



**Approved Minutes of the
State Automatic Fire Sprinkler Fitter
Apprenticeship Advisory Committee**

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

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

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

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

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

4. Old Business

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

ii. For action: approve the minutes

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

ii. For action: approve crosswalk to Youth Apprenticeship

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

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

The committee asked the following questions:

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

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

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

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

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

iii. Update on accepting ACT scores from applicants.

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

iv. Update on discontinuing specific mechanical-spatial assessments

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

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

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

Karen highlighted the following:

- The regulations had not been updated in 40 years.
- The regulations were updated because they were 40 years old; the updates will help employers attract a larger and more diverse pool of applicants; the revisions clarify and streamline the regulations to make it easier for sponsors to comply; and the changes will bring policies in line with current civil rights statutes and case law.
- The changes include extended protections against discrimination; improve and clarify affirmative steps to ensure equal opportunity in apprenticeship; better defined the process for analyzing workforce and setting goals; include new affirmative steps for employing people with disabilities in apprenticeship; and clarify outreach, recruitment, and retention activities.
- The impacts on Wisconsin will be that sponsors will need to update their non-discrimination pledges and the Bureau will update the apprentice application with EEOC supplemental information.
- All sponsors will have to assign responsibility to an individual to oversee EEO activities; distribute EEO policy and conduct orientation and informational sessions; and conduct outreach and recruitment activities.
- Anti-harassment obligations for all sponsors include providing anti-harassment training to all employees directly involved with training, supervising, or mentoring apprentices; making all facilities and apprenticeship activities available to all; and establish and implementing procedures for handling and resolving complaints.
- Sponsors with five or more apprentices must have an affirmative action plan, must have utilization goals; and must engage in targeted outreach, recruitment, and retention activities.
- Sponsors are allowed to use any method of entry as long as it is not discriminatory.
- Sponsors must offer persons with disabilities three opportunities to self-identify: upon applying; after the applicant has been accepted but before the apprenticeship begins; and one time thereafter.
- The revisions provide the Bureau with more options for remediating sponsors that are out of compliance.
- Last, the timeline for implementation is as follows: during the summer of 2017, the Bureau will draft the new rule and hold a public hearing; during the fall of 2017, the formal rule making process will begin; and during the winter of the next year, 2018, the Bureau will submit its plan to the U.S. Department of Labor.

Karen stated that the Bureau's goal is to give sponsors all the tools they need to be compliant and make positive changes for the future. However, she emphasized that the Department of Labor has not issued any further guidance at this time and likely will not until its new secretary comes on board.

Attendees did not have questions or comments.

c. American Apprenticeship Grants (WAGE\$)

Karen summarized the scope and central activities of the three competitive federal grants the Bureau received through the U.S. Department of Labor. The goal of each grant is to expand registered apprenticeship into new economic sectors, expand existing programs, and expand the system's capacity. Each grant targets different activities and sectors.

i. WAGE\$

The first grant the Bureau received is the Wisconsin Apprenticeship Growth and Enhancement Strategies (WAGE\$), a five-year, \$5 million American Apprenticeship grant. The bottom line of

WAGE\$ is to register 1,000 new apprentices across advanced manufacturing, information technology, and health care apprenticeships.

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

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

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

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

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

ii. Expansion Grant

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

Most funding will support increasing the number of women and minority apprentices on major construction projects in the Madison and Milwaukee areas. The Bureau will partner with Employ Milwaukee, South Central Wisconsin Workforce Development Board, and contractors to ensure women and minorities are accepted and put on the job. What the data show is that many women and minorities apply, less are accepted, and even less are hired. The grant will determine why they weren't hired and then provide remedial training, if needed. The goal is to ensure women and minorities have the skills and support needed to succeed.

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

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

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

iii. Accelerator Grant

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

Attendees did not have questions or comments.

d. Apprenticeship Completion Award Program

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

e. Other

No additional topics were brought forward.

5. New Business

a. BAS personnel update

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

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

b. Become an Apprenticeship LEADER.

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

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

c. Other

No additional topics were brought forth.

6. WTCS Update

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

7. Review the program participants.

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

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

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

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

Follow-up Items

The Bureau will finalize and release YA-RA crosswalk.

