TO: State Insulation Worker (Heat & Frost) Apprenticeship Advisory Committee Members and Consultants

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

SUBJECT: State Insulation Worker (Heat & Frost) Apprenticeship Advisory Committee meeting

DATE: Wednesday, October 18, 2017

TIME: 10:00 a.m.

PLACE: Madison Area Technical College – Commercial Avenue Campus
2125 Commercial Avenue, Room 240
Madison, WI

TENTATIVE AGENDA

1. Call the meeting to order.

2. Introduce attendees.

3. Review the current roster.

4. Old Business
   a. Review the follow-up items from the previous meeting:
      i. For action: approve the minutes
      ii. For action: discuss the composition of the committee
      iii. For action: implementing ACT scores
   b. Revisions to CFR 29.30 (AA/EEO requirements)
   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. National Apprenticeship Week 2017
   d. WI Apprenticeship Diversity Conference 2018
5. **New Business, continued**
   e. Bureau of Apprenticeship Standards Electronic Registration System (BASERS)
   f. Bureau personnel update
   g. Other

6. Review the program participants.

7. Schedule the next meeting.

8. Adjourn.
Minutes of the
State Insulation Worker Apprenticeship Advisory Committee

May 1, 2017
Madison Area Technical College
Madison, WI

<table>
<thead>
<tr>
<th>Members Present</th>
<th>Employer / Organization</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bero, John</td>
<td>L&amp;C Insulation</td>
</tr>
<tr>
<td>Stevens, Craig</td>
<td>Heat &amp; Frost Insulators Local 19</td>
</tr>
<tr>
<td>Wicke, Jeremy</td>
<td>Local 127 Heat &amp; Frost</td>
</tr>
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<table>
<thead>
<tr>
<th>Members Absent</th>
<th>Employer / Organization</th>
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</thead>
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<tr>
<td>Kufahl, Dan (Co-Chair)</td>
<td>Central State Mech. Insulation, LLC</td>
</tr>
<tr>
<td>Large, Brett (Co-Chair)</td>
<td>Heat &amp; Frost Insulators Local 19</td>
</tr>
<tr>
<td>Peot, Roger</td>
<td>Insulation Industries</td>
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<table>
<thead>
<tr>
<th>Consultants &amp; Guests</th>
<th>Employer / Organization</th>
</tr>
</thead>
<tbody>
<tr>
<td>Emrick, Leigh</td>
<td>Associated Builders &amp; Contractors</td>
</tr>
<tr>
<td>Morgan, Karen</td>
<td>Bureau of Apprenticeship Standards</td>
</tr>
<tr>
<td>Pusch, Liz</td>
<td>Bureau of Apprenticeship Standards</td>
</tr>
<tr>
<td>Smith, Owen</td>
<td>Bureau of Apprenticeship Standards</td>
</tr>
</tbody>
</table>

1. The meeting was called to order at 10:05 a.m. by Karen Morgan, Bureau Director, in conformity with the Wisconsin Open Meeting Law.

2. A sign-in sheet was distributed. Many members were absent. Owen commented that several members did not notify him that they would be absent. Owen reminded attendees that, at their request, he now sends the electronic meeting invitations months in advance so everyone can save the date. He asked whether attendees would find any additional actions helpful. Members requested that the meeting material be posted two-weeks ahead of time to reinforce the calendar invitation. Owen agreed and asked attendees to please notify him in advance if they will not attend.

3. The committee reviewed its current roster. No actions were necessary.
4. Old Business

a. Review follow-up items from previous meeting.

   Action: the committee approved the draft minutes of the previous meeting as written.

   Action: due to low attendance, the committee postponed voting on when to implement ACT scores until the fall meeting.

b. Revisions to CFR 29.30
Karen informed attendees that the federal regulations on affirmative action and equal employment opportunity for registered apprenticeship have been revised and implemented federally. The revisions include new protected classifications, new selection procedures, and more prescriptive rules on outreach. Due to low attendance at this meeting and the pending release of further guidance from the Department of Labor, the Bureau will discuss the revisions further at the fall meeting.

c. Federal grants to expand registered apprenticeship
Karen explained that the Bureau received three competitive federal grants to expand registered apprenticeship: an American apprenticeship grant, a state expansion grant, and a state accelerator grant.

   The American apprenticeship grant is called WAGE$, or Wisconsin Apprenticeship Growth and Enhancement Strategies. The grant goals are to expand registered apprenticeship into new sectors of the economy and increase the pool of qualified applicants to registered apprenticeship. The grant target is 1,000 new apprentices. The grant is funding the development of a new apprenticeship in advanced manufacturing, Mechatronics, which focuses on robotics and all the electrical and robotic systems that operate in the plants.

