

Department of Workforce Development
Employment and Training Division
Bureau of Apprenticeship Standards
201 E. Washington Ave., Room E100
P.O. Box 7972
Madison, WI 53707-7972
Telephone: (608) 266-3332
Fax: (608) 266-0766
Email: DWDEET@dwd.wisconsin.gov

STATE OF WISCONSIN



Department of Workforce Development

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

September 13, 2017

TO: State Plumbing Apprenticeship Advisory Committee Members & Consultants

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

SUBJECT: State Plumbing Apprenticeship Advisory Committee Meeting

DATE: Wednesday, September 20, 2017

TIME: 10:00 AM

Place: Madison Area Technical College
2125 Commercial Avenue, RM 240
Madison, WI

TENTATIVE AGENDA

1. Call the meeting to order.
2. Introduce the attendees.
3. Review the roster.
4. **Old Business**
 - a. Review follow-up items from previous meeting.
 - b. Implementing CFR 29.30 (AA/EEO).
 - c. Federal Grants to Expand Apprenticeship
 - d. Apprenticeship LEADERS
 - e. Apprenticeship Completion Award Program
 - f. Other
5. **New Business**
 - a. **For action:** proposal to modify apprentice-journeyworker ratio
 - b. **For action:** proposal for industrial-sector plumbing apprentices and sole-sponsors
 - c. Presidential Executive Order: Expand Apprenticeships for America
 - d. Bureau of Apprenticeship Standards Electronic Registration System (BASERS)
 - e. National Apprenticeship Week 2017
 - f. WI Apprenticeship Diversity Conference 2018
 - g. BAS Personnel Update
 - h. Other

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

State Plumbing Apprenticeship Advisory Committee Minutes

May 17, 2017

Madison Area Technical College
Madison, WI

DRAFT Minutes

Members Present	Employer/Organization
Breitlow, Christina	UA Plumbers Local 75
Breitlow, Steve	UA Plumbers Local 75
Brenner, Joseph	J.F. Ahern Company
Busch, Michael	UA Plumbers Local 75
Cartagena, Alaina	UA Plumbers Local 75
De Young, Carol	Countryside Plumbing & Heating, Inc.
Huiting, Mark	Bassett Mechanical, Inc.
Ignatowski, Chris	Plumbers & Fitters Local 434
Jones, David (Co-Chair)	Dave Jones Inc.
Schedler, Keith	Don's Plumbing Service, Inc.
Members Absent	Employer/Organization
Balke, Brian	EGI Mechanical
Callies, Dan	Oak Creek Plumbing
Clark, Roger	Plumbers Local 118
Flory, Tyler	Plumbers & Fitters Local 434
Gain, Greg	United Mechanical
House, Mike	UA Plumbers Local 75
Pertzborn, Jesse	H.J. Pertzborn Plumbing & Fire Protection
Rozga, Bill	Rozga Plumbing & Heating Corporation
Scherer, Michael	Ideal Plumbing & Heating
Consultants & Guests	Employer/Organization
Bernthal, Jamie	Bureau of Apprenticeship Standards
Cappetta, Darrel	Bureau of Apprenticeship Standards
Cattelino, Mike	Fox Valley Technical College
Emrick, Leigh	Associated Builders and Contractors
Fortney, Kelly	Mechanical Contractors Association
Johnson, Al	Local 118

Consultants & Guests	Employer/Organization
Johnson, Joshua	Bureau of Apprenticeship Standards
Korn, Gary	UA Local 434
Montgomery, Mark	Waukesha County Technical College
Morgan, Karen	Bureau of Apprenticeship Standards
Nakkoul, Nancy	Wisconsin Technical College System
O'Neill, Patrick	Waukesha County Technical College
Patterson, Sherlaine	Mechanical and Plumbing Contractors
Rice, Vincent	Bureau of Apprenticeship Standards
Robinson, Dominic	Bureau of Apprenticeship Standards
Walsh, Julie	Mechanical and Plumbing Contractors
Way, Randy	Madison College
Wenger, Scott	UA Local 400
Zastrow, Wes	Plumbers Local 75

1. The meeting was called to order at 10:00 a.m. by Dave Jones, in conformity with the Wisconsin Open Meeting Law.
2. The sign-in sheet was distributed.
3. The committee reviewed the current roster.

Action: the Bureau will correctly list Joseph Brenner as an Employer Member

Action: the committee elected Steve Brietlow as the Employee Co-Chair

Action: the committee re-elected Dave Jones as the Employer Co-Chair

4. Old Business

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

i. **For action:** The minutes were approved as written.

ii. **For action:** statewide minimum scores and maximum timeframes for ACT

Owen reviewed the results of his second survey of local committees' current Accuplacer scores and their preferred ACT scores.

Action: the state committee approved a motion that all local committees adopt minimum ACT scores of 15 in Math and 16 in Reading, effective June 1, 2017. Accuplacer and ACT scores will be valid for five years from the test date. The Bureau will revise the state standards accordingly.

iii. **For action:** approve YA-RA crosswalk and recommendation for OJL credit

Jamie Bernthal distributed the comparison of competencies in the youth apprentice for Architecture and Construction and the registered apprenticeship for Plumbing. The comparison is referred to as a "crosswalk" of the programs.

Jamie explained the key differences between the two programs. He emphasized that youth apprentices are not required to obtain a license and are not permitted to do tasks that require a license.

Jamie informed the committee that he is seeking its approval of the crosswalk and a recommendation that all local committees credit a percentage range of a youth apprentice's on-the-job learning towards the registered apprenticeship on-the-job learning requirements.

The committee had the following questions and comments:

- A member disagreed with granting credit to youth apprenticeship graduates; the member would prefer that all registered apprentices go through the entire program without credit because local committees do not grant credit to lots of candidates with technical diplomas or related on-the-job experience. Karen Morgan replied that credit is always at the discretion of the local committee, not the employer.
- The member of the state committee asked whether youth apprentices perform plumbing work on the job. Karen confirmed that youth apprentices in the program perform plumbing tasks on the job for an employer, under a youth apprenticeship agreement.
- A member of the state committee expressed concern that the youth apprenticeship program could endanger the integrity of the registered apprenticeship credential and license in the future. Dave Jones and Leigh Emrick replied that Associated Builders & Contractors has had several youth apprentices successfully complete the program and successfully transfer into the plumbing registered apprenticeship. In those cases, the ABC local committee credited the youth apprentice's completion of OSHA 10 and blueprint reading. Karen explained that youth apprentices would only receive credit towards the on-the-job learning of the registered apprenticeship for work performed in the youth apprenticeship program. If there is no overlap between the duties the youth apprentice performed and the registered apprenticeship, then no credit is given. If there is credit, credit would be at the discretion of the sponsor.
- A representative of Local 400 stated that youth apprentices in the Local 400 program do not receive work credit. Instead, the youth apprenticeship is a stepping stone into the registered apprenticeship. No on-the-job learning is credited because the scope for the youth apprenticeship program is limited.

Action: *Karen informed the committee that the crosswalk will be posted online and will clearly state that youth apprentices will not receive on-the-job learning credit towards a registered apprenticeship because the work performed in the youth apprenticeship program is not performed during the registered apprenticeship. However, youth apprentices could receive credit for related instruction courses that overlap.*

- Al Johnson agreed that on-the-job learning should not be credited and he encouraged local committees to do the same for their pre-apprenticeship program graduates so the local committees do not favor graduates of one program over the other.
- Leigh Emrick stated that Associated Builders & Contractors works with many construction trades and have successfully enrolled several youth apprenticeship graduates into related registered apprenticeship programs. Credit is at the discretion of the ABC local committees, and the committees have awarded on-the-job learning credit to youth apprenticeship graduates due to the exposure they received through the program.
- Karen explained that youth apprentices cannot be credited for assisting skilled plumbers on the job because the registered apprenticeship does not include a work process for general miscellaneous tasks. She agreed with the state committee that local committees should be consistent with their long-standing policies, but she reminded the state committee, too, that youth apprenticeship is a valid educational, work-based program that heavily supervises youth apprenticeships on the job.

Action: *the state committee approved a motion that local committees cannot grant youth apprentices credit work on-the-job learning but may grant credit for unpaid related instruction.*

The state committee then argued strongly that youth apprenticeship sponsors should be required to be "approved trade trainers," a term used in registered apprenticeship that means the employer performs all duties required of the registered apprenticeship program and employs a fully licensed journey worker.

