

**Approved Minutes of the  
Machine Tool  
State Apprenticeship Advisory Committee**

**October 11, 2017**  
Madison Area Technical College  
Madison, WI

<b>Members Present</b>	<b>Organization / Employer</b>
Bates, Dan	Rexnord
Dennis, Mark (Co-Chair)	Fox Valley Tool & Die
Haban, Eric (Co-Chair)	LDI Industries
Heins, Ken	KLH
Rainey, Tony	Master Lock Company
Schneider, Roque	Mercury Marine
<b>Members Absent</b>	<b>Organization / Employer</b>
Brockelman, Doug	Stanek Tool Corp
Johnson, Greg	PowerTest
<b>Consultants and Guests</b>	<b>Organization / Employer</b>
Atallah, Zahi	Blackhawk Technical College
Johnson, Joshua	Bureau of Apprenticeship Standards
Mayek, Mandy	Mid-State Technical College
Morgan, Karen	Bureau of Apprenticeship Standards
Nakkoul, Nancy	WTCS
Pusch, Liz	Bureau of Apprenticeship Standards
Rice, Vincent	Bureau of Apprenticeship Standards
Spader, Kathy	Madison Area Technical College

1. The meeting was called to order at 10:03 a.m. by Committee Co-Chair Mark Dennis in conformance with the Wisconsin Open Meeting Law.
2. A sign-in sheet was distributed. Attendees introduced themselves.
3. The committee reviewed the current roster.
4. **Old Business**

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

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

The committee approved the minutes as written.

ii. **Analysis of survey of paid related instruction**

Karen reviewed the discrepancies in the delivery of related instruction; namely, the schools were delivering less than the minimum hours required by the apprentice contract.

Nancy Nakkoul reviewed that the survey of schools supported that all schools delivering the related instruction fulfill all of the competencies and requirements. The discrepancy in hours comes results from different methodologies of the instructors. The primary discrepancies in hours are with Waukesha County Technical College and Moraine Park Technical College. In addition, semesters lengths vary between technical colleges: some use a 16-week semester; others use an 18-week semester.

A discussion followed on whether to eliminate local variation in curriculum and, if so, how. The state committee discussed the pros and cons, and eventually agreed it preferred to maintain local variances to meet the needs of local employers. Discussion on eliminating local variances so the curriculum is the same no matter where an apprentice trains (attends). However, the state committee would like to maintain local variances to meet local employer needs.

Karen stated that the Bureau is seeing more uniformity across technical colleges. However, she emphasized that if the apprentice contract requires 576 hours of paid related instruction, and the apprentice doesn't receive that many hours, it's an issue.

*Action: the committee approved a motion to change the hours of related instruction for Tool & Die Maker to 512, which will properly reflect the hours delivered. Local technical colleges can require additional hours to satisfy local needs. The committee also decided to not change the hours of related instruction for Machinist; they remain at 432.*

iii. **When will Transition to Trainer be revised?**

Karen explained that the course will be revised in 2018. She will lead a focus group of volunteers and technical college coordinators.

**b. Implementing revisions to CFR 29.30 (AA/EEO regulations)**

Karen commented that this is moving slower than planned; the revisions are projected to be implemented in 2018. She noted that employers with less than five apprentices will have not have to submit a formal AA/EEO implementation plan, but they will have to perform some specified activities.

**c. Federal grants to expand apprenticeship**

Karen discussed the progress of the three federal grants the Bureau received to expand registered apprenticeship: the WAGE\$ grant; the state expansion grant; and the accelerator grant. She noted that one focus of the WAGE\$ grant is expanding registered apprenticeships in advanced manufacturing occupations. Attendees did not have questions or comments on the update.

Karen asked the committee to identify any emerging occupations or training gaps in existing occupations, perhaps due to technology, that may be addressed through the WAGE\$ grant. The committee discussed the CNC Technician apprenticeship and suggested it could become one of the most highly used trades throughout the state. It fills a completely different need in a production environment and could be a good bridge to the Machinist registered apprenticeship. The committee also suggested developing a new registered apprenticeship program for Machine Inspector. The trade would apply to other production roles in manufacturing, not just machine tool.

*Action: Karen agreed to research funding the expansion of the CNC Technician registered apprenticeship and the development of the Machine Inspector registered apprenticeship through the WAGE\$ grant. She will convene a work group in early 2018.*

**d. Apprenticeship LEADERS initiative**

Karen reported that more than 50 stakeholders have volunteered to be LEADERS and there is still time to apply. The outreach initiative will kick-off during National Apprenticeship Week, November 13-19. She emphasized that participants choose their level of involvement, which could range from the Bureau using their logo on outreach material to co-presenting with the Bureau at industry forums.

