

September 28, 2017

TO: State Automatic Fire Sprinkler Fitter Apprenticeship Advisory Committee
Members & Consultants

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

SUBJECT: State Automatic Fire Sprinkler Fitter Apprenticeship Advisory Committee meeting

DATE: Thursday, October 12, 2017

TIME: 10:00 AM

PLACE: Local 183
W175 N5750 Technology Dr.
Menomonee Falls, WI

TENTATIVE AGENDA

1. Call to the meeting to order.
2. Introduce attendees.
3. Review the roster.
4. **Old Business**
 - a. Review the follow-up items from previous meeting:
 - i. **For action:** approve the minutes.
 - ii. **For action:** approve the comparison of competencies (crosswalk) with youth apprenticeship
 - iii. How is accepting ACT scores proceeding?
 - iv. How is discontinuing specific mechanical-spatial assessments proceeding?
 - b. CFR 29.30 (AA/EEO requirements)
 - c. Federal grants to expand registered apprenticeship
 - d. Apprenticeship LEADERS initiative
 - e. Apprenticeship Completion Award Program
 - f. Other
5. **New Business**
 - a. Presidential Executive Order: Expand Apprenticeships for America
 - b. 2017 WI Senate Bill 411
 - c. National Apprenticeship Week 2017

September 28, 2017

5. **New Business, continued**

- d. WI Apprenticeship Diversity Conference 2018
- 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.



State Automatic Fire Sprinkler Fitter Apprenticeship Advisory Committee

April 26, 2017
UA Local 183 Training Center
Pewaukee, WI

DRAFT Minutes

Members Present	Organization
Carlson, Sherry	Design Build Fire Protection
Gall, Corey (Co-Chair)	Sprinkler Fitters Local 183
Klug, Kevin	Dave Jones Inc.
Radke, Eric	Gruneau Fire Protection
Sferra, Steve (Co-Chair)	United States Alliance Fire Protection
Members Absent	Organization
Biel, Michael	Sprinkler Fitters Local 183
Driebel, Dan	Sprinkler Fitters Local 669
Kraft, Ron	Sprinkler Fitters Local 183
Consultants & Guests	Organization
Berenthal, Jamie	Bureau of Apprenticeship Standards
Burkette, Blair	Blair Fire Protection
Emrick, Leigh	Associated Builders & Contractors
Morgan, Karen	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards
Tourdot, Kelly	Associated Builders & Contractors

1. The meeting was called to order at 10:03 a.m. by Steve Sferra, Committee Co-chair, in conformity with Wisconsin Open Meeting Law.
2. A sign-in sheet was circulated to record those in attendance. A quorum was not present.
3. The committee reviewed its current roster. Steve revised his contact information.

Owen reviewed that a union contractor had asked to join the state committee as an Employer Member. Owen explained that the next contractor to join the Employer Members would have to represent a merit shop contractor so the percentages of union and merit shop contractors on that side of the committee would approximate the percentage of union and merit shop apprentices in the trade. In addition, adding an Employer Member would require adding an Employee Member to balance the two sides of the committee.

The committee stated it was still interested in discussing increasing its size and tabled the discussion until the fall meeting because a quorum was not present.

4. **Old Business**

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

ii. For action: approve the minutes

The committee approved the minutes of the previous meeting as written.

ii. For action: approve crosswalk to Youth Apprenticeship

Karen Morgan informed the committee that it can approve or recommend changes to the crosswalk despite the lack of quorum.

Jamie Bernthal summarized the focus group's recommendations. First, the group recommended that youth apprenticeship sponsors track hours against the registered apprenticeship work processes. Jamie noted that this would be a change for YA sponsors because the required 450 hours are not required to be divided into categories. Second, the focus group recommended youth apprenticeship graduates receive 100% credit for tasks that correspond to the "miscellaneous tasks" work process in the registered apprenticeship and 50% credit for other tasks.

The committee asked the following questions:

- *Are youth apprentices required to have a license?*
Jamie answered that they are not required to have a license because they are assisting a licensed journey worker.
- *Would the youth apprentice be permitted to handle material on the job but not permitted to assist with or perform installation?*
Jamie confirmed that is correct. Karen explained that the youth apprentice receives basic exposure to the trade, one step less exposure than a pre-apprentice.

- *Would the Bureau add the phrase "the sponsor may grant credit"?*
Jamie reminded the committee that all credit is at the discretion of registered apprenticeship sponsors. He agreed to put language in the crosswalk to make that policy clear.
- *The committee again asked whether the licensed requirement for registered apprenticeship would be problematic in granting credit to youth apprenticeship graduates?*
Karen repeated that the youth apprentices are limited to assisting licensed journey workers and cannot perform or assist with performing installation. So, the youth apprentices can receive credit towards duties that do not require a license, such as the duty "miscellaneous work processes."