The committee bluntly asked the Bureau why it does not require youth apprentice sponsors to do so. Karen responded that most youth apprenticeship sponsors to-date are approved trade trainers. Jamie added that the requirement is not necessary because youth apprentices perform only a limited scope of the plumbing trade. The committee argued that the requirement would screen out many entities in the industry that perform only a few plumbing tasks. Karen replied that most youth apprenticeship sponsors are not multi-trade contractors that use have different trades perform plumbing. Instead, most youth apprenticeship sponsors are single-trade contractors. In addition, youth apprentices have to have a fully licensed journey worker to perform any plumbing task. Jamie added that the additional restriction may discourage employers from participating in the program.

The committee had the following questions and comments:

- A committee member argued that not requiring youth apprenticeship sponsors to be approved trade trainers flies in the face of bridging the two programs.
- Another member argued that allowing youth apprenticeship sponsors to be different than approved trade trainers may jeopardize the youth apprentice's opportunity to be hired by a registered apprenticeship sponsor.
- Another member argued that not requiring youth apprenticeship sponsors to be approved trade trainers is simply "misleading."
- Another member asked, if the requirements for sponsors are different between the programs, what value would a registered apprenticeship sponsor see in considering youth apprentice graduates?

- Another member expressed concern that the youth apprenticeship program is overseen by not by licensed plumbers and but by non-plumbers who would use youth apprentices as cheap labor.

Karen responded with the following points:

- The intent of the youth apprenticeship is to introduce high school students to the construction industry in order to build a pipeline of interested, exposed young adults.
- The end goal is that the students understand that registered apprenticeship is as valid and equal an opportunity as a two or four-year university.
- Not every youth apprentice will pursue a registered apprenticeship or continue in the construction industry.
- Youth apprenticeship graduates have passed interviews, met the expectations of the program, satisfied all requirements of the program, and may make well-informed applicants for registered apprenticeship.
- Last, youth apprenticeship programs have more oversight and parties involved in oversight than registered apprenticeship programs do.

The committee stressed that holding youth apprenticeship sponsors to the same standards as registered apprenticeship sponsors is critical because the purpose of bridging the two programs is to create a pipeline of candidates that leads to registered apprenticeship.

Action: *the committee approved motion that all youth apprenticeship employers or contractors should be either a Wisconsin trade trainer or eligible to become one.*

v. Update on researching the effectiveness of the 54-hour review course

Karen explained that the data is available, but not easily retrievable. The Bureau will have to look record by record, which will require a few days. Karen reminded the committee that the pass rate before the 54-hour course was 50%. After the first cohort, the pass rate was 60%. Later, it was 80%. So, the course has had a positive impact, but it is difficult to calculate the rate due to the way the data are stored and retrieved. The data are stored in multiple databases and must be searched record by record.

b. Revisions to CFR 29.30

Karen announced that the CFR 29.30 has been revised and released. She emphasized that more technical assistance is forthcoming from the Department of Labor.

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. Karen noted that anti-harassment training would be required of anyone who deals with apprentices, including mentors, journey workers, local committees, and supervisors.
- 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. Karen noted that the Department of Labor will release a website that calculates the outreach targets for the sponsor; the formula will not change, but the website will help the sponsor calculate the targets.
- 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 is going to take its time with implementing the rule to ensure no adverse consequences occur. The Bureau will look very closely at implementing means of recruiting and retaining more minority and female apprentices because Wisconsin apprenticeship has a poor record of minority and female percentages. The Bureau's goal is to give sponsors all the tools they need to be compliant and make positive changes for the future.

Karen concluded by mentioning that the Bureau is planning to host a diversity conference for Wisconsin apprenticeship in the late fall or early winter of 2018. The focus would be to discuss revisions to CFR 29.30 and lay out the tools. More information will be released next year.

The committee asked whether the Department of Labor has released the technical assistance and training online. Karen replied that the information has not been posted yet and the Bureau does not know when or where the information will be posted. All implementation tools are on hold.

c. Veterans in Piping

Darrell reported that the current class of seven students is in the second week of the program. Interviews for the next cohort will occur in December; classes would start in February 2018.

d. Federal grants to expand registered apprenticeships

Karen summarized briefly that the Bureau received three competitive federal grants. Each has two primary objectives: expand apprenticeship primarily into new areas of the economy; and increase the

recruitment and retention of women, minorities, and under-skilled workers in apprenticeships. She encouraged attendees to read the fact sheet at their leisure.

e. Apprenticeship Completion Award Program

Owen reported that ACAP will conclude on June 30. It is included the Governor's proposed budget for the next two years, so it may be renewed.

f. Other

No other items were brought forth.

5. New Business

a. BAS Personnel Update

Karen reported that Joshua Johnson accepted the position of Chief of Field Operations after Kathy Wellington, the former chief, accepted a new position in another state agency. Josh was the former Apprenticeship Training Representative for the Waukesha area; that position is now held by Richard Badger.

The Bureau also created a new leadership position, Field Supervisor, which works directly under Josh Johnson. The position was accepted by Sandy Destree, former ATR for the Lakeshore area. Sandy's ATR position is now held by Lynn O'Shasky.

Tim Ziffer, former ATR for Racine, retired; the new ATR for Racine is Dominic Robinson.

Last, the Bureau created a new apprenticeship area, Appleton South, due to the rapid increase of apprentices in the area. The ATR for Appleton South is Tim Budda.

b. Become an Apprenticeship LEADER

Karen explained that the federal grants received by the Bureau will require the Bureau to conduct more outreach to new industries. Therefore, the Bureau will launch a new, employer-to-employer outreach initiative: Apprenticeship LEADERS. The goal is to have apprenticeship sponsors help the Bureau share the value of registered apprenticeship with new industries. All stakeholders are encouraged to apply. Participants can choose their commitment, which ranges from allowing the Bureau to use the company's logo on outreach material to co-presenting with the Bureau to new industry groups.

The application is on the Bureau homepage.

A committee member shared that he applied but has not received a response. Karen acknowledged that she has received applications but has not notified the applicants.

c. Other

Co-Chair Steve Brietlow commended all parties that helped respond to the legislature's proposed changes to the plumbing license. He stated it was impressive to witness all different plumbing training organizations "pulling in the same direction."

The committee agreed, and added that the collaborative effort showed that industry has a strong, collective voice.

6. WTCS Update

Nancy Nakkoul highlighted a few key points from the written update from WTCS. Nineteen of 41 plumbing apprenticeship completers responded to the WTCS Annual Completers survey; they reported a median annual wage of \$74,874 and median hourly wage of \$29 for a 47-hour work week.

7. The Bureau included the incorrect participant report in the meeting packet. Owen will send the correct report to the committee after the meeting.
8. The committee tentatively scheduled its next meeting for Wednesday, September 20, at Madison Area Technical College in Madison.
9. The meeting adjourned at 12:35 p.m.

10. Follow-Up Items

- i. The Bureau will correctly list Joseph Brenner as an Employer Member.*
- ii. The Bureau will revise the state standards with the ACT scores and timeframes for all scores. '*
- iii. The Bureau will publish the crosswalk and note the following: all youth apprenticeship employers or contractors should be either a Wisconsin trade trainer or eligible to become one; and local committees cannot grant youth apprentices credit work on-the-job learning but may grant credit for unpaid related instruction.*

*Submitted by Owen Smith,
Bureau of Apprenticeship Standards*

Department of Workforce Development
Employment and Training Division
Bureau of Apprenticeship Standards
201 E. Washington Ave., Room E100
P.O. Box 7972
Madison, WI 53707-7972
Telephone: (608) 266-3332
Fax: (608) 266-0766
Email: DWDDDET@dwd.wisconsin.gov



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

June 5, 2017

TO: Local Plumbing Apprenticeship Committees

FROM: Owen Smith, Program and Policy Analyst
Bureau of Apprenticeship Standards
Owen.Smith@dwd.wisconsin.gov

RE: Applicant Assessment Procedure Revised in State Standards

On May 17, 2017, the State Plumbing Apprenticeship Advisory Committee approved revisions to the applicant assessment procedure in its state standards. The revisions are effective as of June 1, 2017.

The revisions include Section VII: Minimum Qualifications of Apprentices:

B. All applicants must take one of the following assessments and satisfy the minimum scores, which are approximately at the 11th grade level:

Accuplacer	ACT	TABE v. 9/10
Arithmetic: 66	Math: 15	Applied Math: 14
Elementary Algebra: 33		Math Comprehension: 19
Reading: 66	Reading: 16	Reading: 21

Local committees must accept scores from all assessments for a maximum of five years from the test date.

