

Department of Workforce Development  
Employment and Training Division  
Bureau of Apprenticeship Standards  
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Scott Walker, Governor  
Ray Allen, Secretary  
Chythania Brown, Division Administrator

September 22, 2017

TO: State Barber & Cosmetology Apprenticeship Advisory Committee Members & Consultants

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

**SUBJECT: State Barber & Cosmetology Apprenticeship Advisory Committee Meeting**

DATE: October 9, 2017

TIME: 10:00 a.m.

Place: MATC Oak Creek ECAM Center, Room E114A  
6665 South Howell Avenue  
Oak Creek, WI 53154-1107  
[Map and directions](#)  
*Park in visitor spaces in Lot L. Sign guest book in front lobby.*

### **TENTATIVE AGENDA**

1. Call the meeting to order.
2. Introduce attendees.
3. Review the roster.
4. BAS administrative workflow changes
5. DSPS Update
6. **Old Business**
  - a. Review follow-up items from the previous meeting:
    - i. **For action:** approve the minutes.
    - ii. Interest in developing a youth apprenticeship program
  - b. Revisions to CFR 29. 30 (AA/EEO requirements)
  - c. Federal grants to expand registered apprenticeship
  - d. WI Apprenticeship LEADERS initiative
  - e. Apprenticeship Completion Award Program
  - f. Other

September 22, 2017

7. **New Business**

- a. 2017 WI Senate Bill 411
- b. Presidential Executive Order: Expand Apprenticeship in America
- c. WI Apprenticeship Diversity Conference 2018
- d. Bureau of Apprenticeship Standards Electronic Registration System
- e. BAS personnel update
- f. Other

8. WTCS Update

9. Review the program participants.

10. Schedule the next meeting.

11. Adjourn.

**STATE BARBER & COSMETOLOGY APPRENTICESHIP ADVISORY COMMITTEE MEETING**

**October 10, 2016**

Milwaukee Area Technical College ECAM Center, Room E114A  
Oak Creek, WI

**Approved Minutes**

<b>Members Present</b>	<b>Employer / Organization</b>
Fanson, Tania	Genesis Hair & Day Spa
Murphy, Alan R. (Co-Chair)	King Research / BlueCo Brands
Snyder, Berrin	Great Clips
Sutter, Carolyn	Cost Cutters of Wisconsin, Inc.

<b>Members Absent</b>	<b>Employer / Organization</b>
Belton, Lazonnice	Visions in Hair Design # 2
Brolin, Julie (Co-Chair)	Regis Hairstylists
Henderson, Chereritta	The Original Hair King
Kadima, Biaya	Supreme Fades
Komorowski, Ashley	Cost Cutter
Primm, Michelle	Ebony III
Rodriguez, Raul	Salon Fiesta
Rosado, Madelin	Lids & Clips
Smith, Tonya	ANIU Salon
Snyder, Berrin	Great Clips
Vogt, Carol	Hair Formations, Inc.

<b>Consultants and Guests</b>	<b>Employer / Organization</b>
Ahmad, Hafeezah	Bureau of Apprenticeship Standards
Bernthal, Jamie	Bureau of Apprenticeship Standards
Christian, Roxanne	Milwaukee Area Technical College
Cusack, Ann	Department of Safety & Professional Services
Heinen Albe	Gateway Technical College
Knautz, Aaron	Department of Safety and Professional Services
Larson, Liza	Milwaukee Area Technical College
Pagan, Nicci	Gateway Technical College
Perkofski, Lisa	Bureau of Apprenticeship Standards
Roberts, Katie	WTCS
Smith, Owen	Bureau of Apprenticeship Standards
Ziffer, Tim	Bureau of Apprenticeship Standards

1. The meeting was called to order at 10:06 a.m. by Co-Chair Alan Murphy in conformance with Wisconsin's open meeting law.
2. Attendees signed the sign-in sheet and introduced themselves.
3. Owen Smith distributed a copy of the current roster. Attendance was low again. The committee noted that Hair King is no longer in business; and Julie Brolin switched employer and has new email address. The committee suggested going back to "snail mailing" out the Committee Packet as it was thought that provided a better attendance outcome. Alan Murphy indicated that the Committee really needs a "purpose" in order for people to want to travel, take time off of work, and attend the meetings. He suggested that the Committee make up a report of its activity and actions, get success stories and feedback from Apprentices, and add an apprentice to the committee.