*Submitted by Owen Smith,
Bureau of Apprenticeship Standards*

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Scott Walker, Governor
Ray Allen, Secretary
Chytania Brown, Division Administrator

April 21, 2017

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

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

SUBJECT: **State Automatic Fire Sprinkler Fitter Apprenticeship Advisory Committee meeting**

DATE: Wednesday, April 26, 2017

TIME: 10:00 AM

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

TENTATIVE AGENDA


1. Call to the meeting to order.
2. Introduce attendees.
3. Review the roster.
4. **Old Business**
 - a. Review the follow-up items from previous meeting:
 - i. **For action:** approve the minutes.
 - ii. **For action:** approve the comparison of competencies (crosswalk) with youth apprenticeship
 - iii. How is accepting ACT scores proceeding?
 - iv. How is discontinuing specific mechanical-spatial assessments proceeding?
 - b. Revisions to CFR 29.30 (AA/EEO requirements)
 - c. American Apprenticeship Grants (WAGE\$)
 - d. Apprenticeship Completion Award Program
 - e. Other
5. **New Business**
 - a. BAS personnel updates
 - b. Become an Apprenticeship LEADER
 - c. Other

April 21, 2017

6. WTCS Update
7. Review the program participants.
8. Schedule the next meeting.
9. Adjourn.



<i>Apprenticeship-Equal Opportunity</i>	
Why now?	Age of current regulations
Regulations	Key Changes
Timeline	Wisconsin
Next Steps	Implementation

Regulations	Why Update?
<ul style="list-style-type: none"> Regulations have not been updated in 40 Years Will help employers attract a larger and more diverse pool of applicants Clarifying and streamlining the regulations will make it easier for sponsors to comply. Changes will bring policies in line with current civil rights statutes and case law. 	

CFR 29 Part 30	Key Changes.
<ul style="list-style-type: none"> Extends protections against discrimination Improves and clarifies affirmative steps to ensure equal opportunity in apprenticeship Provides flexibility in implementing Better defines process for analyzing workforce and setting goals Introduces affirmative steps for employing people with disabilities in apprenticeship Clarifies outreach, recruitment, and retention activities 	

CFR 29 Part 30 Protected Bases



Adds additional classifications to list of protected bases

- Age-40 and older
- Disability
- Sexual Orientation
- Genetic Information

Regulations Wisconsin Impact

- Need to update Nondiscrimination Pledge
- Apprentice Application
 - EEOC Supplemental Information



CFR § 30.3 Specific Actions – For All

- Assign responsibility to an individual to oversee EEO
- Distribute EEO policy and conduct orientation and informational sessions
- Conduct outreach and recruitment
 - 1) Develop and update a list of recruitment sources
 - 2) Identify a contact at each source
 - 3) Provide recruitment sources with advance notice of apprenticeship openings



CFR § 30.4 Anti-harassment obligations



- 1) Provide anti-harassment training
- 2) Make all facilities and apprenticeship activities available to all
- 3) Establish and implement procedures for handling & resolving complaints

CFR § 30.4 Sponsors with 5 or More

- ❑ Must have Affirmative Action Plan
 - ❑ Similar to current regulations
 - ❑ New tool to perform utilization analysis
- ❑ Must have utilization goals
- ❑ Must engage in targeted outreach, recruitment, and retention activities



CFR § 30.4 Sponsors with 5 or More

Exemptions

- ❑ Programs with fewer than five apprentices
- ❑ Sponsors who are meeting their goals
- ❑ Sponsors who have AA plan which meets the requirements of another governmental agency-specific cites in the rule.

CFR § 30.10 Selection of Apprentices

- Allows the sponsor to use any method of entry as long as not discriminatory
- Must comply with Uniform Guidelines on Employee Selection Procedures (UGESP) 41 CFR part 60-3



§ 30.11. People with Disabilities



- New section addresses self-identification of people with disabilities
 - Three stages
 - When applicants apply
 - After the applicant has been accepted but before begin
 - One time thereafter

CFR § 30.13**Compliance Reviews**

- Registration agency will regularly conduct compliance reviews with findings back to sponsor within 45 days
- If the sponsor is out of compliance, sponsor must submit a remediation plan.