Local Committee Standards must be updated to conform to the above changes. Your local apprenticeship training representative will assist you. A copy of the updated standards is enclosed.

Please contact me if you have questions or comments.

Enclosure: State Standards
Cc: Apprenticeship Training Representatives



STATUS

Federal Grant Awards

WAGE\$

October 1, 2015 began the Wisconsin Apprenticeship Growth Enhancement Strategies (WAGE\$) \$5 Million grant supporting development of new Registered Apprenticeships in Advanced Manufacturing, Healthcare, and Information Technology. Over the grant's five-year term the state committed to establishing 1,000 new apprentices in 12 high growth occupations associated with those industry sectors. Since its inception (Between 10-1-15 and 8-31-17):

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

Apprenticeship USA State Expansion Grant

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



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

State Accelerator Grant

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



State Apprenticeship Standards

for the

Plumbing Industry

REVISED
June 1, 2017

Karen P Morgan

Bureau Director

David D. Jones

Co-Chair

Steve Bruntler

Co-Chair

Prepared by the
Bureau of Apprenticeship Standards
and the
State Plumbing Apprenticeship Advisory Committee

STATE OF WISCONSIN
**DWD**
Department of Workforce Development

III. Duties of the State Plumbing Apprenticeship Advisory Committee

- A. Recommend/advise on policy and/or program changes in the trade.
- B. Formulate minimum state standards (and review them every five years) for the trade and make recommendations on changes to the Bureau including:
 - 1) the period of training
 - 2) minimum work process requirements
 - 3) related instruction
 - 4) probation period
 - 5) employer requirements to serve as a trainer
 - 6) journey level worker/apprentice ratios
 - 7) apprentice reviews
 - 8) apprentice selection process (AA/EEO requirements)
 - 9) local committee review-assist local committees and/or sponsors in developing selection procedures which are bias free and which ensure minorities and women are considered
- C. Recommend curriculum, related instruction and delivery service requirements for the trade to the Bureau and the Wisconsin Technical College System (WTCS).
- D. Assume statewide leadership for the purpose of improving conditions and expanding the number of employers using apprentices in the trade.
- E. Support the state program of training for apprentices.
- F. Prepare a policy for the trade on proficiency assessment/testing (for work experience and course work) to be utilized by local committees in determining apprenticeship credit for previous experience/education.
- G. Review and monitor local committee activity levels (including biennial reports) and recommend changes in AA/EEO operations where appropriate.
- H. The committee will follow these operational guidelines:
 - 1) Meet at least a minimum of two times a year.
 - 2) Elect of the Committee co-chairs; an employer representative and an employee representative. The committee will hold an election of co-chairs annually.
 - 3) Conduct meetings in conformity with the Wisconsin Open Meeting law.
 - 4) A meeting quorum exists when at least two employer and two employee representatives are present.
 - 5) Official meeting minutes will be prepared by the Bureau of Apprenticeship Standards.
 - 6) Committee recommendations will be made by consensus.

IV. Personnel of Local Committees

Local Apprenticeship Committees, either joint or non-joint, are created much the same as State Plumbing Apprenticeship Advisory Committee. Each local committee has a minimum of four voting members, generally comprised of employer and employee members. If members are added to a committee, they must include equal employer and employee representation.

- A. Multi-trade local committees are authorized provided that at least one member of the committee is a member of the apprentice's trade that is being reviewed.
- B. The BAS requests nominations from associations that have apprenticeship programs and employer/employee organizations that participate in the Wisconsin apprenticeship program.
- C. Joint apprenticeship committees have equal numbers of employer and employee representatives. Employer members must currently work at the trade or represent those who employ skilled workers of the trade and have trained apprentices in the last five years. The local Contractors Association will nominate the employer members who employ plumber journeyworkers and apprentices.
- D. Employee members must be active journeyworkers and/or master plumbers working at the trade or represent active journeyworkers. Local Labor Organizations representing skilled workers in the area will nominate employee members.
- E. Non-joint apprenticeship committees consist of a minimum of four voting members that consist of representatives of employers that participate in Wisconsin's Apprenticeship program. Nominations for employer members who employ apprentices and journeyworkers are made by the Contractor's Association. When there is no area employer organization, the BAS will request the state-wide employers' organization or state trade apprenticeship committee to assist it in locating qualified employers to serve.
- F. Exceptions to these requirements can be made by the BAS in order to expand female and minority participation on the committees.
- G. In order for a Local Apprenticeship Committee to be recognized as advisory to the BAS, each member must be designated by the BAS. After nominations have been submitted, the BAS will finalize the committee membership. Before membership is finalized, the BAS will ensure that females and minorities are represented on the committee, where they are employed in the skilled workforce. Membership is finalized with a letter from the BAS confirming the committee membership to committee members. No person is considered a committee member until they have been so designated.
- H. Each Local Apprenticeship Committee is assigned a geographical area by the BAS. The committee may be expected to advise the BAS and the WTCS on all apprenticeship matters in the trades covered by the committee. The assignment of

the area may be based on several factors such as; the union jurisdiction, WTCS boundaries, population centers, or others.

- I. Members will serve for a term of three years and may be re-nominated for further terms. Terms will be staggered to ensure that continuity of the committee is maintained.
- J. Members must attend at least 75% of the meetings over the term of their appointment, unless excused for good cause.
- K. The Bureau may remove a person from membership on a committee for one or more of the following reasons:
 - 1) Failure to attend at least 75% of the committee meetings over the term of the appointment, unless excused by the Bureau for good cause.
 - 2) Failure to meet the membership requirements under paragraph IV G, unless an exception is granted under IV E as noted above.
 - 3) Violation of any state apprenticeship statute, rule or standard

V. Local Apprenticeship Committee Functions and Duties

- A. Ensure that employer and apprentice applications are processed in a timely manner. Ensure that apprentices are properly registered in conformity with Wisconsin Apprenticeship regulations.
- B. Establish Local Standards. The local committee must use the State Plumbing Standards for their trade as a guide in the operation of the apprenticeship program in their area. Provisions drawn from local collective bargaining agreements must conform to the minimum requirements of the State Plumbing Standards.
- C. Development and implement selection procedure and an affirmative action plan for a bias free apprentice selection procedure to meet the requirements of DWD 295 and 296 and the Wisconsin Apprenticeship Manual. The committee processes applications for apprenticeship and this method must be spelled out clearly in the selection procedures. The selection procedures must also be available for applicants to review.
- D. Recommend to the BAS credit for previous experience/education in conformity with State Plumbing Apprenticeship Advisory Committee policy and procedures. Individuals selected into the apprenticeship program via direct entry and who have received training or employment in an occupation directly or directly related to the occupation in the local standards, will be award Credit for Previous Experience and will pay the apprentice at the wage rate commensurate the awarded credit.
- E. Local committees will have a written procedure for assisting apprentices in their area who are out of work, so that the best possible effort can be made to get them back to work.
- F. Approve employers for apprenticeship training purposes in accordance with State Plumbing Apprenticeship Advisory Committee Standards (and para. VIII E below). All employer applications for apprentices must be reviewed by the committee. Ensure that employers provide apprentices with the required range of work process experience and safeguard the training of apprentices on the job.