   The state expansion grant will expand registered apprenticeship into the biotechnology and financial services industries and increase the recruitment and retainment of women and minorities in apprenticeship. The grant target is 427 new apprentices. The data show women and minorities cancel at a higher rate than white males. The recruitment and retain efforts will focus on construction projects in the Milwaukee and Madison metropolitan areas. The grant will benefit the construction trades in this manner, but will not fund equipment and material upgrades as did the prior federal grant, SAGE.

   The committee asked whether the grant will fund child care for apprentices. Karen answered that it will not.

   The committee asked what is the leading reason for the high cancellation rates. Karen replied that the leading cause is the job climate, or the attitudes and actions of people on jobsites. Many women and minority candidates are not familiar with the job climate or the job sites, which can be very overwhelming. The candidates are often given simple instructions without much support, such as "Go find Jim in the trailer." So, the grant efforts will research how to make the industry more welcoming to diverse populations and younger populations. Both are the workforce of the future and they are being recruited very competitively by other institutions, such as the two-year colleges, four-year colleges, and the military.
The committee asked whether these efforts are working elsewhere in the nation. Karen answered that they do, for different reasons. For example, 50% of apprentices in California are minorities because the overall population is very large. Northwest states have high percentages of minority apprentices, too, and a lesser overall population, but many non-profit organizations assist with employer outreach and preparing applicants. Comment – where is this working nationally? So, Wisconsin is considering similar strategies, such as partnering with Chicago Women in the Trades, and looking at best practices of local committees with high percentages of women and minorities, such as the cement masons and ironworkers.

d. Apprenticeship Completion Award Program
Owen explained that the program will conclude on June 30, 2017. It is included in the Governor’s proposed budget, so it may be renewed for the two more years.

e. Other
Attendees had no additional topics.

5. New Business

a. BAS personnel update
Karen explained recent shifts in the Bureau’s staff structure and personnel. Historically, the Bureau has had two leadership positions: one director and one chief of field operations, who oversaw the 14 apprenticeship training representatives. That proved to be too wide of a span of control for one person. The chief of field operations role was held previously by Kathy Wellington. She accepted a new job with another state agency, and her vacancy was filled by Joshua Johnson, former apprenticeship training representative for the Waukesha area. Then the Bureau created an additional leadership position underneath the chief of field operations: field operations supervisor, which was filled by Sandy Destree, former ATR for the Lakeshore area. The goal is to have both positions work directly with the apprenticeship training representatives and lessen the demand for technical assistance on the director.

The Bureau then hired several new ATRs to fill the vacancies: the new ATR for Waukesha is Richard Badger; the new ATR for Lakeshore is Lynn O’Shasky; the new ATR for Racine is Dominic Robinson; and the new ATR for Appleton South, which is a new administrative area, is Tim Budda.

Last, the Governor’s proposed budget includes to additional, unspecified positions for the Bureau.

b. Become an Apprenticeship LEADER
Karen reminded attendees that the Bureau will need stakeholders’ help in expanding registered apprenticeship to new industries. The purpose of the LEADERs program is to help new industries hear the value of registered apprenticeship from stakeholders that use and support it. All stakeholders are encouraged to apply. There are no requirements. Participants choose their level of commitment. The application is on the Bureau homepage.

c. Other
Attendees did not have additional topics.
6. **Review program participants.**
Participants include 70 apprentices and 16 employers with a contract active or unassigned on April 28, 2017. Karen congratulated the committee on its high totals and noted that the 2017 annual total may be the highest in the last ten years. She then put the previous discussions on recruiting and retaining women and minorities in local context by noting the low percentages of women and minority apprentices in the trade.

7. The committee requested that the Bureau electronically survey all members for their preferred next date. Options include October 9, October 13, and October 23. The time and location will be the same: 10:00 a.m. at Madison Area Technical College, Commercial Avenue Campus.

8. The meeting adjourned at 11:17 a.m.

**Follow-up Items**

- The Bureau will table the ACT discussion to the fall meeting.
- The Bureau will send a reminder notice to attendees.
- Members will notify the Bureau in advance of their absence.