Ken Heins suggested that the Bureau and the LEADERS consider partnering with Inspire, a private company that delivers Career Cruising. The LEADERS could encourage other employers to become "career coaches."

**e. Apprenticeship Completion Award Program**

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

**f. Other**

Attendees did not have additional topics.

**5. New Business**

**a. WI 2017 Senate Bill 411**

Karen explained that the bill proposes establishing a 1:1 ratio for all registered apprenticeships and prohibiting the Bureau and DWD from modifying it. She noted that this would apply to manufacturing occupations but have little effect because manufacturing trades have always had a 1:1 ratio.

**b. Presidential Executive Order: Expanding Apprenticeships in America**

Josh explained that the executive order creates a third path to apprenticeship for employers: an "industry-recognized" apprenticeship, which is defined by less government oversight and a more expedient registration process. The impetus was complaints from employers across the nation that the process for becoming a registered apprenticeship sponsor included too much red tape. Josh acknowledged that many states do have lengthy processes because they are severely under-staffed: Wisconsin has 16 apprenticeship training representatives; many states have less than five.

Josh emphasized that this matter is in the very early stages; much remains to be seen. A federal task force has been convened to recommend an implementation plan and policies to the President. The Bureau advises stakeholders to "stay tuned."

Attendees did not have questions or comments.

**c. National Apprenticeship Week 2017**

Josh reported that the event will be held November 13 -19. The LEADERS kick-off will occur that Monday. The WI Apprenticeship Advisory Council will meet that Tuesday. Construction training centers will host open houses across the state that Wednesday. A wide variety of other events will occur every day throughout the state. Josh encouraged all stakeholders to consider hosting an event for their local partners.

Attendees did not have questions or comments.

**d. WI Apprenticeship Diversity Conference 2018**

Owen shared that the Bureau may resume the Apprenticeship Biennial Conference in 2018 but focus primarily on helping sponsors recruit and retain women and minorities. The focus is intended to help sponsors comply with the requirements set forth by federal grants and the revisions to CFR 29.30.

The state committee suggested the Bureau partner with the State of Minnesota, which does a very good job with workforce diversity.

**e. Bureau of Apprenticeship Standards Electronic Registration System**

Josh explained that the Bureau will upgrade its information management system next year to include electronic registration by sponsors and electronic signature capture. Sponsors will be able to fill out and submit sponsor and apprentice applications online. The application will produce an electronic alert to the apprenticeship training representative, who will review and approve the contract electronically. The Bureau is also pilot-testing a bulk-upload function that will allow sponsors to upload data for multiple individuals at once. Last, later in 2018, the Bureau will add electronic signature capture. All upgrades are projected to dramatically reduce the amount of time the Bureau and sponsors spend performing contract actions and data entry.

Attendees did not have questions or comments.

**f. BAS personnel update**

Karen informed attendees of the following personnel changes: the new ATR for Appleton south is Tim Budda; the new ATR for the Eau Claire area is Rachell Faber; the new program assistant is Ann Thiel; and the new WAGE\$ grant manager is Nancy Kargel. She concluded by reporting that Bob Scheldroup, ATR for Milwaukee, announced he will retire on December 1.

**g. Other**

A committee member suggested that the Bureau develop more relationships with staffing agencies. Josh noted that the Bureau continues to develop and partner with the Bureau of Job Services; it is not a staffing agency, but it does assist job seekers with employability skills and employment searching. For example, registered apprenticeship job opportunities are now advertised on the JobCenterOfWisconsin.com and denoted with the apprenticeship "A" logo.

A committee member shared that Fox Lake Correctional Center trains some inmates on SolidWorks, CNC, and AutoCad software. The Bureau will research whether the state committee could tour the facility.

Ken Heins provided a handout on the WI Apprenticeship Credit Program from Waukesha County Business Alliance. Members suggested this could be promoted at the LEADERS meeting during National Apprenticeship Week.

**6. WTCS Update**

Nancy Nakkoul shared highlights from the written WTCS summary. She noted that the Great Lakes Higher Education Foundation will again offer scholarships to apprentices, based on demonstrated financial need. Also, apprentice enrollments have increased 21% across all colleges.

**7. Review of Program Participants**

Program participants included 543 apprentices and 244 sponsors with a contract in active or unassigned status as of September 25, 2017.

A committee member suggested the Bureau conduct exit interviews with companies that discontinue sponsoring apprentices to learn their reasons.