Regulations**Wisconsin Impact****Timeline**

- By 05/31/2017-Review changes with State Committees
- Summer 2017-Draft new rule and hold hearing
- Fall 2017-Formal Rule Making
- Winter 2018-Submit Plan to US DOL Implementation

**Regulations****Wisconsin Impact****Wisconsin Regulatory Structure**

- WI Statutes Ch 106-No change needed
- DWD 295-Only minor changes needed
- DWD 296
- WI Apprenticeship Manual



Karen Morgan, Director

Bureau of Apprenticeship Standards
Department of Workforce Development

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Apprenticeship Grants

WAGE\$ Grant Overview

The ApprenticeshipUSA Wisconsin Apprenticeship Growth and Enhancement Strategies (WAGE\$) grant is a \$5 million statewide grant from the U.S. Department of Labor to the Wisconsin Department of Workforce Development, Bureau of Apprenticeship Standards from October 1, 2015 – September 30, 2020.

Key project goals are to implement Registered Apprenticeships in three sectors (Advanced Manufacturing, Health Care, and Information Technology) to ultimately result in **1,000 new apprentices**. The grant will also strengthen collaboration among organizations within the workforce system, thus increasing Wisconsin's capacity to support future Registered Apprenticeship growth.

WAGE\$ Sub-Recipients

11 Workforce Development Boards

- Role: Hire or designate an Apprenticeship Liaison at each Board, assist with employer outreach, and support the development of pre-apprenticeship programs

Wisconsin Technical College System (WTCS)

- Role: Develop and modify curriculum for new apprenticeship programs and support expansion activities in classes with low enrollment

Proposed Occupations and Numbers of Apprentices

➤ **Advanced Manufacturing**

- Industrial Manufacturing Technician (100) - *Expansion*
- Maintenance Technician (120) - *Expansion*
- Welder/Fabricator (75) - *Expansion*
- Mechatronics (32) – *New Program*

➤ **Information Technology – All New Programs**

- Computer Network Support Analyst (50)
- Computer System Analyst (100)
- Information Security Analyst (100)
- Data Warehouse Specialist (30)
- Business Intelligence Analyst (60)

➤ **Health Care – All New Programs**

- Community Health Care Worker (83)
- Licensed Practical Nurse (70)
- Medical Assistant (180)

NOTE: The actual programs selected for development will be industry-led and may be modified, with U.S. Department of Labor approval, based on employer discussions about training needs.



State Expansion Grant

The ApprenticeshipUSA State Expansion Grant is a \$1.5 million statewide grant from the U.S. Department of Labor to the Wisconsin Department of Workforce Development, Bureau of Apprenticeship Standards beginning November 1, 2016 with continuation funding available.

Key project goals are to expand apprenticeship into two new areas (Biotech and Finance), to increase apprenticeship in high growth construction sectors, and to expand training opportunities for underrepresented workers. The grant will result in an addition **427 new apprentices.**

Expansion Grant Sub-Recipients

- 2 Workforce Development Boards: Employ Milwaukee and Workforce Development Board of South Central Wisconsin

Key Registered Apprenticeship Expansion Grant Strategies

1. Target regions with high growth sectors and concentrations of underrepresented workers
2. Enhance the pipeline for underrepresented workers
3. Increase Registered Apprenticeship demand in the construction sector
4. Expand into new high growth sectors
5. Continue funding for best practices statewide

Accelerator Grant

The ApprenticeshipUSA State Expansion Grant is a \$200,000 statewide grant from the U.S. Department of Labor to the Wisconsin Department of Workforce Development, Bureau of Apprenticeship Standards from July 1, 2016 – December 2017.

Key project goals are to align the skills of Apprenticeship Training Representatives to meet the projected increase in outreach duties; conduct asset mapping to better tell the apprenticeship story to new industries; conduct outreach and technical support; and hold strategic partnership meetings and associated trainings. The grant initiatives will expand Bureau of Apprenticeship Standards capacity and include organizational changes that will enhance overall apprenticeship outreach efforts.



ApprenticeshipUSA

FACTSHEET

www.dol.gov/apprenticeship

Access to Registered Apprenticeship – A Proven Path to In-Demand Skills and the Middle Class

Apprenticeship rule update will help employers grow and diversify their apprenticeship programs

Background

Registered Apprenticeship is a powerful tool for growing our economy and workforce. It helps our workers and employers alike by providing skills-driven training tailored to the needs of our nation's businesses. Apprentices can afford to get the training they need because they learn skills on the job while earning wages. Employers can develop a top-notch, state-of-the-art workforce to stay competitive while apprentices benefit from hands-on career training and national industry certification; it can even lead to more workers getting the advanced training and college degrees they need to compete in the 21st Century economy.