- G. Maintain records of each apprentice in the committee's program. The local committee must review and ensure that adequate classroom and work/on-the-job records are kept for each apprentice.
- 1) Each committee must have a record of applications, active apprentices, apprentice progress records, affirmative action efforts, transfers, etc.
 - 2) Local committees must have a system for receiving progress records from each apprentice. These records must be received regularly.
 - 3) Local committees must get regular reports on each apprentice's grades and attendance from the approved training provider.
 - 4) Review and make sure that adequate classroom and on-the-job records are kept for apprentices. All reviews should be in writing. All apprentice records must be maintained for five years after the last apprentice action.
- H. Review and evaluate apprentice classroom and on-the-job performance and credentials at least annually and before recommending completion to the Bureau. All reviews must be in person and in writing.
- I. Review the status and progress of every apprentice prior to the end of the probationary period and recommend any appropriate action to the employer. Apprentices must be interviewed in person by the committee at least twice during their apprenticeship, with one review prior to the end of their probationary period so their progress at work and at school can be discussed with the apprentice. Employers and supervisors should also be interviewed, so that all viewpoints are available to the committee.
- J. Encourage parties to Apprentice Contracts to bring their complaints before the committee. If either the employer or the apprentice has a grievance about their program, it is important to bring this matter before the committee first, rather than make an official complaint directly to the BAS. If the committee does not make a satisfactory adjustment, then the complainant must be told how to appeal in writing to the BAS.
- K. Local committee standards will have a consistent transfer policy that addresses the transfer of apprentices from one sponsor to another. The committee must assure that transfer forms are properly signed by all parties and forwarded to the BAS promptly.
- L. Recommend to the BAS, credit for previous experience and education in conformity with State Plumbing Apprenticeship Advisory Committee policy and procedures.
- 1) Credit should be granted prior to the end of the probationary period, or at least as soon as a proper evaluation can be made of the credit request.
 - 2) Apprentices may be granted credit for prior construction work experience or school experience.
 - 3) Such credit should only reflect actual work time that relates directly to the trade or school time relating directly to the trade related instruction.
 - 4) A request for credit must be substantiated with evidence presented to the local committee.
 - 5) Any party to the Apprentice Contract may forward a request for credit to the committee (apprentice, employer, the BAS or the committee). Third parties may supply supporting information to the committee for consideration in the determination process.

- 6) Credit awarded shall advance the apprentice to the wage period such credit entitles the apprentice as outlined in the trade information.
 - 7) Credit for previous time under a Plumbing apprenticeship contract in Wisconsin, both work and school, must be given to the apprentice, unless extenuating circumstances exist. All exceptions for extenuating circumstances must be requested in writing and approved by the Bureau and State Committee.
- M. If the BAS approves the committee's recommendation of credit and such credit advances the apprentice to a higher wage, then that wage must apply. All credit recommendations of the committee, approved or denied, must be made in writing and forwarded to the BAS. Work and school time credit served, under a prior Wisconsin apprenticeship contract in the same trade, must be credited at once, unless a written reason is presented and approved by the BAS.
 - N. Recommend completions of apprenticeship to the BAS. The committee should review each apprentice's record and make a recommendation to the BAS on the apprentice's eligibility to be completed.
 - O. Make reports and recommendations to the BAS and the State Plumbing Apprenticeship Advisory Committee. Each area committee must keep the BAS and the State Plumbing Apprenticeship Advisory Committee informed of their activities and their suggestions for program improvements.
 - P. Keep minutes of each committee meeting and submit copies to the BAS. The committee must submit a copy of the minutes of each of its meetings. Failure to submit copies of the minutes could result in the termination of the committee's designation and deregistration of the committee.
 - Q. Advise and inform the public on projected apprentice openings, where applicable.
 - R. Advise the BAS and technical colleges or provider of related instruction on all matters pertaining to related instruction in the committee area. Assist in securing related instruction with the state and/or area WTCS districts.
 - S. Respond to surveys and questionnaires sent by the BAS regarding information on participating employers, apprentices, meetings held, and AA/EEO progress.
 - T. Meet in conformity with the Wisconsin Open Meeting Law.
 - U. Actively participate in statewide trade or industry marketing and apprenticeship promotion. Report back to the respective nominating organizations and keep them fully informed and active in promoting the local program.
 - V. Recommend modifications to ratios in state standards to help meet area workforce needs in conformity with bargaining agreements, where applicable.

VI. Local Apprenticeship Committee Operations

- A. The committee elects its own officers.
- B. The committee is responsible for recording the committee's proceedings.
- C. All meetings must be called and conducted in accordance with Wisconsin's Open Meeting Law.
- D. Notice of all meetings of the committee must be provided to all committee members, the Bureau Representative, and the WTCS School Representative, when appropriate.
- E. A meeting may be called by either a committee member, the Bureau Representative or the WTCS Representative.
- F. The Bureau, State or Local Committees may request interested organizations to have a representative serve as a Consultant. Consultants may include: WI Technical College representatives; Industry Apprenticeship Coordinators; Apprenticeship Instructors; Employer and Employee Organization representatives; appropriate Community Based organizations. Consultants, guests, Bureau Representatives and WTCS Representatives are not permitted to vote; only designated members are permitted to vote.
- G. Local committees will meet at least two times each year or as prescribed by the State Plumbing Apprenticeship Advisory Committee.
 - 1) Joint Apprenticeship Committees. A meeting quorum exists when at least one employer and one employee representative is present. In the case of unequal representation, the members present shall vote for those absent from their group.
 - 2) Non-Joint Committees. A meeting quorum exists when at least two members are in attendance.
 - 3) When holding a local committee meeting, it is suggested that committees follow a formal procedure similar to the following:
 - i. Call to order by presiding officer. This meeting is called to order in accordance with Wisconsin's Open Meetings Law.
 - ii. Roll Call of Committee members.
 - iii. Review and approval of minutes from last meeting.
 - iv. Reports.
 - v. Old Business.
 - vi. New business.
 - vii. Affirmative Action report.
 - viii. Communications and miscellaneous matters.
 - ix. Next meeting date.
 - x. Discussion.

- xi. Closed meeting portion (motion to close the meeting must be made in accordance with the Wisconsin Opening Meetings Law). Include time.
- xii. Adjournment.

H. Compliance Reviews

- 1) BAS staff will conduct periodic Compliance Reviews of local committees to determine whether local committees are complying with their approved Affirmative action Plan and Selection Procedures.
- 2) BAS evaluates the committee performance in accordance with chapter 7 of the Wisconsin Apprenticeship Manual in administering the committee’s apprenticeship program to determine that all requirements are being satisfactorily met and that any necessary corrective action is being implemented.

I. Liability of Local Committees

- 1) Should the committee or any member be subject to any legal action as a result of recommendations made in the conduct of Local Apprenticeship Committee business, the BAS will, if it has concurred with the recommendations, assume responsibility for representing the committee or committee member.
- 2) The committee or member must have clearly indicated in writing to all affected parties that the recommendation was appealable to the BAS. Failure to do this may abrogate BAS’s responsibility.

VII. Minimum Qualifications of Apprentices

All applicants must submit a proper application on forms approved by BAS.

- A. All apprentices must be high school graduates, from a state accredited or state approved school, have a GED or High School Equivalency Certificate. High school transcript or proof of equivalency must be provided to the Committee on request. An apprentice must be 18 years of age to be placed with a contractor.

WI Statute 118.15 (4), states that “instruction in a home-based private educational program that meets all of the criteria under s. 118.165 (1) may be substituted for attendance at a public or private school.” Providers of the instruction must file form PI-1206 “Home-Based Private Educational Program” annually with the Department of Public Instruction (DPI). This form may be used as proof of instruction.

- B. All applicants must take one of the following assessments and satisfy the minimum scores, which are approximately at the 11th grade level:

Accuplacer	ACT	TABE v. 9/10
Arithmetic: 66	Math: 15	Applied Math: 14
Elementary Algebra: 33		Math Comprehension: 19
Reading: 66	Reading: 16	Reading: 21

Local committees must accept scores from all assessments for a maximum of five years from the test date.

- C. The apprentice applicant must have the ability to get to and from school and work. Individual employers may require a valid driver's license at the time of placement as an apprentice.
- D. Apprentices may be required to obtain a doctor's certificate of physical fitness for the trade at the time of placement. If the candidate is not judged to be physically fit by a physician, the apprenticeship will be canceled. If a committee has a physical fitness certificate requirement, it must use the requirement uniformly with all apprentice applicants.
- E. Applicants may be required to take a recognized substance abuse test at the time of placement. A positive test result may result in the denial of the apprenticeship. If a committee has a substance abuse test requirement, it must apply the test uniformly with all apprentice applicants.
- F. Apprentices may be required to submit to random, reasonable suspicion, and post accident drug and alcohol testing and before commencing work on a project.
- G. Direct Entry for Veterans
 - 1) Meet qualifying requirements as stated VII of these standards.
 - 2) Individuals must submit a DD-214 to verify military training and/or experience
 - 3) Local committees may elect direct entry or provide for a direct interview after entry qualifications are met.
 - 4) Entry of Veterans will be done without regard to race, color, religion, national origin, sex, age, creed, handicap, marital status, ancestry, or sexual orientation.