8. The next meeting is tentatively scheduled for Wednesday, April 18th. A committee member suggested the Bureau convene the meeting at Fox Lake Correctional Center
9. The meeting was adjourned at 12:00 p.m.

**Follow-up Items**

*BAS will research adding CNC Technician and Machine Inspector to WAGE\$.*

*BAS will change the required hours of paid related instruction for Tool & Die Maker to 512.*

*BAS will research whether the committee could meet at Fox Lake Correctional Center.*

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*Submitted by Owen Smith,  
Bureau of Apprenticeship Standards*

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State of Wisconsin  
Department of Workforce Development  
Scott Walker, Governor  
Ray Allen, Secretary  
Chythania Brown, Division Administrator

September 28, 2017

TO: State Machine Tool Apprenticeship Advisory Committee Members and Consultants

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

SUBJECT: **State Machine Tool Apprenticeship Advisory Committee Agenda**

DATE: Wednesday, October 11, 2017

TIME: 10:00 a.m.

PLACE: Madison Area Technical College  
2125 Commercial Ave, RM 240  
Madison, WI

### **TENTATIVE AGENDA**

1. Call 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. Analysis of survey of paid related instruction
    - iii. When will Transition to Trainer be revised?
  - b. Implementing revisions to CFR 29.30 (AA/EEO regulations)
  - c. Federal grants to expand apprenticeship
  - d. Apprenticeship LEADERS initiative
  - e. Apprenticeship Completion Award Program
  - f. Other
5. **New Business**
  - a. WI 2017 Senate Bill 411
  - b. Presidential Executive Order: Expanding Apprenticeships in America
  - c. National Apprenticeship Week 2017
  - d. WI Apprenticeship Diversity Conference 2018

5. **New Business**

- e. Bureau of Apprenticeship Standards Electronic Registration System
- f. Bureau personnel update
- g. Other

6. WTCS Update

7. Review the program participants.

8. Schedule the next meeting.

9. Adjourn.



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
	<b>Total</b>	<b>163</b>	
Information Technology	Software Developer		Operational
	Data Analyst		Under Development
	Help Desk		Planning
Healthcare	Pharmacy Technician		Planning
	Medical Assistant		Planning

### Apprenticeship USA State Expansion Grant

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





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

#### State Accelerator Grant

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



State of Wisconsin  
2017 - 2018 LEGISLATURE

LRB-0888/1  
MED:klm

## 2017 SENATE BILL 411

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

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

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### *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.

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*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

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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:

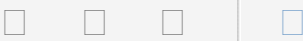
- (i) the authority granted by law to an executive department or agency, or the head thereof; or
- (ii) the functions of the Director of OMB relating to budgetary, administrative, or legislative proposals.

(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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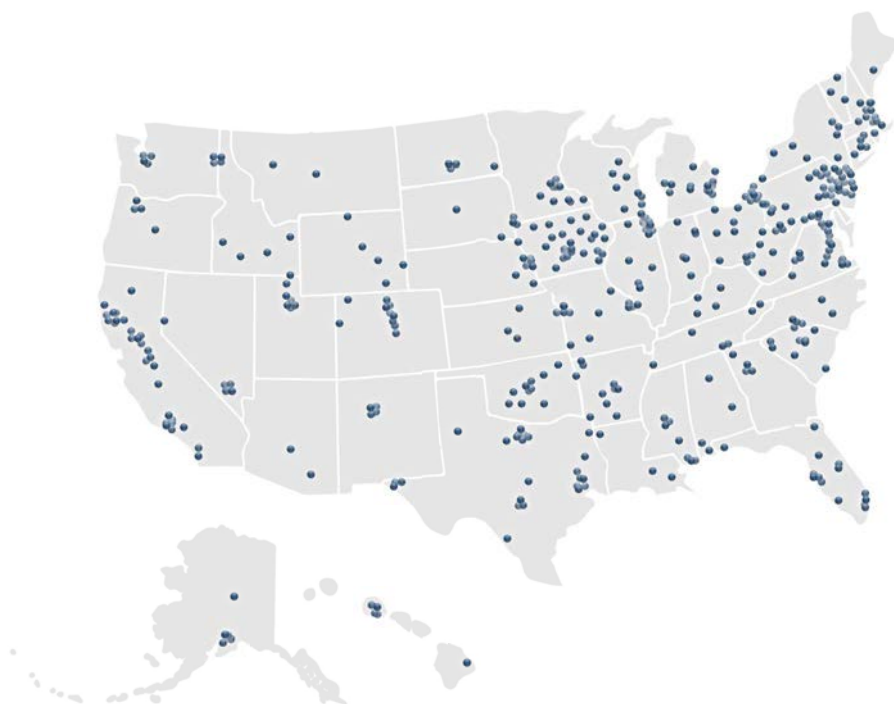


Apprenticeship**USA**



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.