Apprenticeships provide a measurable return on investment for our economy with nine out of ten apprentices employed after completion; the average starting wage is more than \$60,000. And studies show that apprentices who complete their training can earn substantially more over their lifetime - approximately \$240,000 more than their peers who didn't participate in apprenticeship. A stronger apprenticeship system is good for employers too – employers that sponsor apprenticeship programs report higher productivity and retention rates.

The U.S. Department of Labor is working to double and diversify the number of apprentices in the United States - to ensure that more Americans from all backgrounds can benefit from this proven training model. As part of this effort, we have updated and simplified the guidelines for employers and other apprenticeship sponsors on how to ensure Equal Employment Opportunity in apprenticeship programs for traditionally under-represented groups, including

women, minorities, and people with disabilities. These rules have long provided that employers cannot discriminate on the basis of race, color, religion, national origin and sex, in addition to requiring sponsors to take affirmative action efforts to ensure equal opportunity in apprenticeships. But these rules have not been updated since 1978, and needed to be revised to meet the realities of the modern economy and extend protections against discrimination to include a broader range of America's workforce. The updated guidelines will also make it more straightforward for sponsors to comply with the rules and will bring the rule in accord with the current landscape of civil rights statutes and developing case law.

Modernizing and streamlining the rules will also make it easier for employers and apprenticeship sponsors to effectively grow and diversify their apprenticeship programs. These rules are a tool to help programs reach a larger and more diverse pool of applicants, as well as to help improve the experience of all individuals while in the program, thereby broadening participation in apprenticeships and improving the quality of programs.

The updated rules are designed to help employers and apprenticeship sponsors access all of the nation's talent. Women, for example, make up nearly one-half of the American workforce, but less than ten percent of all registered apprentices, meaning many employers are missing out on a large source of talent. Minorities are also under-represented in many industries compared to their share of the talent pool. For instance, while Hispanics make up approximately one

sixth of the labor force, they account for less than one tenth of apprenticeship enrollments in industries such as manufacturing, utilities, and transportation.

The new rules are designed to help employers and apprenticeship sponsors access more of America's talent, and to ensure that we tap into our nation's full potential.

What's New in the Apprenticeship Equal Employment Opportunity Regulations

Apprenticeship sponsors and employers have long been responsible for ensuring a workplace free from discrimination and taking affirmative steps to support diversity by reaching a broader pool. The first updates to these regulations in nearly 40 years will provide employers and other apprenticeship sponsors with greater clarity in meeting these responsibilities.

The final rule improves on the previous regulations by:

- Extending protections against discrimination to include a broader range of America's workforce, including protections based on disability, age (40 or older), sexual orientation, and genetic information.
- Improving and clarifying the affirmative steps employers and sponsors must take to ensure equal opportunity in apprenticeship.
- Providing new apprenticeship programs with additional flexibility, including up to two years to develop initial affirmative action programs.
- Simplifying and clearly defining the process for analyzing the talent available in the labor market to establish clear and achievable goals for diversity in apprenticeship making it easier for employers and sponsors to comply.
- Clarifying the outreach, recruitment, and retention activities expected of sponsors by specifying four common-sense required activities, such as advertising openings and partnering with educational institutions to recruit diverse talent.
- Providing effective technical assistance - the Office of Apprenticeship will provide technical assistance to States and work with apprenticeship program sponsors to help them meet their affirmative action responsibilities.



More Information About the Final Rule

The full text of the final rule and other information can be found on the Office of Apprenticeship's EEO website, see <https://www.doleta.gov/oa/eoo/>.

Detailed Summary of the Apprenticeship Equal Employment Opportunity Final Rule

The following is a summary of the previous rule and the updates made in this final rule.

Nondiscrimination

- The previous rule prohibited discrimination in the recruitment, selection, employment and training of apprentices on the basis of race, color, religion, national origin, and sex.
- The updated final rule expands protected groups for nondiscrimination purposes, including disability, age (40 or older), sexual orientation, and genetic information. The final rule's EEO pledge also clarifies that sex discrimination includes discrimination on the basis of pregnancy and gender identity.