Karen called on the committee for a recommendation. She explained that, due to the lack of quorum, the committee cannot formally approve the crosswalk today, but the Bureau will take the committee's recommendation so that it can proceed with finalizing the document. The committee can then vote formally at the fall meeting for the record. She asked the committee whether it recommended changes and whether it wanted the Bureau to postpone implementation until after the fall meeting.

A general discussion followed on the union and merit-shop contractors that sponsor youth apprentices or other student learners in different construction occupations. The committee agreed that exposing students to the construction industry gives them a valuable opportunity to determine whether they want to learn more about the careers or not. Leigh added that two merit shop contractors have transitioned youth apprentices into the registered apprenticeship program for plumbing.

Action: *the committee informally approved the crosswalk as written, but did request that the document emphasize that credit is at the discretion of the local committees. The committee agreed that the Bureau finalize and release the crosswalk before the fall meeting.*

iii. Update on accepting ACT scores from applicants.

Owen asked the committee to share feedback on how accepting ACT scores from applicants is working for the local committees. For example, have any applicants submitted them? Do the committees see trends in the scores? Merit shop representatives shared that they are receiving more ACT scores more regularly, but the total is still small. They noted that many high school transcripts include the scores on the top of the transcripts. Union representatives shared that they have yet to receive ACT scores.

iv. Update on discontinuing specific mechanical-spatial assessments

Karen reviewed that the Department of Workforce Development will not legally support any local committee that is sued for using the Bennett Mechanical or Minnesota Paper assessment. She noted that sponsors may use other, valid means of assessing mechanical and spatial aptitude. For example, the Bureau and several technical colleges are trying out a very new mechanical-spatial assessment for the manufacturing industry. Karen encouraged local committees to contact her for more information on valid alternative assessments.

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

Karen reported that the CFR 29.30 has been revised and released. She emphasized that more technical assistance is forthcoming from the Department of Labor. This summer, she is sharing a broad overview with all state committees.

Karen highlighted the following:

- 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 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. However, she emphasized that the Department of Labor has not issued any further guidance at this time and likely will not until its new secretary comes on board.

Attendees did not have questions or comments.

c. American Apprenticeship Grants (WAGE\$)

Karen summarized the scope and central activities of the three competitive federal grants the Bureau received through the U.S. Department of Labor. The goal of each grant is to expand registered

apprenticeship into new economic sectors, expand existing programs, and expand the system's capacity. Each grant targets different activities and sectors.

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.

Efforts in advanced manufacturing include developing the new Mechatronics apprenticeship, a high-level robotics occupation, which will begin at Waukesha County Technical College this fall; and expanding several existing manufacturing apprenticeships into technical college districts that currently do not offer them. Karen noted that manufacturing apprentices have always been robust on the eastern side of the state, but the western side of the state has a strong base of employers that have not trained through registered apprenticeship. So, WAGE\$ will expand existing advanced manufacturing apprenticeships, such as the Welder-Fabricator program, to Eau Claire, La Crosse and Wausau.

WAGE\$ will promote youth apprenticeships and pre-apprenticeship readiness programs, as well. Several years ago, the German chambers of commerce made a big push in the U.S. to implement the German model of apprenticeship. A key difference between the German model and the Wisconsin model is that the German model tracks students into apprenticeship or another career decision at the age of 16. American families would likely not do that; the philosophy is that students are free to explore, decide for themselves, and change their mind, if needed. So, instead of implementing the German model, Wisconsin emphasizes youth apprenticeship because it allows students to explore careers in construction and decide for themselves whether to pursue construction after high school. The bridge program emphasizes that apprenticeship is as valid a career choice as a two or four-year degree.

Efforts in information technology will begin soon with the development of a new apprenticeship program for Software Developer. Many companies with developing and coding needs argue it takes too long to wait for students to graduate two or four-year universities. Instead, they prefer to train new hires from scratch. The first occupation to apprentice will likely be Systems Programmer, and sponsors will use it to upskill incumbent workers.

Efforts in health care are moving along more slowly. Two large health care systems will be discussing whether to develop an apprenticeship for Medical Assistant.

Karen concluded that WAGE\$ will provide lots of apprenticeship information to job seekers and business services teams through partnerships with the workforce development boards.

ii. Expansion Grant

Similar to WAGE\$, this 18-month, \$1.5 million grant will develop registered apprenticeships in new sectors of the economy and expand certain existing registered apprenticeships. The new sectors include biotechnology and financial services. The grant goal is to register 427 new apprentices. The grant may be renewed for an additional period and award.