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

~ Benjamin Franklin

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## 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.

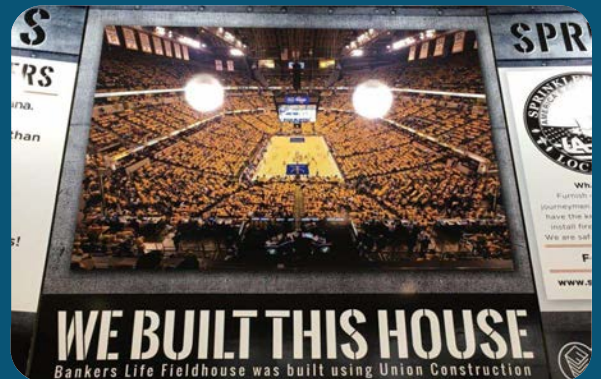
Some of the key events during the week included:

- **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 5<sup>th</sup> year apprentice with the Sheet Metal Workers Local 17 in Dorchester Mass. Her story is featured in a blog post by the USDOL Women's Bureau for NAW 2016.

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

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

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

Technology, Healthcare and Shipbuilding industries.

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



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

## Media and Digital Highlights



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



## Looking Toward the Future

Since the 2014 call to action to double the number of apprentices in the nation within five years, the U.S. has added 125,000 new apprenticeships. The second NAW provided the opportunity to spotlight this success and to serve as a springboard to attract new businesses, intermediaries and job seekers to adopt apprenticeship.

NAW 2016 exceeded expectations and successfully promoted the value of apprenticeship through events, proclamations and activities held across the country. A week dedicated to showcasing Registered Apprenticeship programs provides a focused opportunity for all apprenticeship partners to speak with a collective voice about the many benefits of apprenticeship. The apprenticeship training model continues to grow in popularity - helping companies in all industries to develop a well-trained workforce and providing middle-class jobs and solid career pathways for workers across America.

Glenn 'GT' Thompson  
@CongressmanGT

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

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

Senator Chris Coons  
@ChrisCoons

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

RETWEETS

4

LIKES

6

11:37 AM - 18 Nov 2016



## USDOL Thanks VP Pence for his Support

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

**STATE OF INDIANA**  
**EXECUTIVE DEPARTMENT**  
**INDIANAPOLIS**

Executive Order **PROCLAMATION**

**TO ALL TO WHOM THESE PRESENTS MAY COME, GREETINGS:**

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

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

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

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

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

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

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

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

**APPRENTICESHIP WEEK**

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

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



BY THE GOVERNOR: \_\_\_\_\_

*Michael R. Pence*



## WTCS System-Wide Activity Update for Fall 2017

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

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

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

## State Committee Report State Machine Tool Apprent Adv Comm

This summary counts employers and apprentices with a contract active or unassigned on 9/25/2017 in trade(s) associated with this committee.

Report is based on apprentice contracts where:

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

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

Trade	Total # of Sponsors	Total # of Apprentices	Of Total Apprentices in Column 3, # who are...			
			Minority		Females	
			#	%	#	%
1	2	3	4	5	6	7
<b>Report Total</b>	<b>244</b>	<b>543</b>	<b>30</b>	<b>5.5</b>	<b>9</b>	<b>1.7</b>
CNC Machinist (260028002215)	2	2			0	
CNC Technician (260936001001)	3	3			0	
Electrical Discharge Machining Technician (260938001003)	2	2			0	
Electrical Discharge Machinist (260938001001)	1	1			0	
Machinist (260028002201)	89	184	13	7.1	2	1.1
Mold Maker (Die Cast) (Plastic) (260128003001)	23	49	4	8.2	0	
Patternmaker All Around (269328001401)	3	9	1	11.1	0	
Tool And Die Maker (260126001001)	128	258	10	3.9	5	1.9
Tool And Die Maker (Hybrid) (260126001003)	1	1			0	
Tool Maker (260128004201)	17	34	2	5.9	2	5.9

Wisconsin Bureau Of Apprenticeship Standards  
**State Machine Tool Apprent Adv 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 Machine Tool Apprent Adv Comm		
Sponsored Trade Group(s): Industrial		
Year	Active Apprentices	Active Sponsors
2007	278	175
2008	272	167
2009	231	148
2010	226	145
2011	240	147
2012	304	160
2013	405	199
2014	469	215
2015	518	230
2016	549	238
2017	582	255