Affirmative Steps to Ensure Equal Employment Opportunity

- The previous rule established that program sponsors have a general duty in operating their Registered Apprenticeship program to engage in affirmative steps to ensure equal opportunity. However, the previous regulation did not make explicit how employers had to comply with this obligation, which could lead to uncertainty.
- The final rule clarifies what sponsors must do by setting forth the basic steps that all Registered Apprenticeship programs must undertake, eliminating confusion as to what compliance looks like. These affirmative steps, which draw from best practices that some sponsors already engage in, include:
 - Assigning responsibility to an individual to oversee EEO efforts;
 - Internally distributing the EEO policy as well as conducting orientation and information sessions for apprentices regarding the EEO policy;
 - Conducting outreach and recruitment and providing notice about apprenticeship openings to community-based organizations, schools, and other groups that represent diverse populations and who can help increase apprenticeship applications from those populations; and,
 - Keeping the workplace free from harassment, intimidation, and retaliation, which includes anti-harassment training and maintaining procedures for handling and resolving complaints.

Written Affirmative Action Program

- The previous rule required sponsors with five or more apprentices to establish an Affirmative Action Program (AAP) at the time their apprenticeship program was registered (either with OA or a recognized State Apprenticeship Agency). The AAP includes a written plan that details the steps the sponsor has taken and will take to ensure equal opportunity in recruitment, selection, employment, and training of apprentices.
- The final rule now allows new program sponsors more time to establish initial AAPs. New program sponsors will have up to two years to prepare an initial written affirmative action plan. This will give sponsors ample time for preparation of their first plan under these proposed regulations.

- The final rule exempts certain sponsors from the requirement to maintain and update an AAP, in keeping with the previous rule:
 - Sponsors with fewer than five apprentices; and
 - Sponsors that are already in compliance with other equal opportunity programs providing for affirmative action on the bases of race, ethnicity, sex, and disability, including the use of goals for any underrepresented group. An example is federal contractors that have written AAPs developed in accordance with Executive Order 11246 and Section 503 of the Rehabilitation Act, administered by the Department's Office of Federal Contract Compliance Programs (OFCCP).

Analysis of Apprenticeship Programs' Composition by Race, Ethnicity, and Sex

- Under the previous regulations, non-exempt sponsors typically worked with their registration agencies to analyze the racial, sex, and ethnic composition of their apprenticeship workforce ("workforce analysis") and compare that to the composition of qualified individuals in the relevant labor market ("availability analysis"). This comparison is the "utilization analysis." If the portion of women or minorities was significantly less among the sponsor's apprentices than is reasonably expected given the availability of those individuals in the labor market, then the sponsor had to set goals and undertake good faith efforts to meet these goals.
- The final rule maintains these requirements but also:
 - Explains that these goals (1) are not rigid and inflexible quotas that must be met; (2) do not allow preferential selection on the basis of race, sex, or ethnicity; (3) do not create "set-asides" for specific groups; and (4) cannot be used to supersede eligibility requirements.
 - Adjusts the workforce analysis so that it is conducted at the occupation level, and the utilization analysis at the major occupation category level, using a common source of data easily accessible to sponsors.
 - Simplifies the process for analyzing the labor market composition by: (1) decreasing the number of data sources to be analyzed; (2) clarifying the steps required to do the analysis; (3) providing clear directions for establishing goals; and (4) making clear that the Registration Agency will assist the sponsor throughout this process.

Expansion to Individuals with Disabilities

- The previous regulations did not include nondiscrimination or affirmative action requirements on the basis of disability.
- **The final rule adds disability** to the bases protected by the nondiscrimination requirement, and it adds disability as an element of sponsors' affirmative action programs. Rather than each program conducting an availability analysis specific to its labor market, the final rule establishes a single, national goal that seven percent of programs' apprentices be individuals with disabilities. This approach is based upon available labor market demographic data and is consistent with OFCCP's revised Section 503 regulations that, among other things, established a nationwide seven percent goal for the utilization of qualified individuals with disabilities by federal contractors.
- As with race/sex goals, this updated rule clarifies that the seven percent goal is not a quota, and sponsors will not be cited for violations simply for failing to meet the goal. Rather, sponsors that do not meet the goal would be required to examine if impediments to equal opportunity exist, and if so, to correct those impediments.
- To provide sponsors with necessary information on applicants' and apprentices' disability status, under the rule sponsors invite individuals to voluntarily self-identify as an individual with a disability.