4. **Old Business**

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

i. The committee approved the minutes as written.

ii. YA Presentation by Jamie

Alan indicated he was very excited about the YA Presentation and possibilities. The idea was well received. It was brought up about the license requirement, which Jamie responded to using CNA licensure as an example. The licensure issue was then directed to the DSPS guests who responded that they were unsure at this time other than the age requirement being 16 years old for both YA and RA.

Discussion followed on would happen if the trade was de-regulated; how to connect with high school students; how to track the graduates; and differences between YA and RA.

Jamie indicated that the biggest obstacle is that there is no funding for curriculum writing. In addition, YA does not have a curriculum writer on staff. Creating the program could cost up to \$100,000.

Jamie would like a focus group (discussing content, policy, procedure, etc) in order to start developing this program. Katie Roberts volunteered. DSPS stated it like to be provided, but did not have any information upfront.

iii. Job Book and Outreach Brochure

Owen reported that the focus group will meet this summer.

**b. DSPS Update**

Vendor Change. Aaron, from DSPS indicated that WI will no longer using Pearson Vue, but will now use DL Roope effective 02/01/2017. Wisconsin will be joining 38 other states towards the unification for NIC testing. NICtesting.org will show you what the exam will look like. It will be a lot cheaper, about half what it was for the last 4 years (about \$200). However, there will be considerably less written test locations. As of right now the only 3 locations that have been named are Milwaukee, Green Bay, and Eau Claire. DSPS hopes to get a Madison location as soon as possible.

Katie Roberts asked about the testing sites having the requirement to be cleared in order to be a testing site, but Aaron indicated they have requested to be exempt from that rule.

**d. CFR 29.30**

The revisions are projected to be released by the end of the year, if not by the elections. The Department of Labor is prohibited from commenting on the content beforehand.

**e. Apprenticeship Completion Award Program**

Owen reviewed the purpose of the program and the eligibility requirements. The program is scheduled to end on June 30, 2017.

**d. WAGE\$**

Owen reviewed that the two objectives of the grant are to expand the registered apprenticeship model of training into advanced manufacturing, health care, and information technology, and to increase the pool of qualified applicants to construction trades. The grant is \$5 million over five years. The Bureau must register 1,000 new apprentices in the sectors mentioned above.

**e. Other**

No additional items were brought forth for discussion.

**5. New Business**

**a. Apprenticeship LEADER**

Owen encouraged attendees to apply for this opportunity to help the Bureau promote the value of registered apprenticeship to new industries and new employers in industries that use apprenticeship. Applicants can choose their level of commitment, from allowing the Bureau to use their company logo on outreach material to co-presenting with the Bureau at industry roundtable discussions. The application is on [www.wisconsinapprenticeship.org](http://www.wisconsinapprenticeship.org).

**b. BAS Personnel Update**

Joshua Johnson, former Apprenticeship Training Representative for Waukesha, was promoted to Chief of Field Operations. Waukesha will be covered by several ATRs until a replacement is hired.

**d. Other**

No other items were brought forth.

**6. WTCS Update**

Katie Roberts commented that WTCS has been advocating for the Great Lakes Scholarship to include the Barber and Cosmetology Apprentices, as well as an industry representative at the Capitol for Cosmetology. The person must be a Registered Lobbyist.

7. As of October 1, 2016, program participants include 329 apprentices and 208 sponsors with a contract active or unassigned.
9. The next meeting was not scheduled. Owen will send a Doodle poll to the committee.
10. The meeting adjourned at noon.

*Submitted by Lisa Perkofski, Apprenticeship Training Representative  
and Owen Smith, Program and Policy Analyst*



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

### Apprenticeship USA State Expansion Grant

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



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

### State Accelerator Grant

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



State of Wisconsin  
2017 - 2018 LEGISLATURE

LRB-0888/1  
MED:klm

## 2017 SENATE BILL 411

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

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

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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.





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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

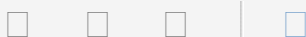
(ii) the functions of the Director of OMB relating to budgetary, administrative, or legislative proposals.