Submitted by Owen Smith, Program Analyst, Bureau of Apprenticeship Standards
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):

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

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)
### ApprenticeshipUSA

<table>
<thead>
<tr>
<th>Sector</th>
<th>Occupation/Trade</th>
<th>Number of Apprentices Registered</th>
<th>Operational or Under Development</th>
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</thead>
<tbody>
<tr>
<td>Construction</td>
<td>36 Various Trades</td>
<td>1,232</td>
<td>Operational</td>
</tr>
<tr>
<td>Female</td>
<td>12 Various Trade</td>
<td>45</td>
<td>Operational</td>
</tr>
<tr>
<td>Minority</td>
<td>26 Various Trades</td>
<td>175</td>
<td>Operational</td>
</tr>
<tr>
<td>Bio Technology</td>
<td>Analysis Underway</td>
<td></td>
<td>Planning</td>
</tr>
<tr>
<td>Financial Services</td>
<td>Financial Services</td>
<td></td>
<td>Under Development</td>
</tr>
</tbody>
</table>

### 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.
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, KATSMA, 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 (11) (intro.), 106.025 (1) and 106.025 (2); and to create 106.015 of the statutes; relating to: apprentice-to-journeyworker ratios in apprenticeships and the 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 journeymen 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 journeymen for apprenticeship programs or apprentice contracts that requires more than one journeyman for each apprentice.
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:

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

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

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

106.01 (9) AUTHORITY OF DEPARTMENT. The department, subject to s. 106.015, may investigate, fix reasonable classifications, issue rules and general or special orders, and hold hearings, make findings, and render orders upon its findings as necessary to carry out the intent and purposes of this section. The investigations, classifications, hearings, findings, and orders shall be made as provided in s. 103.005. Except as provided in sub. (8), the penalties specified in s. 103.005 (12)
apply to violations of this section. Orders issued under this subsection are subject
to review under ch. 227.

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

> 106.01 (11) RULES. (intro.) The department, subject to s. 106.015, shall

promulgate rules to implement this section, including rules providing for all of the
following:

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

> **106.015 Apprentice–to–journeyworker ratios.** The department may not

prescribe, enforce, or authorize, whether through the promulgation of a rule, the
issuance of a general or special order, the approval of an apprenticeship program or
apprentice contract, or otherwise, a ratio of apprentices to journeyworkers for
apprenticeship programs or apprentice contracts that requires more than one
journeyworker for each apprentice.

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

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

> 106.025 (1) The department may prescribe the conditions under which a

person may serve a plumbing apprenticeship, as to preliminary and technical college
attendance requirements, level of supervision of an apprentice, the character of
plumbing work, and the credit for school attendance in serving the apprenticeship.

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

> 106.025 (2) Every person commencing a plumbing apprenticeship shall enter

into an apprentice contract under s. 106.01. The term of a plumbing apprentice is
5 years, but the department may upon application of the apprentice, the apprentice’s
employer, or both, extend the term for up to one additional year.

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

(END)
From the Press Office

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Press Briefings
Statements & Releases
Nominations & Appointments

Presidential Actions

Executive Orders

Presidential Memoranda
Proclamations
Legislation
Disclosures

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,
National Apprenticeship Week

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

“Tell me and I forget, teach me and I remember, involve me and I learn.”

~ Benjamin Franklin

Highlights

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

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

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

Activities

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

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:

- 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.

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.
Businesses Celebrate Apprenticeship

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

Some of the key events during the week included:

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

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.
Labor Organizations and Colleges Open Their Doors

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

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

Other events included:

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

- **The Urban Institute, New Work Training, and the American Institute for Innovative Apprenticeship** sponsored the second annual Transatlantic Apprenticeship Exchange Forum. The forum offered lessons on how best to attract employers to build apprenticeship programs, drawing on the experiences of U.S. and U.K. intermediaries and employers.

- **The Invictus Institute** hosted an Invictus Apprenticeship Open House to launch their new Regional Training Center. The event included demonstrations and interactive training opportunities. The apprenticeship program will train unskilled and unlicensed workers to be security officers and put them on a career path toward owning and managing their own private security company.

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

Promoting Diversity

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.

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

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.
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.
This summary counts employers and apprentices with contract(s) active or unassigned on 10/5/2017 in trade(s) associated with this committee.

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<th>Sponsor Name Trade</th>
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### State Insulation Workers (Heat & Frost)

**Historical Report by Year**

**Report Period:** 2017* and Previous 10 Years

*Current year is YTD data as of Run Date: 10/05/2017

**Run Date:** 10/05/2017

**Wisconsin Bureau Of Apprenticeship Standards**

**State Insulation Workers (Heat & Frost)**

**Sponsored Trade Group(s):** Construction

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