Outreach and Recruitment

- The previous rule set forth 10 kinds of outreach, recruitment, and retention activities but does not specify which, or how many, were required.
- In the final rule, there are only two different outreach and recruitment obligations set forth in the rule.
- The final rule provides more clarity as to how outreach obligations work.
- First, the rule states that all sponsors must implement measures to ensure that its outreach and recruitment measures extend to all potential apprentices regardless of race, sex, ethnicity, or disability. To do so, the sponsor must:
 - Develop and update a list of recruitment sources (several examples of which are provided in the rule);

- Identify a contact person at each recruitment source; and
 - Provide these recruitment sources advance notice of openings so they can notify and refer candidates
- Second, the rule also requires that those sponsors that maintain an AAP and are required to set race/sex utilization goals, and/or that identify barriers to EEO with regard to disability, must engage in targeted outreach, and recruitment, and retention activities in response. These activities are:
 - Distributing information to community-based organizations, local high schools, local community colleges, local vocational, career and technical schools, career centers at minority serving institutions, and other groups;
 - Advertising openings by publishing advertisements in electronic media and other appropriate forms;
 - Cooperating with local school boards and vocational education systems to develop relationships with pre-apprenticeship programs in order to prepare students from under-represented groups to meet apprenticeship entry standards; and
 - Establishing agreements to enlist the support of pre-apprenticeship programs, community-based organizations, or advocacy organizations in recruiting qualified individuals and in developing pre-apprenticeship programs.

Selection of Apprentices

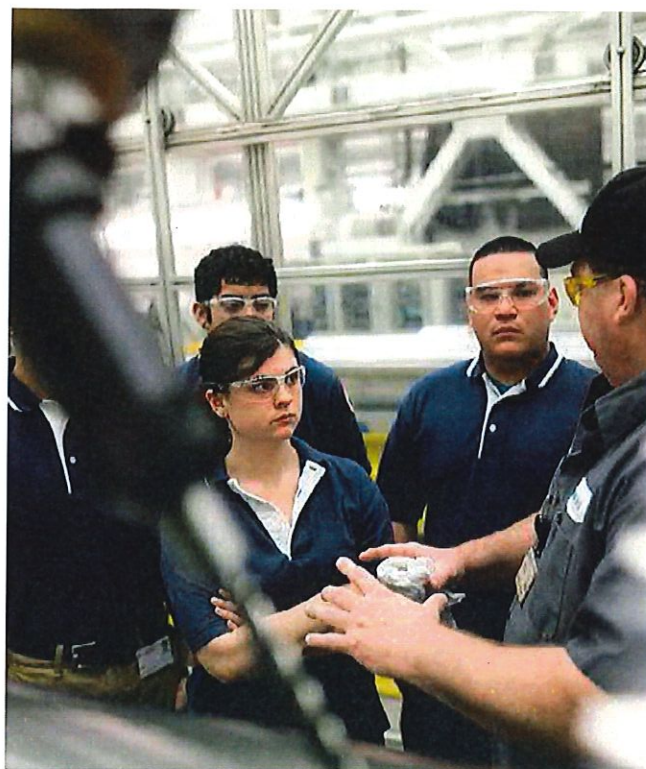
- The previous rule set forth four detailed mechanisms by which sponsors may select apprentices into their programs.
- The final rule provides much greater flexibility for selection, providing that sponsors may use any method to select apprentices so long as that method complies with long-established Uniform Guidelines on Employee Selection Procedures and the Americans with Disabilities Act, is uniformly and consistently applied, and is not discriminatory.

Complaint Procedure

- The previous regulations provided that applicants or apprentices could file a written complaint with OA or the State Apprenticeship Agency alleging discrimination or a failure to comply with other equal opportunity provisions.
- The final rule clarifies the complaint procedures both for individuals to file EEO complaints and for OA and State Apprenticeship to handle these complaints.