VIII. Minimum Qualifications of Employers

- A. The employer must be legally established and demonstrate financial responsibility if requested and the employer must be sufficiently experienced to be able to provide knowledgeable and capable instruction for the apprentice. More specifically, the Employer must have at least (1) year's experience as a plumbing contractor, immediately previous to the time of request for the apprentice.
- B. The hiring of an apprentice shall not displace a journeyworker.
- C. The employer must employ a full time journeyworker or masters, or work at the trade full time so as to ensure safe and quality training at all times and to provide day to day supervision and training of apprentices (see Section XVI, Conditions of Work).
- D. The employer must employ a full time master plumber who is specifically assigned the responsibility for the overall training of the apprentice. Such authority must be in writing.
- E. The employer, when applying for training status, must provide evidence of Unemployment Insurance and Worker's Compensation coverage to the local committee.
- F. Employers may be required by the Local Apprenticeship Committee to appear at designated intervals to keep the committee informed as to the apprentice's

progress, conduct, interest, schooling, etc. and may be required to provide this information in writing.

- G. If the Local Apprenticeship Committee finds that the employer is unable or unwilling to train the apprentice, the Bureau, upon recommendation of the committee, may assign such apprentice to another employer.

- H. All employer applications for apprentices must be reviewed by the committee.
- 1) The committee recommends approval or disapproval of each employer's request for an apprentice. This recommendation must be made within 40 days.
 - 2) If approval is recommended, the BAS may proceed with the preparation of the contracts.
 - 3) If, however, the committee recommends denial, the employer must be notified in writing of the committee's reasons and a copy of the notice must be provided to the BAS.
 - 4) The committee must also inform the employer how to appeal if the employer disagrees with the recommendation.
 - 5) All appeals must be investigated by the BAS and will be reviewed with the committee before the BAS makes its final disposition of the application.

IX. Ratio of Apprentices to Journeyworkers

- A. Apprentices may be employed according to the following ratio; Fourth and fifth year apprentices are not to be counted as apprentices or journey workers when computing the ratio so long as both the paid and unpaid related instruction have been completed (with the exception that the Transition to Trainer course and the Plumbing Review Course which are to be taken during the final year of the apprenticeship without impact on the ratio).
- B. To accomplish this, local committees should structure the apprentices' unpaid related instruction so that total hours are distributed equally throughout the first years of the apprenticeship period. This structure will then allow the apprentices to be completed with both the paid and unpaid related instruction prior to the fourth and fifth year of the apprenticeship. Registered learners shall not be counted as apprentices when computing the ratio when trained by Restricted License Master or Restricted License Journeyman plumbers.

C. SKILLED WORKERS

APPRENTICES

1 Skilled Employee	1 Apprentice
2 Skilled Employees	1 Apprentice
3 Skilled Employees	2 Apprentices
4 Skilled Employees	3 Apprentices
5 Skilled Employees	4 Apprentices
6 Skilled Employees	4 Apprentices
7 Skilled Employees	5 Apprentices
8 Skilled Employees	5 Apprentices
9 Skilled Employees	5 Apprentices
10 Skilled Employees	6 Apprentices

- D. Thereafter, one additional apprentice for each two skilled employees.
- E. In the above ratio, skilled employees must be full time journey workers or master plumbers, so as to assure competent and safe training at all times and to provide day to day supervision and training for the apprentices.

- F. A committee may request an adjustment in the ratio for a contractor. The contractor must have a good record in training apprentices to become journey workers and show a need for one additional apprentice. A request would be for this contractor and apprentice only. An additional apprentice would be given to the contractor subject to the approval of the Department and review by the State Plumbing Apprenticeship Committee.

X. Apprentice Contracts

All apprentices shall have a contract in compliance DWD 295.07 with a local committee. Apprentices are assigned to an employer by a letter of assignment.

- A. Each copy of the contract will contain the term of the apprenticeship, the approved Trade Information (Exhibit A), the credit recommended (if any) and any special provisions.
- B. Individuals that make application and are registered through the application of Administrative Rule DWD 295.10 shall be registered directly with a local committee.

XI. Apprenticeship Terms

The term of apprenticeship for the plumbing apprenticeship program shall be 5 years of no less than 8,000 hours. The probationary period shall be 25% of the length of the program, or the first 12 months of employment, whichever is shorter. Hours of labor shall be the same as established for other skilled employees in the trade. The term of apprenticeship shall include the probationary period.

Local committees have the option of choosing a longer term of apprenticeship and/or pursue implementing competency or hybrid apprentice programs in addition to time-based. Hybrid and competency based programs must be reviewed by the State Plumbing Apprenticeship Advisory Committee and approved by the BAS.

- A. Competency-Based Approach. Local committees who choose to employ a competency-based approach to apprenticeship must comply with the following requirements:
 - 1. The occupation must be recognized and approved as a competency-based apprenticeable occupation. If the program is not approved by US DOL as a competency based program, the sponsor must consult with the BAS to determine if it is suitable as a competency based program.
 - 2) The on-the-job learning component of the apprenticeship program must be identified in the program standards.
 - 3) The related instruction component of the competency-based approach must comply with all of the provisions of DWD 295 as referenced in the Wisconsin Apprenticeship Manual.
 - 4) Program sponsors must identify within the program standards the required competencies that must be mastered within the program standards, and the required competencies that must be mastered by the apprentice during their apprenticeship.

- 5) Successful completion of the term of apprenticeship will require that the apprentice demonstrate mastery of identified competencies.
- (6) Demonstration of the acquisition of the identified competencies must be determined by both written and hands-on proficiency evaluations.
- (7) All testing and evaluation of the identified competencies must occur in a controlled learning environment that permits accurate and verifiable results by a qualified proctor.
- (8) Program sponsors must identify and document the methods and means used to qualify testing and evaluation proctors.

B. Time Based Approach

The time based approach is the traditional term of apprenticeship and the term is stated in years, months or hours or a combination of thereof. This approach measures an individual skill through completion of at least 8,000 hours of on-the-job learning as described in a work process schedule.

C. Hybrid Approach

Local committee's that choose to use the hybrid approach to apprenticeship measures an individual's skills through a combination of hours of on-the-job learning and successful completion of competency as described in a work process schedule. The program must comply with the guidelines for the competency-based portion of the apprentice's term of apprenticeship.

XII. Probationary Period:

The probationary period cannot exceed 25 percent of the term of the apprenticeship.

- A. During the probationary period, the apprentice or local committee may void the contract by written notice to the Bureau.
- B. After expiration of the probationary period there must be good cause provided the Bureau for the cancellation of the Apprentice Contract.
- C. There is only one probationary period for each apprenticeship (25% of the apprentice contract) regardless of the number of employers involved.
- D. Employers may request cancellation of their Letter of Assignment with an apprentice during the probationary period upon written notice to the local committee. However, the local committee may choose to place the apprentice with another employer.

XIII. Related Instruction Attendance

- A. The apprentice shall attend school and satisfactorily complete the course of instruction (or receive credit for) for no less than 572 hours of Paid Related Instruction unless otherwise approved by the Bureau and the State Committee.



[HOME](#) · [BRIEFING ROOM](#) · [PRESIDENTIAL ACTIONS](#) · [EXECUTIVE ORDERS](#)

From the Press Office

[Speeches & Remarks](#)

[Press Briefings](#)

[Statements & Releases](#)

[Nominations & Appointments](#)

[Presidential Actions](#)

| Executive Orders

[Presidential Memoranda](#)

[Proclamations](#)

[Legislation](#)

[Disclosures](#)

The White House

Office of the Press Secretary

For Immediate Release

June 15, 2017

Presidential Executive Order Expanding Apprenticeships in America

EXECUTIVE ORDER

EXPANDING APPRENTICESHIPS IN AMERICA

By the authority vested in me as President by the Constitution and the laws of the United

States of America, and to promote affordable education and rewarding jobs for American workers, it is hereby ordered as follows:

Section 1. Purpose. America's education systems and workforce development programs are in need of reform. In today's rapidly changing economy, it is more important than ever to prepare workers to fill both existing and newly created jobs and to prepare workers for the jobs of the future. Higher education, however, is becoming increasingly unaffordable. Furthermore, many colleges and universities fail to help students graduate with the skills necessary to secure high paying jobs in today's workforce. Far too many individuals today find themselves with crushing student debt and no direct connection to jobs.

Against this background, federally funded education and workforce development programs are not effectively serving American workers. Despite the billions of taxpayer dollars invested in these programs each year, many Americans are struggling to find full-time work. These Federal programs must do a better job matching unemployed American workers with open jobs, including the 350,000 manufacturing jobs currently available.