(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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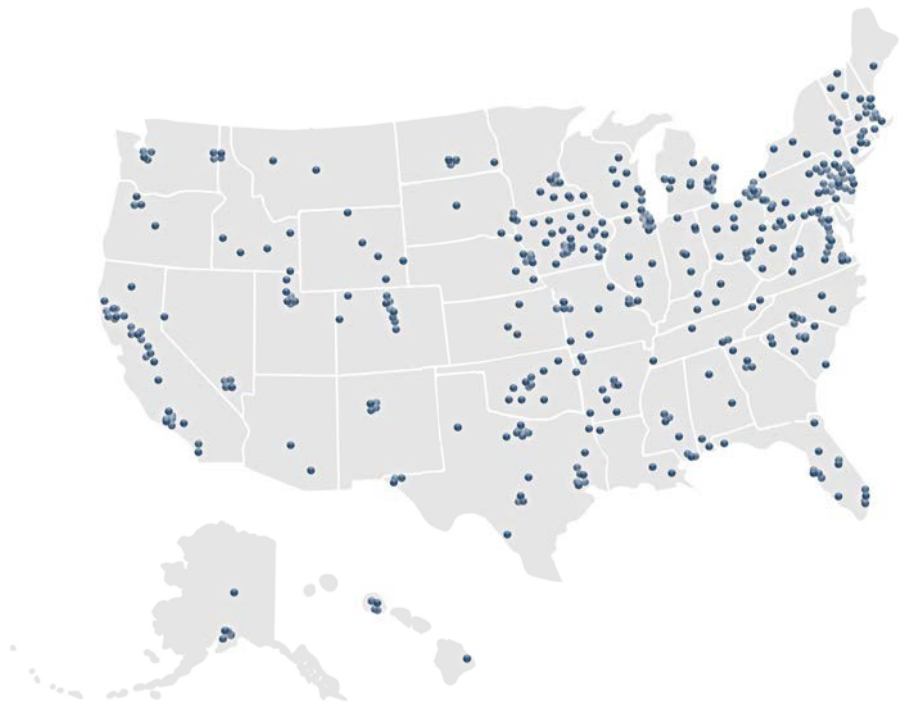


Apprenticeship**USA**



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

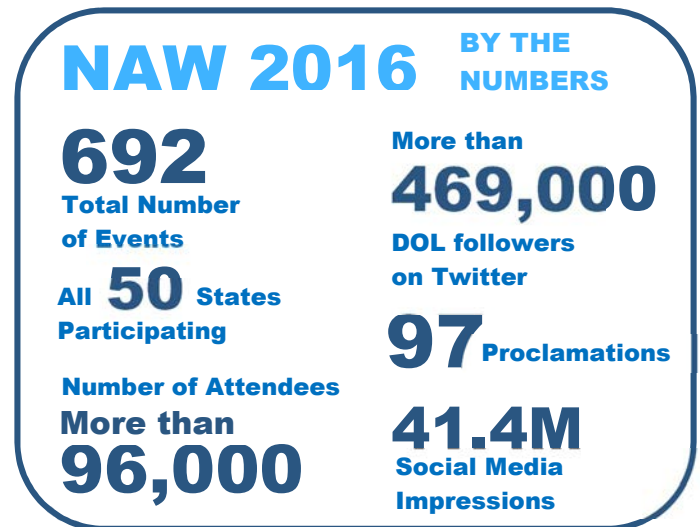
**EVENTS:** More than 690 events, attended by over 96,000 people, in all states and the District of Columbia.

**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 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.



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

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.

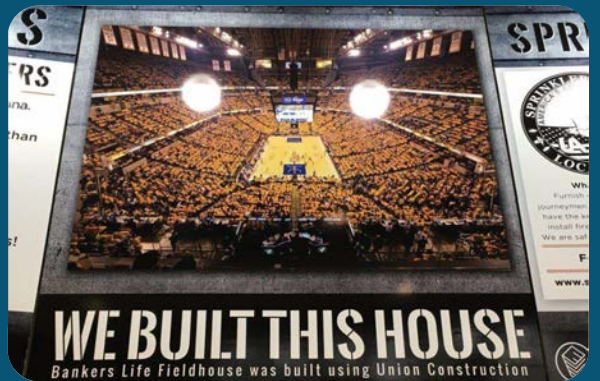


Marion Blakey, President and CEO, Rolls-Royce North America, speaks at the SelectUSA Investment Summit.