Most funding will support increasing the number of women and minority apprentices on major construction projects in the Madison and Milwaukee areas. The Bureau will partner with Employ

Milwaukee, South Central Wisconsin Workforce Development Board, and contractors to ensure women and minorities are accepted and put on the job. What the data show is that many women and minorities apply, less are accepted, and even less are hired. The grant will determine why they weren't hired and then provide remedial training, if needed. The goal is to ensure women and minorities have the skills and support needed to succeed.

The committee commented that many subcontractors, not general contractors, train extensively. Karen replied that the Bureau analyzed a lot of data to determine which contractors hired women and minorities, how many, and when. They learned that only a very small cluster of contractors regularly hire women and minorities.

Karen concluded that the expansion grant will look at numerous ways to increase the pool of qualified applicants for apprenticeship, including more pre-apprenticeship programs and remedial skills training. The goal is to develop high-potential apprentices that show the initiative to apply. The

The committee asked whether local committees are expected to lower their standards to attract more applicants. Karen replied, no, the grant will work to increase the skills of applicants.

iii. Accelerator Grant

Karen explained that the accelerator grant will help strengthen the Bureau's infrastructure by adding Apprenticeship Training Representatives (ATRs), providing additional training for all ATRs, and upgrading the information management system to streamline the application and data-entry processes.

Attendees did not have questions or comments.

d. Apprenticeship Completion Award Program

Owen reminded the committee that ACAP will expire on June 30, 2017. It is included in the Governor's proposed budget for 2017-2018, so the program may be renewed for the next two years.

e. Other

No additional topics were brought forward.

5. New Business

a. BAS personnel update

Karen reviewed recent personnel changes within the Bureau. After Joshua Johnson accepted the position of Chief of Field Operations, his previous position as Apprenticeship Training Representative for Waukesha was vacant. The new ATR for Waukesha is Richard Badger; he was hired very recently, so he may not be working directly with customers for awhile. The new ATR for Racine is Dominic Robinson; he will work with the ABC local committee, too. The Bureau added a new administrative area, Appleton South, due to the increase in new sponsors and apprentices; the ATR for the new area is Tim Budda.

Karen added that Governor Walker's proposed budget includes two additional, undesignated positions for apprenticeship. So, if the budget passes as written, the Bureau may receive additional staff.

b. Become an Apprenticeship LEADER.

Karen explained that the federal grants will require the Bureau to outreach more to different industries as well as different groups of employers within industries that use apprenticeship. Studies support that potential customers respond more favorably to their peers and colleagues, so the Bureau wants to take current sponsors along to share the value and benefits of training through registered apprenticeship.

The Bureau modifying a national outreach program, LEADERS, created by the U.S. Department of Labor. The application is on the Bureau website. All stakeholders are encouraged to apply. Karen emphasized that applicants choose their level of involvement.

c. Other

No additional topics were brought forth.

6. WTCS Update

Owen encouraged attendees to read the written update. He noted that apprenticeship enrollments have increased significantly across all technical colleges over the past few years.

7. Review the program participants.

Program participants included 76 apprentices and 19 employers with a contract active or unassigned on April 24, 2017.

Corey Gall reported that participants in the Local 669 program included 88 apprentices. He explained that Local 669 is registered to the federal apprenticeship program and covers all of Wisconsin except four counties.

8. The next meeting is tentatively scheduled for Thursday, October 12, 10:00 a.m. at Local 183 in Menomonee Falls.

9. The committee adjourned at 11:35 a.m.

Follow-up Items

The Bureau will finalize and release YA-RA crosswalk.

*Submitted by Owen Smith,
Bureau of Apprenticeship Standards*



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:

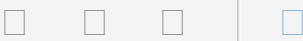
- (i) the authority granted by law to an executive department or agency, or the head thereof; or
- (ii) the functions of the Director of OMB relating to budgetary, administrative, or legislative proposals.