Expanding apprenticeships and reforming ineffective education and workforce development programs will help address these issues, enabling more Americans to obtain relevant skills and high-paying jobs. Apprenticeships provide paid, relevant workplace experiences and opportunities to develop skills that employers value. Additionally, they provide affordable paths to good jobs and, ultimately, careers.

Finally, federally funded education and workforce development programs that do not work must be improved or eliminated so that taxpayer dollars can be channeled to more effective uses.

Sec. 2. Policy. It shall be the policy of the Federal Government to provide more affordable pathways to secure, high paying jobs by promoting apprenticeships and effective workforce development programs, while easing the regulatory burden on such programs and reducing or eliminating taxpayer support for ineffective workforce development programs.

Sec. 3. Definitions. For purposes of this order:

(a) the term "apprenticeship" means an arrangement that includes a paid-work component and an educational or instructional component, wherein an individual obtains workplace-relevant knowledge and skills; and

(b) the term "job training programs" means Federal programs designed to promote skills development or workplace readiness and increase the earnings or employability of workers, but does not include Federal student aid or student loan programs.

Sec. 4. Establishing Industry-Recognized Apprenticeships. (a) The Secretary of Labor

(Secretary), in consultation with the Secretaries of Education and Commerce, shall consider proposing regulations, consistent with applicable law, including 29 U.S.C. 50, that promote the development of apprenticeship programs by third parties. These third parties may include trade and industry groups, companies, non-profit organizations, unions, and joint labor-management organizations. To the extent permitted by law and supported by sound policy, any such proposed regulations shall reflect an assessment of whether to:

- (i) determine how qualified third parties may provide recognition to high-quality apprenticeship programs (industry-recognized apprenticeship programs);
- (ii) establish guidelines or requirements that qualified third parties should or must follow to ensure that apprenticeship programs they recognize meet quality standards;
- (iii) provide that any industry-recognized apprenticeship program may be considered for expedited and streamlined registration under the registered apprenticeship program the Department of Labor administers;
- (iv) retain the existing processes for registering apprenticeship programs for employers who continue using this system; and
- (v) establish review processes, consistent with applicable law, for considering whether to:
 - (A) deny the expedited and streamlined registration under the Department of Labor's registered apprenticeship program, referred to in subsection (a)(iii) of this section, in any sector in which Department of Labor registered apprenticeship programs are already effective and substantially widespread; and
 - (B) terminate the registration of an industry-recognized apprenticeship program recognized by a qualified third party, as appropriate.

(b) The Secretary shall consider and evaluate public comments on any regulations proposed under subsection (a) of this section before issuing any final regulations.

Sec. 5. Funding to Promote Apprenticeships. Subject to available appropriations and consistent with applicable law, including 29 U.S.C. 3224a, the Secretary shall use available funding to promote apprenticeships, focusing in particular on expanding access to and participation in apprenticeships among students at accredited secondary and post secondary educational institutions, including community colleges; expanding the number of apprenticeships in sectors that do not currently have sufficient apprenticeship opportunities; and expanding youth participation in apprenticeships.

Sec. 6. Expanding Access to Apprenticeships. The Secretaries of Defense, Labor, and Education, and the Attorney General, shall, in consultation with each other and consistent with

applicable law, promote apprenticeships and pre apprenticeships for America's high school students and Job Corps participants, for persons currently or formerly incarcerated, for persons not currently attending high school or an accredited post-secondary educational institution, and for members of America's armed services and veterans. The Secretaries of Commerce and Labor shall promote apprenticeships to business leaders across critical industry sectors, including manufacturing, infrastructure, cybersecurity, and health care.

Sec. 7. Promoting Apprenticeship Programs at Colleges and Universities. The Secretary of Education shall, consistent with applicable law, support the efforts of community colleges and 2 year and 4 year institutions of higher education to incorporate apprenticeship programs into their courses of study.

Sec. 8. Establishment of the Task Force on Apprenticeship Expansion. (a) The Secretary shall establish in the Department of Labor a Task Force on Apprenticeship Expansion.

(b) The mission of the Task Force shall be to identify strategies and proposals to promote apprenticeships, especially in sectors where apprenticeship programs are insufficient. The Task Force shall submit to the President a report on these strategies and proposals, including:

- (i) Federal initiatives to promote apprenticeships;
- (ii) administrative and legislative reforms that would facilitate the formation and success of apprenticeship programs;
- (iii) the most effective strategies for creating industry-recognized apprenticeships; and
- (iv) the most effective strategies for amplifying and encouraging private-sector initiatives to promote apprenticeships.

(c) The Department of Labor shall provide administrative support and funding for the Task Force, to the extent permitted by law and subject to availability of appropriations.

(d) The Secretary shall serve as Chair of the Task Force. The Secretaries of Education and Commerce shall serve as Vice-Chairs of the Task Force. The Secretary shall appoint the other members of the Task Force, which shall consist of no more than twenty individuals who work for or represent the perspectives of American companies, trade or industry groups, educational institutions, and labor unions, and such other persons as the Secretary may from time to time designate.

(e) Insofar as the Federal Advisory Committee Act, as amended (5 U.S.C. App.), may apply to the Task Force, any functions of the President under that Act, except for those of reporting to the Congress, shall be performed by the Chair, in accordance with guidelines issued by the Administrator of General Services.

(f) Members of the Task Force shall serve without additional compensation for their work on the Task Force, but shall be allowed travel expenses, including per diem in lieu of subsistence, to the extent permitted by law for persons serving intermittently in the Government service (5 U.S.C. 5701–5707), consistent with the availability of funds.

(g) A member of the Task Force may designate a senior member of his or her organization to attend any Task Force meeting.

(h) The Task Force shall terminate 30 days after it submits its report to the President.

Sec. 9. Excellence in Apprenticeships. Not later than 2 years after the date of this order, the Secretary shall, consistent with applicable law, and in consultation with the Secretaries of Education and Commerce, establish an Excellence in Apprenticeship Program to solicit voluntary information for purposes of recognizing, by means of a commendation, efforts by employers, trade or industry associations, unions, or joint labor-management organizations to implement apprenticeship programs.

Sec. 10. Improving the Effectiveness of Workforce Development Programs. (a) Concurrent with its budget submission to the Director of the Office of Management and Budget (OMB), the head of each agency shall submit a list of programs, if any, administered by their agency that are designed to promote skills development and workplace readiness. For such programs, agencies shall provide information on:

- (i) evaluations of any relevant data pertaining to their effectiveness (including their employment outcomes);
- (ii) recommendations for administrative and legislative reforms that would improve their outcomes and effectiveness for American workers and employers; and
- (iii) recommendations to eliminate those programs that are ineffective, redundant, or unnecessary.

(b) The Director of OMB shall consider the information provided by agencies in subsection (a) of this section in developing the President's Fiscal Year 2019 Budget.

(c) The head of each agency administering one or more job training programs shall order, subject to available appropriations and consistent with applicable law, an empirically rigorous evaluation of the effectiveness of such programs, unless such an analysis has been recently conducted. When feasible, these evaluations shall be conducted by third party evaluators using the most rigorous methods appropriate and feasible for the program, with preference given to multi-site randomized controlled trials.

(d) The Director of OMB shall provide guidance to agencies on how to fulfill their obligations under this section.

Sec. 11. General Provisions. (a) Nothing in this order shall be construed to impair or otherwise affect:

(i) the authority granted by law to an executive department or agency, or the head thereof; or

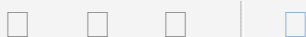
(ii) the functions of the Director of OMB relating to budgetary, administrative, or legislative proposals.

(b) This order shall be implemented consistent with applicable law and subject to the availability of appropriations.

(c) This order is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the United States, its departments, agencies, or entities, its officers, employees, or agents, or any other person.

DONALD J. TRUMP

THE WHITE HOUSE,
June 15, 2017.



