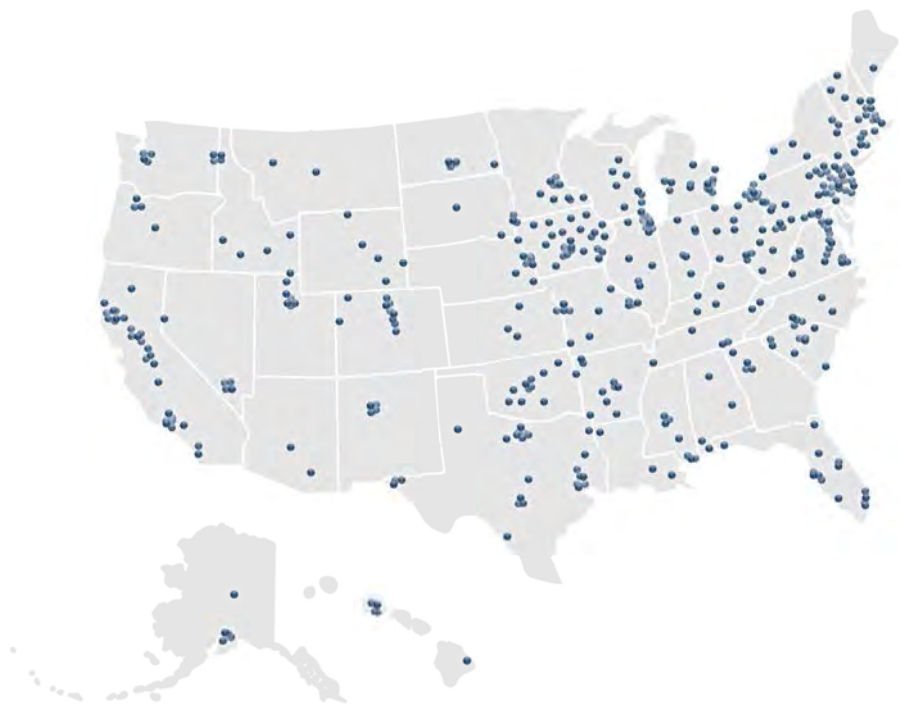


Apprenticeship**USA**



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.

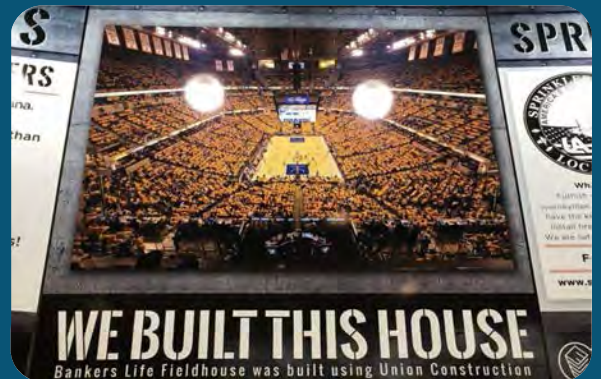
Some of the key events during the week included:

- **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



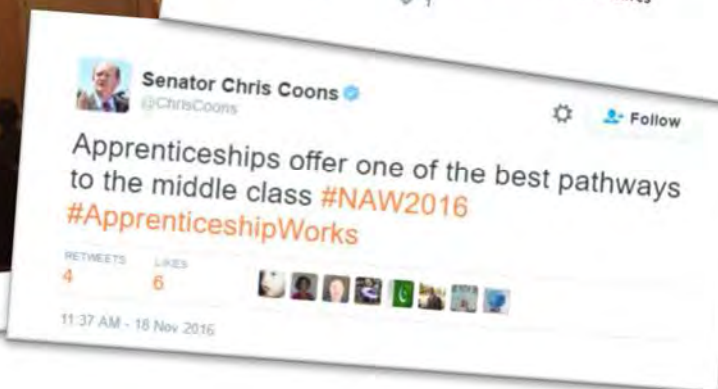
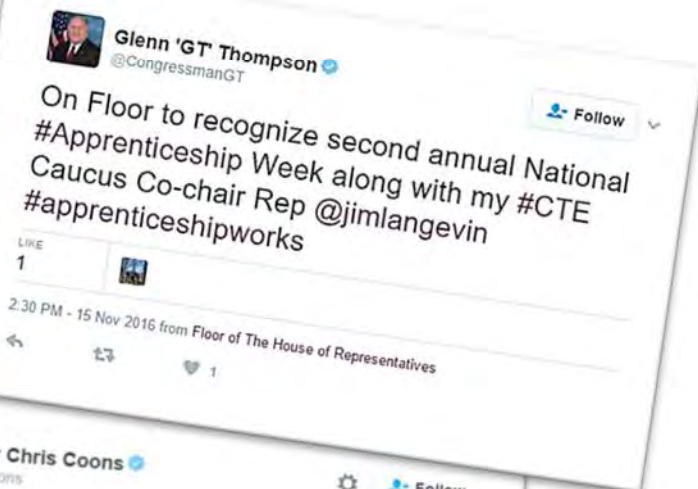
AHLA @AHLA · 15 Nov 2016
The hotel industry supports 8M jobs & proudly provides pathways to long-term careers. One upward mobility track is b/c #ApprenticeshipWorks



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.



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.





WTCS System-Wide Activity Update for Fall 2017

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

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

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

State Committee Report State Electrical & Instrumentation Comm

This summary counts employers and apprentices with a contract active or unassigned on 10/23/2017 in trade(s) associated with this committee.

Report is based on apprentice contracts where:

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

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

Trade	Total # of Sponsors	Total # of Apprentices	Of Total Apprentices in Column 3, # who are...			
			Minority		Females	
			#	%	#	%
1	2	3	4	5	6	7
Report Total	219	626	27	4.3	8	1.3
Electrical and Instrumentation (E & I) Technician (271028101801)	37	141	3	2.1	1	.7
Industrial Electrician (282926101801)	129	277	13	4.7	4	1.4
Maintenance Electrician (282926101802)	4	14	1	7.1	0	
Maintenance Technician (282926101805)	75	194	12	6.2	3	1.5

Wisconsin Bureau Of Apprenticeship Standards
State Electrical & Instrumentation Comm
Historical Report by Year
Report Period: 2017* and Previous 10 Years



*Current year is YTD data as of Run Date: 10/23/2017		
Run Date: 10/23/2017		
State Electrical & Instrumentation Comm		
Sponsored Trade Group(s): Industrial		
Year	Active Apprentices	Active Sponsors
2007	410	156
2008	416	151
2009	400	151
2010	348	140
2011	346	135
2012	392	150
2013	433	164
2014	493	181
2015	559	199
2016	569	195
2017	658	222