Measures for Noncompliance

- OA recognizes the voluntary nature of these programs and wants Registered Apprenticeships to succeed. It uses compliance enforcement measures as a last resort after exhausting other avenues.
- The previous regulations' measures for noncompliance included cancellation or deregistration of an apprenticeship program.
- The final rule includes additional, more flexible, enforcement mechanisms. Rather than the only enforcement mechanisms being deregistration or cancellation of a program, which essentially would shut down the apprenticeship program, the updated rule allows the placement of a temporary moratorium on a sponsor's registration of new apprentices. This will allow the sponsor to work with the Registration Agency to address the violations and meet the steps identified in its compliance action plan before deregistration proceedings are instituted.





WTCS System-Wide Activity Update for Spring 2017

- **WTCS Apprenticeship Completion Report:** The WTCS published the new Apprenticeship Completion Report in February 2017 with data from completers from 2014-15.
<http://www.wtcsystem.edu/about-us/wtcs-overview>
 - Of 669 apprentice completers surveyed, 263 responded for a 39% response rate.
 - 95% indicated they were employed in the trade for which they received training, down 4% from the prior report.
 - Annual median earnings of \$67,595 was reported across all sectors, up approximately \$1200 from the prior report.
 - 95% indicated that they were very satisfied or satisfied with their paid-related instruction. For On-The-Job Training, 90% reported they were very satisfied or satisfied.
 - 34% are considering continuing their formal education, up slightly from 31% from the prior year's survey (i.e., Technical Studies Journey Worker AAS, associate degree, bachelor's degree)
- **WTCS Apprenticeship Enrollment Trend:** Enrollment across all apprenticeship programs is up 47% between 2013 and 2016, far outpacing enrollment growth in non-apprenticeship technical degree and diploma programs at the WTCS Colleges. As of end of academic year 2016, there were 6128 apprentices enrolled the Wisconsin Technical College System, unduplicated count. That is a 14% increase from the prior year. With duplicates, there are 6,633 enrollments. Confirmed actual enrollment data for the 2016-17 year will not be available until August 2017.
- **System-wide Curriculum:** PRI model Curriculum Standards are established and currently posted for 51 trades to the WTCS WIDS Repository. Additional curriculum projects are underway for 2016-17, in particular for new apprenticeship programs for Auto Body Collision and Organic Vegetable Farm Grower/Manager, as well as those occupations targeted under the WAGE\$ grant in Mechatronics and IT-Software Developer. 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 the PRI documents to explain and promote learning content to current and potent apprenticeship sponsors.
- **Great Lakes Tools of the Trade/WTCS Apprenticeship Scholarships:** The Great Lakes Higher Education Foundation once again awarded 200, \$1000 scholarships for industrial and construction apprentices. Awards were distributed in February 2017.
- **Apprentice Direct Instructional Support GPR grants:** For 2016-17, the WTCS has allocated up to \$300,000 in grant funds to support direct instruction for apprentices due to rapidly expanding enrollments and opening of new programs and sections. This continues to reflect a 50% increase in the investment of funds available since 2015.