[HOME](#) [BRIEFING ROOM](#) [ISSUES](#) [THE ADMINISTRATION](#) [PARTICIPATE](#) [1600 PENN](#)

[USA.gov](#) | [Privacy Policy](#) | [Copyright Policy](#)

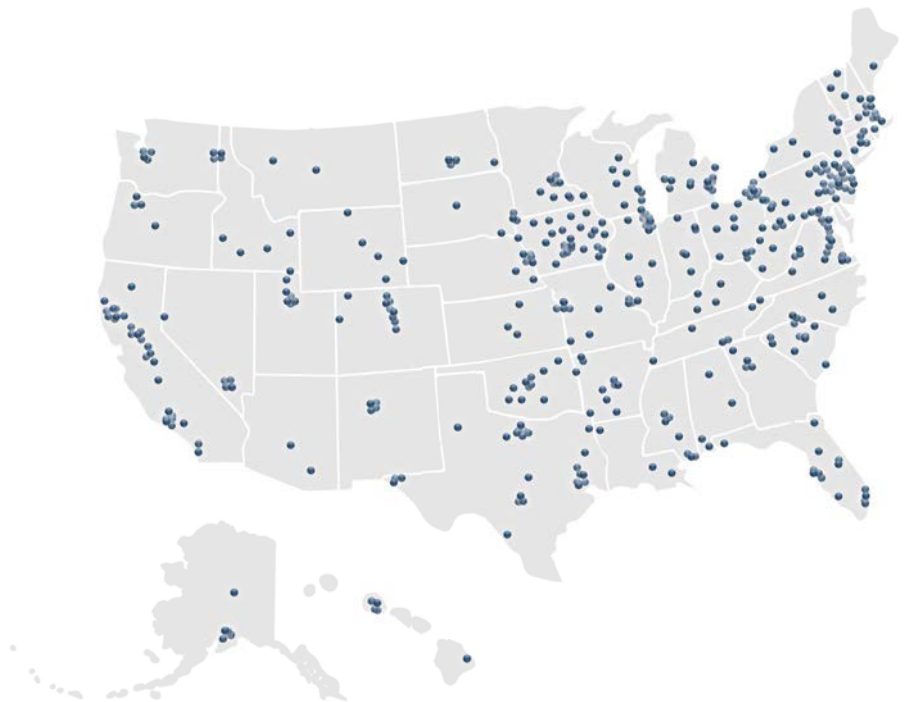


Apprenticeship**USA**



NOVEMBER 14 - 20, 2016

NATIONAL APPRENTICESHIP WEEK REPORT



National Apprenticeship Week

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

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

~ Benjamin Franklin

Highlights

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

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

INTERNATIONAL PARTNERSHIPS: Several events were held to highlight international apprenticeship partnerships, including the United Kingdom (UK)-based Transatlantic Apprenticeship Exchange Forum, a Swiss Embassy panel discussion, a discussion with the Ambassador of the Federal Republic of 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.

NAW 2016

BY THE NUMBERS

692
Total Number
of Events

All **50** States
Participating

Number of Attendees
More than
96,000

More than
469,000

DOL followers
on Twitter

97 Proclamations

41.4M
Social Media
Impressions

States, local government and apprenticeship organizations released their own proclamations for NAW, including several proclamations spotlighting Women in Apprenticeship.

The U.S. Department of Labor emphasized a different key theme for each day of NAW to focus online and in-person conversations about apprenticeship. These themes included:

- Apprenticeship Works for Everyone
- Apprenticeship Works for Employers and Industry
- Apprenticeship Works for Workers and Job Seekers
- Apprenticeship Works Around the Globe
- Apprenticeship Works in Education

Officials in the Departments of Labor, as well as Education and Commerce, members of Congress, businesses, unions and others participated in live events, blogs, and Twitter to publicize the activities of NAW and to promote the value of apprenticeship. Citizens nationwide were invited to join the discussion via Twitter, using **#ApprenticeshipWorks** and **#NAW2016**.



USDOL Office of Apprenticeship Administrator John Ladd presents at Urban Institute's Transatlantic Apprenticeship Exchange forum: Delivering Employer-Driven Apprenticeships.

National Leaders Promote Apprenticeship

In its second year, NAW continues to be recognized by a wide variety of national leaders, including members of Congress and leadership from federal agencies. The Bureau of International Affairs announced a \$9 million investment to support apprenticeship opportunities for vulnerable youth in Argentina, Costa Rica, and Kenya. Other examples of national leaders helping to spotlight the benefits of apprenticeship training are:

Study Highlights the Value of Registered Apprenticeship

The businesses studied unanimously agreed that the benefits of Registered Apprenticeship outweigh its costs. Apprenticeship programs have improved overall performance, lowered job vacancies and provide a competitive advantage over other companies.

As one of the first studies of its type in the U.S., researchers discovered that few companies currently calculate an internal return on investment for their hiring and training practices. The report offers a method for organizations to identify the qualitative return on investment for using apprenticeship training.

- **The Deputy Secretary of Labor, several Assistant Secretaries of Labor, the Assistant Secretary of Veterans' Employment and Training Services, and the Associate Director of the Office of Personnel Management** met with Department of Labor apprentices to discuss their successes and future opportunities for federal government apprenticeships.
- National officials met during NAW to plan the future of the **Military Apprenticeship Program**.
- **Members of Congress** from several states attended apprenticeship events and signed proclamations promoting NAW and commending the Office of Apprenticeship for its outstanding work.
- **On November 16, Secretary of Commerce Penny Pritzker** announced the release of a report entitled, **"The Benefits and Costs of Apprenticeships: A Business Perspective."** The study was conducted by the Department of Commerce, in partnership with Case Western Reserve University, and examined the

value of apprenticeship for employers and apprentices. To read the report, please visit <http://www.esa.gov/reports/benefits-and-costs-apprenticeships-business-perspective>.

Businesses Celebrate Apprenticeship

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.

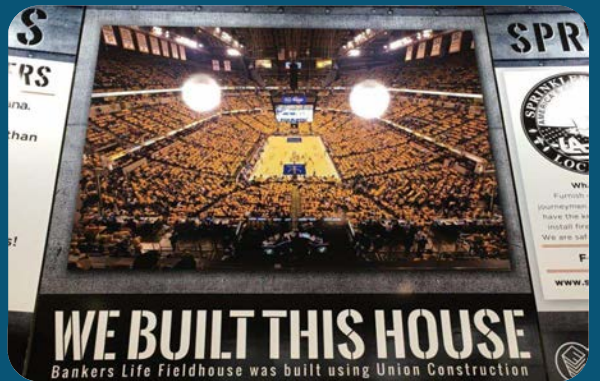


Marion Blakey, President and CEO, Rolls-Royce North America, speaks at the SelectUSA Investment Summit.



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.

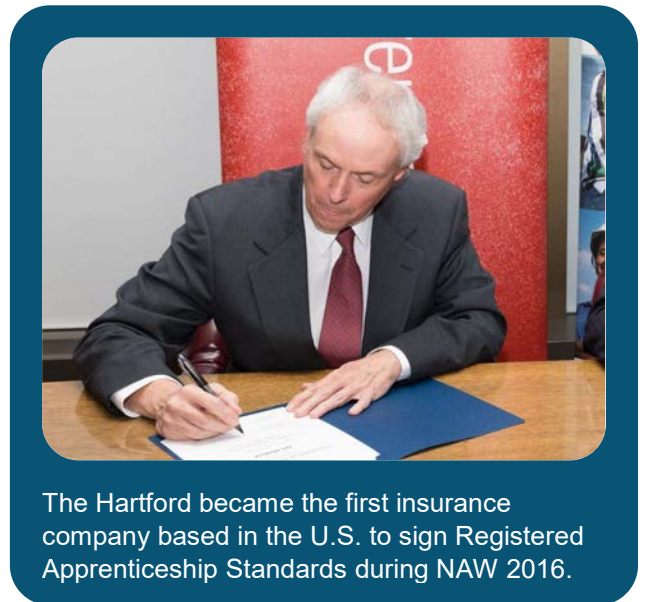
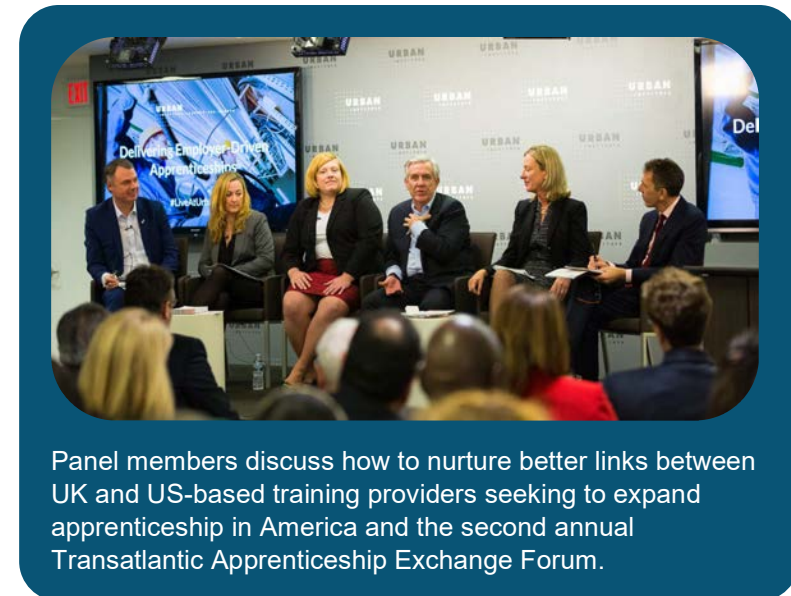
Labor Organizations and Colleges Open Their Doors

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

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

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

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

Technology, Healthcare and Shipbuilding industries.

