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Employment and Training Division  
Bureau of Apprenticeship Standards  
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STATE OF WISCONSIN



Department of Workforce Development

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

May 22, 2017

TO: State Carpentry Apprenticeship Advisory Committee Members & Consultants

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

**SUBJECT: State Carpentry Apprenticeship Advisory Committee meeting**

DATE: Thursday, May 25, 2017

TIME: 10:00 AM

Place: Madison Area Technical College  
2125 Commercial Ave, **Room 240**  
Madison, WI

#### **TENTATIVE AGENDA**

1. Call the meeting to order.
2. Introduce attendees.
3. Review the current roster.
4. **Old Business**
  - a. Review follow-up items from previous meeting:
    - i. **For action:** approve the minutes
    - ii. How is accepting ACT Math scores proceeding?
    - iii. **For action:** whether to require ACT Reading score
    - iv. **For action:** comparing carpentry competencies between Youth and Registered Apprenticeship
  - b. Revisions to CFR 29.30
  - c. Federal grants to expand apprenticeship
  - d. Apprenticeship Completion Award Program
  - e. Other
5. **New Business**
  - a. Become an [Apprenticeship LEADER](#).
  - b. BAS personnel update
  - c. Other
6. WTCS update

7. Review the program participants.

8. Schedule the next meeting.

9. Adjourn.

## STATE CARPENTRY APPRENTICESHIP ADVISORY COMMITTEE

Fall 2016

Moraine Park Technical College  
West Bend, WI

### Minutes

<b>Members Present</b>	<b>Employer/Organization</b>
Bohne, Hunter	Stevens Construction Corp.
Coates, Shaun	NCSRCC
Dischler, Todd	NCSRCC
Rodríguez, Patrick (Co-Chair)	North Central States Regional Council of Carpenters
Schmidt, Mark	C.G. Schmidt, Inc.
Scholz, Barry (Co-Chair)	Oscar J. Boldt Construction
Strubb, Matt	Fowler & Hammer Incorporated
<b>Members Absent</b>	<b>Employer/Organization</b>
Balza, Darleen	North Central States Regional Council of Carpenters
Bialcik, Corey	North Central States Regional Council of Carpenters
Schwengels, Joe	J. P. Cullen & Sons
Zacharias, Roger	NCSRCC
<b>Consultants &amp; Guests</b>	<b>Employer/Organization</b>
Berenthal, Jamie	Bureau of Apprenticeship Standards
Emrick, Leigh	Associated Builders & Contractors of WI
Hunter, Joelle	Southeast Wisconsin Carpenter Training Center
Macejkovic, Jim	BSI
Mathson, Anne	North Central States Regional Council of Carpenters Training Fund
Schanke, Debbie	Bureau of Apprenticeship Standards
Scheldroup, Bob	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards

1. The meeting was called to order at 10:00 a.m. by Barry Scholz, Employee Co-Chair.
2. A sign-in sheet was circulated to record those in attendance.
3. The committee reviewed the current roster. No updates or corrections.

#### **4. Old Business**

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

- i. The committee approved the minutes as written.
- ii. Local committee representatives present at the meeting commented that only a few applicants have submitted ACT scores to date. This was the first year that all high school students were required to take the ACT in order to graduate, so larger numbers of applicants with ACT scores are projected in 2017.
- iii. The state committee approved a motion to require all local committees to require an ACT Math score of 15, effective January 1, 2017. A focus group will meet over before the next meeting to discuss whether to require a specific ACT Reading score.
- iv. Jamie Bernthal presented an overview of the youth apprenticeship in Wisconsin and the Architecture & Construction program specifically. The program has five program areas, including Carpentry. The first twelve of sixteen competencies in each focus are general construction competencies, such as safety and blue print reading. That is intentional so that all participants have a baseline exposure and skills applicable to any construction occupation. Jamie noted the benefits of comparing the youth and registered programs and recommending that local committees credit a certain percentage of youth apprentices' on-the-job learning. It makes a more seamless transition for youth apprentices into registered apprenticeship.

The committee approved a motion to develop a comparison (i.e. crosswalk) of the carpentry competencies in the youth and registered apprenticeship programs. Volunteers include Leigh Emrick, Kelly Tourdot, Pat Rodriguez, and Joe Schwengel. The group will be coordinated by Jamie .

##### **b. Proposed revisions to CFR 29.30**

The revised regulations are projected to be released before the November election or by the end of the year. The Department of Labor is prohibited from discussing the regulations prior to their release, so the Bureau is unaware of the content or changes. After the revisions are released, the Bureau will research them and provide guidance to the state committees.

##### **c. American Apprenticeship Grants (WAGE\$)**

WAGE\$ is a five-year, \$5 million grant that will expand registered apprenticeship into advanced manufacturing, health care, and information technology, as well as increase the pool of qualified workers by supporting youth and pre-apprenticeship readiness programs. The Bureau must register 1,000 new apprentices through the grant.

This year, the grant team began work on the first new apprenticeship program in advanced manufacturing, Mechatronics. In addition, the grant team established the necessary contracts and

liaisons with workforce development boards to begin efforts to upskill the in-school youth and unemployed or under-skilled adults.

**d. Apprenticeship Completion Award Program**

The program will expire on June 30, 2017. Whether it is renewed will be a decision of the state legislature. The program has been very successful at reimbursing costs of related instruction, but the total funding reimbursed will always be much less than the total reimbursements denied for two reasons: apprentices request funds but fail to provide receipts; and apprentices request more than the maximum award.