(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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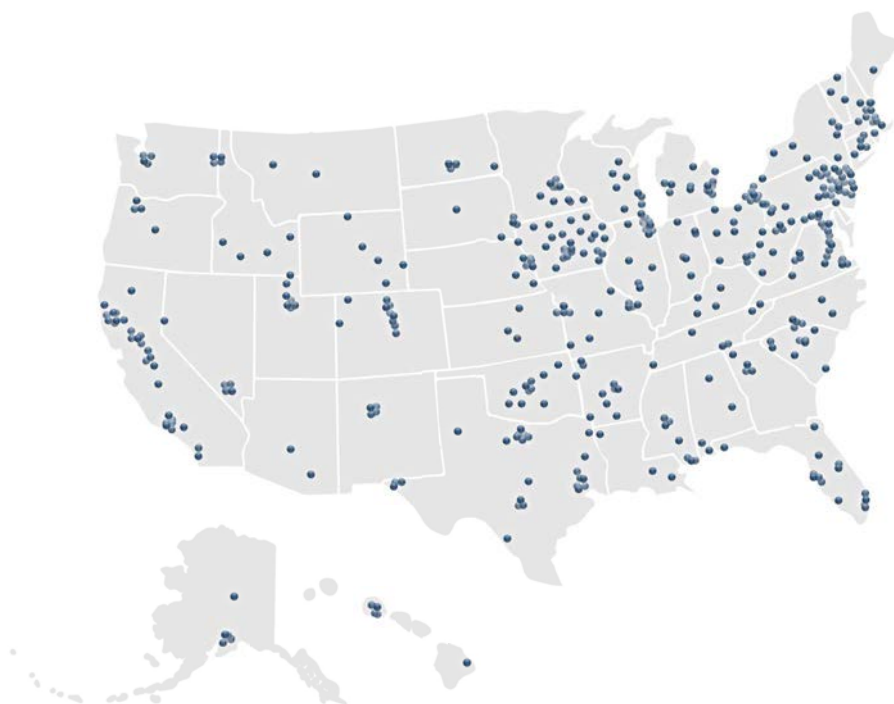


Apprenticeship**USA**



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.

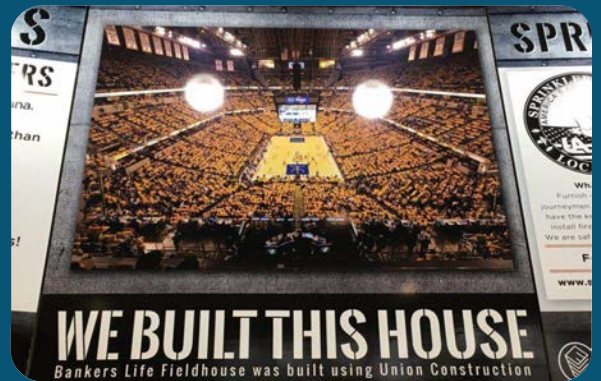
Some of the key events during the week included:

- **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



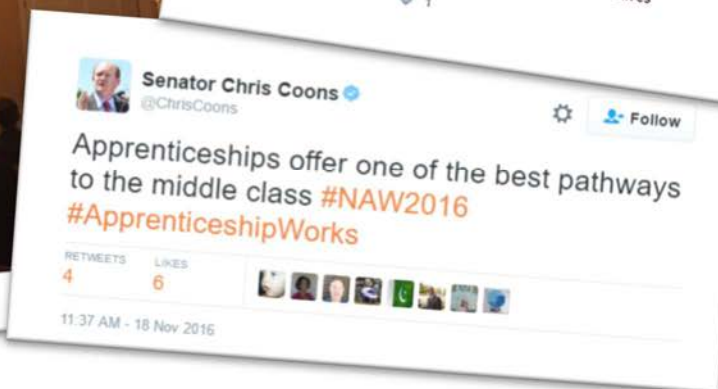
AHLA @AHLA · 15 Nov 2016
The hotel industry supports 8M jobs & proudly provides pathways to long-term careers. One upward mobility track is b/c #ApprenticeshipWorks



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.



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 Auto Fire Sprinkler Advisory Comm

This summary counts employers and apprentices with contract(s) active or unassigned on 9/25/2017 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	81	2	2.5	0	0.0	46	56.8	35	43.2	23	12	52.2	11	47.8
ABC of Wisconsin (All)	35	1	2.9	0	0.0			35	100.0	11			11	100.0
Sprinklerfitter (186228102205)	35	1	2.9	0	0.0			35	100.0	11			11	100.0
Milwaukee Area Sprinkler Fitter JAC	46	1	2.2	0	0.0	46	100.0			12	12	100.0		
Sprinklerfitter (186228102205)	46	1	2.2	0	0.0	46	100.0			12	12	100.0		

Wisconsin Bureau Of Apprenticeship Standards
State Auto Fire Sprinkler Advisory Comm
Historical Report by Year
Report Period: 2017* and Previous 10 Years



*Current year is YTD data as of Run Date: 09/25/2017		
Run Date: 09/25/2017		
State Auto Fire Sprinkler Advisory Comm		
Sponsored Trade Group(s): Construction		
Year	Active Apprentices	Active Employers
2007	106	19
2008	83	19
2009	75	20
2010	67	18
2011	54	18
2012	47	16
2013	51	17
2014	59	19
2015	62	18
2016	76	18
2017	92	24