State Committee Report - Construction

State Auto Fire Sprinkler Advisory Comm

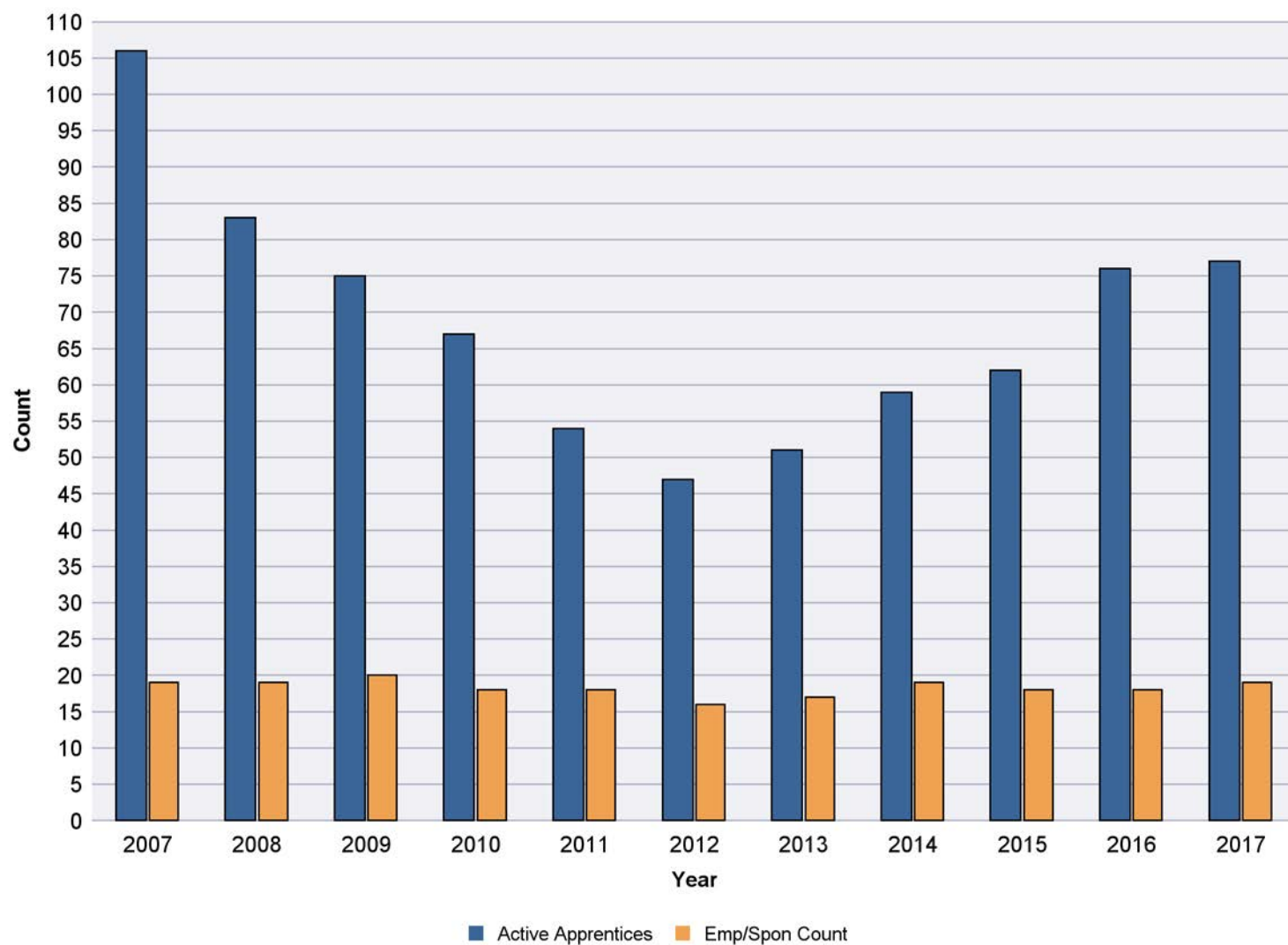
This summary counts employers and apprentices with contract(s) active or unassigned on 4/24/2017 in trade(s) associated with this committee.

Sponsor Name Trade	Apprentices									Employers				
	Total	Minority		Female		Union		Non- Union		Total	W/Union Appr		W/Non-Union Appr	
		#	%	#	%	#	%	#	%		#	%	#	%
1	2	3	3a	4	4a	5	5a	6	6a	7	8	8a	9	9a
All Sponsors Total	76	2	2.6	0	0.0	44	57.9	32	42.1	19	10	52.6	9	47.4
ABC of Wisconsin (All)	32	0		0	0.0			32	100.0	9			9	100.0
Sprinklerfitter (186228102205)	32	0		0	0.0			32	100.0	9			9	100.0
Milwaukee Area Sprinkler Fitter JAC	44	2	4.5	0	0.0	44	100.0			10	10	100.0		
Sprinklerfitter (186228102205)	44	2	4.5	0	0.0	44	100.0			10	10	100.0		

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



*Current year is YTD data as of Run Date: 04/24/2017		
Run Date: 04/24/2017		
State Auto Fire Sprinkler Advisory Comm		
Sponsored Trade Group(s): Construction		
Year	Active Apprentices	Active Employers
2007	106	19
2008	83	19
2009	75	20
2010	67	18
2011	54	18
2012	47	16
2013	51	17
2014	59	19
2015	62	18
2016	76	18
2017	77	19



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