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.

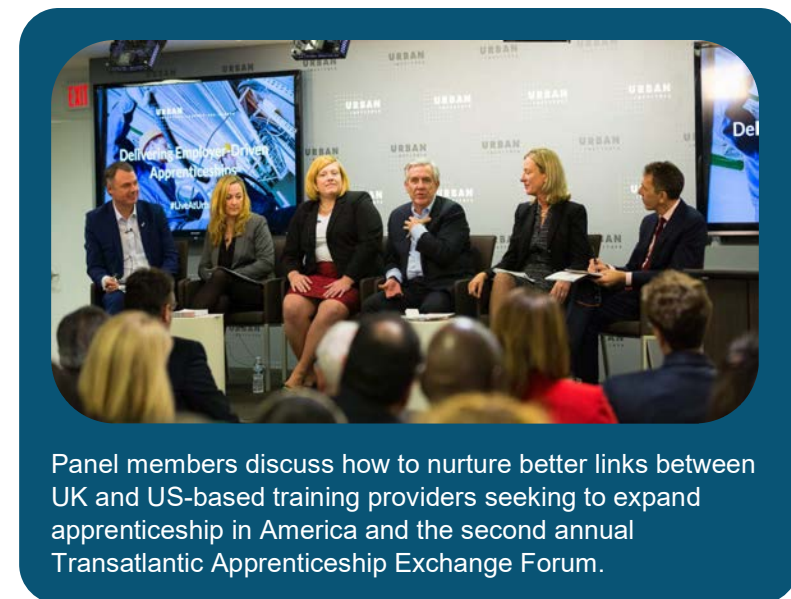
## Labor Organizations and Colleges Open Their Doors

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.



- **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



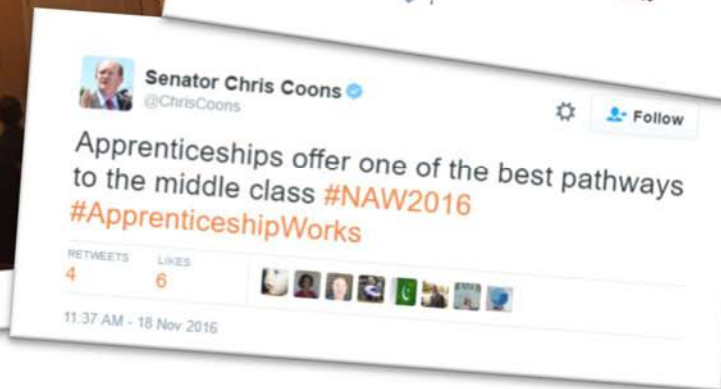
AHLA @AHLA · 15 Nov 2016  
The hotel industry supports 8M jobs & proudly provides pathways to long-term careers. One upward mobility track is b/c #ApprenticeshipWorks



## 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.





# USDOL Thanks VP Pence for his Support

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





## WTCS System-Wide Activity Update for Fall 2017

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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 Barber/Cosmetology Apprentice Adv

This summary counts employers and apprentices with a contract active or unassigned on 9/22/2017 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>176</b>	<b>268</b>	<b>65</b>	<b>24.3</b>	<b>141</b>	<b>52.6</b>
Barber (333037101002)	26	37	21	56.8	3	8.1
Barber And Cosmetologist (333037101001)	1	1			1	100.0
Cosmetologist (333227101001)	157	230	50	21.7	138	60.0

Wisconsin Bureau Of Apprenticeship Standards  
**State Barber/Cosmetology Apprentice Adv**  
**Historical Report by Year**



Report Period: 2017\* and Previous 10 Years

*Current year is YTD data as of Run Date: 09/22/2017		
Run Date: 09/22/2017		
State Barber/Cosmetology Apprentice Adv		
Sponsored Trade Group(s): Service		
Year	Active Apprentices	Active Sponsors
2007	1,079	439
2008	993	417
2009	856	369
2010	738	337
2011	708	313
2012	630	293
2013	523	258
2014	519	248
2015	485	231
2016	409	209
2017	344	180