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

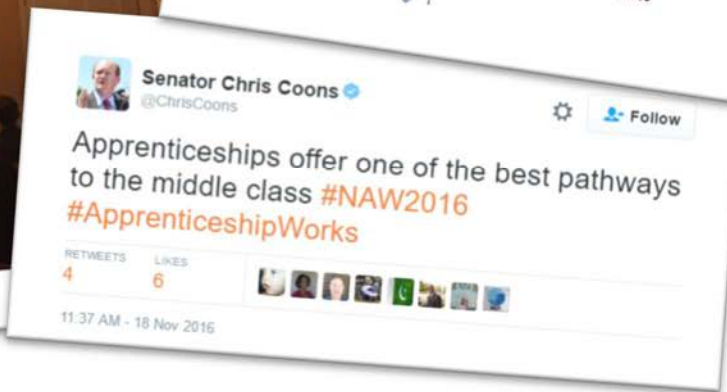
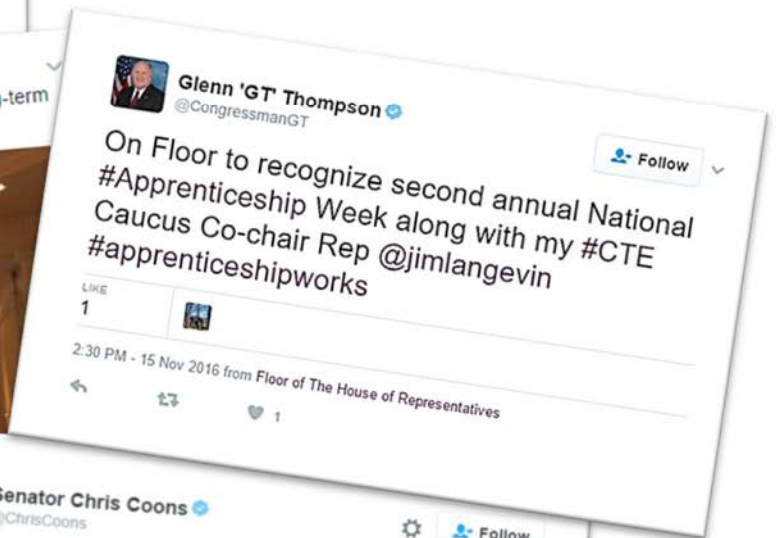


J.B. Hunt hires veterans through the Hunt's Heroes National Apprenticeship Program.

Media and Digital Highlights



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



Looking Toward the Future

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

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

USDOL Thanks VP Pence for his Support

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





WTCS System-Wide Activity Update for Fall 2017

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

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

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

State Committee Report - Construction

State Plumbing Appren Advisory Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 9/1/2017 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	970	58	6.0	7	0.7	348	35.9	622	64.1	447	89	19.9	366	81.9
ABC of Wisconsin (All)	288	14	4.9	1	0.3			288	100.0	130			130	100.0
Plumber (186238103001)	288	14	4.9	1	0.3			288	100.0	130			130	100.0
Appleton Area Plumbing JAC	59	0		0	0.0	17	28.8	42	71.2	32	6	18.8	26	81.3
Plumber (186238103001)	59	0		0	0.0	17	28.8	42	71.2	32	6	18.8	26	81.3
Central WI Area Plumbing JAC	22	1	4.5	0	0.0	5	22.7	17	77.3	16	5	31.3	12	75.0
Plumber (186238103001)	22	1	4.5	0	0.0	5	22.7	17	77.3	16	5	31.3	12	75.0
Eau Claire Area Plumbing JAC	55	0		0	0.0	18	32.7	37	67.3	32	8	25.0	25	78.1
Plumber (186238103001)	55	0		0	0.0	18	32.7	37	67.3	32	8	25.0	25	78.1
Fond du Lac Area Plumbing JAC	19	0		0	0.0	11	57.9	8	42.1	10	3	30.0	8	80.0
Plumber (186238103001)	19	0		0	0.0	11	57.9	8	42.1	10	3	30.0	8	80.0
Kenosha-Racine-Walworth Plumbing JAC	33	2	6.1	0	0.0	30	90.9	3	9.1	18	15	83.3	3	16.7
Plumber (186238103001)	33	2	6.1	0	0.0	30	90.9	3	9.1	18	15	83.3	3	16.7
La Crosse Area Plumbing JAC	59	1	1.7	0	0.0	20	33.9	39	66.1	33	11	33.3	24	72.7
Plumber (186238103001)	59	1	1.7	0	0.0	20	33.9	39	66.1	33	11	33.3	24	72.7
Lake To Lake Area Plumbing JAC	22	0		0	0.0	6	27.3	16	72.7	15	4	26.7	11	73.3
Plumber (186238103001)	22	0		0	0.0	6	27.3	16	72.7	15	4	26.7	11	73.3
Madison Area Plumbing JAC	118	5	4.2	4	3.4	78	66.1	40	33.9	37	9	24.3	28	75.7
Plumber (186238103001)	118	5	4.2	4	3.4	78	66.1	40	33.9	37	9	24.3	28	75.7
Marshfield Area Plumbing JAC	10	0		0	0.0			10	100.0	7			7	100.0
Plumber (186238103001)	10	0		0	0.0			10	100.0	7			7	100.0
Milwaukee Area Plumbing JAC	130	30	23.1	2	1.5	130	100.0			34	34	100.0		
Plumber (186238103001)	130	30	23.1	2	1.5	130	100.0			34	34	100.0		
Northeast WI Area Plumbing JAC	55	2	3.6	0	0.0	23	41.8	32	58.2	28	6	21.4	22	78.6
Plumber (186238103001)	55	2	3.6	0	0.0	23	41.8	32	58.2	28	6	21.4	22	78.6
Northern WI Plumbing Advisory Committee	11	2	18.2	0	0.0			11	100.0	9			9	100.0
Plumber (186238103001)	11	2	18.2	0	0.0			11	100.0	9			9	100.0
Rhineland Area Plumbing JAC	20	0		0	0.0	1	5.0	19	95.0	17	1	5.9	16	94.1
Plumber (186238103001)	20	0		0	0.0	1	5.0	19	95.0	17	1	5.9	16	94.1
Southwest WI Area Plumbing Advisory Comm	24	0		0	0.0			24	100.0	21			21	100.0
Plumber (186238103001)	24	0		0	0.0			24	100.0	21			21	100.0
Wausau Area Plumbing JAC	25	1	4.0	0	0.0	5	20.0	20	80.0	15	2	13.3	13	86.7



State Committee Report - Construction

State Plumbing Appren Advisory Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 9/1/2017 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	970	58	6.0	7	0.7	348	35.9	622	64.1	447	89	19.9	366	81.9
Plumber (186238103001)	25	1	4.0	0	0.0	5	20.0	20	80.0	15	2	13.3	13	86.7
Western WI Area Plumbing JAC	20	0		0	0.0	4	20.0	16	80.0	13	2	15.4	13	100.0
Plumber (186238103001)	20	0		0	0.0	4	20.0	16	80.0	13	2	15.4	13	100.0

Wisconsin Bureau Of Apprenticeship Standards
State Plumbing Appren Advisory Committee
Historical Report by Year



Report Period: 2017* and Previous 10 Years

*Current year is YTD data as of Run Date: 09/01/2017		
Run Date: 09/01/2017		
State Plumbing Appren Advisory Committee		
Sponsored Trade Group(s): Construction		
Year	Active Apprentices	Active Employers
2007	1,202	569
2008	1,068	520
2009	861	459
2010	682	389
2011	583	336
2012	479	285
2013	481	277
2014	615	332
2015	760	379
2016	916	438
2017	1,014	459