**e. Other**

No other items were discussed.

**5. New Business**

**a. Become an Apprenticeship LEADER**

The Bureau is asking for volunteer stakeholders to help promote the value of registered apprenticeship to new industries and new groups of employers within industries that already use apprenticeship. The initiative is modeled after a similar federal program that was begun because peer-to-peer outreach had been continuously demonstrated to be very effective. Volunteers can choose their level of involvement, from allowing the Bureau to use the company logo on outreach material to co-presenting with the Bureau at industry discussions. The application is on the BAS website.

**b. National Apprenticeship Week**

The second annual National Apprenticeship Week will be November 14. The Bureau encourages all stakeholders to host an event promoting the value of registered apprenticeship to their local partners. The Bureau will publish a statewide itinerary of events on its website soon. To have your event included, email it to Karen.

**c. BAS personnel update**

Joshua Johnson, formerly the Apprenticeship Training Representative for Waukesha, accepted the position of Chief of Field Operations. His previous duties in Waukesha will be covered temporarily by several ATRs until a replacement is hired.

**d. Other**

No other items were discussed.

**6. WTCS Update**

Nancy Nakkoul noted several items from the written update.

7. Program participants included 815 apprentices and 201 employers with active or unassigned contracts on October 1, 2016.

8. The next meeting is tentatively scheduled for May 9, 2016, 10:00 a.m. at NSCRCC in Madison.

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

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*Submitted by Bob Scheldroup, Apprenticeship Training Representative,  
and Owen Smith, Program and Policy Analyst,  
Bureau of Apprenticeship Standards*

DRAFT

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Scott Walker, Governor  
Ray Allen, Secretary  
Scott Jansen, Division Administrator

December 12, 2016

TO: Local Carpentry Apprenticeship Committees  
Associated Builders & Contractors of WI

FROM: Owen Smith, Program and Policy Analyst  
Bureau of Apprenticeship Standards  
[Owen.Smith@dwd.wisconsin.gov](mailto:Owen.Smith@dwd.wisconsin.gov)

RE: Updates to State Standards for all Carpentry Trades

The State Carpentry Apprenticeship Advisory Committee recommended and approved revisions to the applicant assessment procedure in its state standards at its 2016 fall meeting.

The revisions are effective as of January 1, 2017. A copy of the updated standards is enclosed for your reference.

Table of Revisions	
Section	Revision
<i>VII. Minimum Qualifications of Apprentices; D) Applicant Testing</i>	D. Must meet the required ACT Math score of 15 and additional ACT scores as determined by each local committee. Applicants with insufficient ACT scores or without ACT scores must take and pass an assessment as determined by each local committee. Scores for all assessments will be accepted for no more than five years from the test date, except for individuals on active military deployment.

All Local Committee Standards must now be updated to conform to the above changes. Your local apprenticeship training representative will assist you with this change.

If you have any questions concerning these changes, please feel free to contact me.

Cc: BAS Apprenticeship Training Representatives

*Apprenticeship-Equal Opportunity*

Why now?	Age of current regulations
Regulations	Key Changes
Timeline	Wisconsin
Next Steps	Implementation


Regulations	<b>Why Update?</b>
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- 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	<b>Key Changes.</b>
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- 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  
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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.*

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### **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

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### **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](http://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.

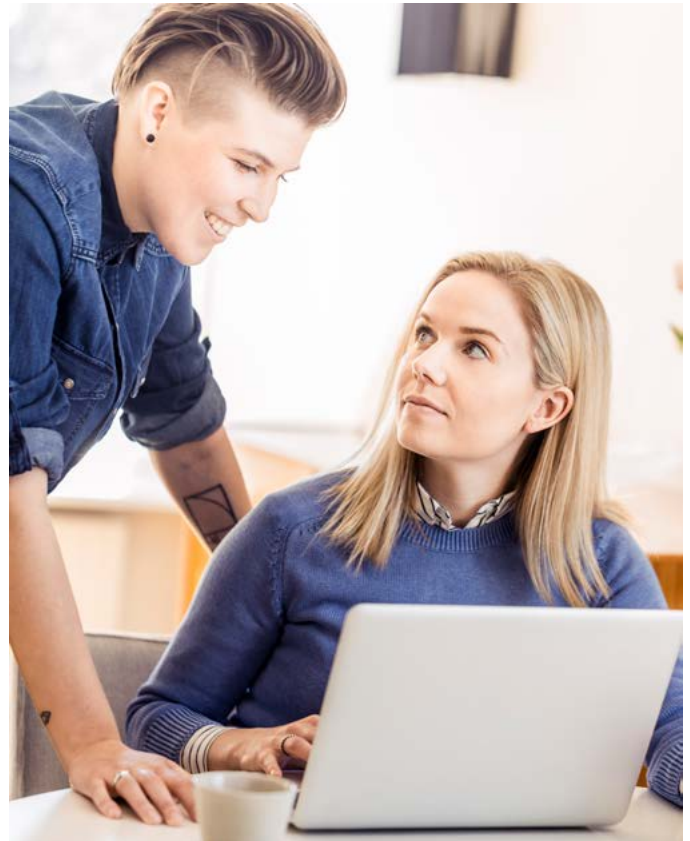
The new rules are designed to help employers and apprenticeship sponsors access more of America's talent, and to ensure that we tap into our nation's full potential.

## 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 to 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

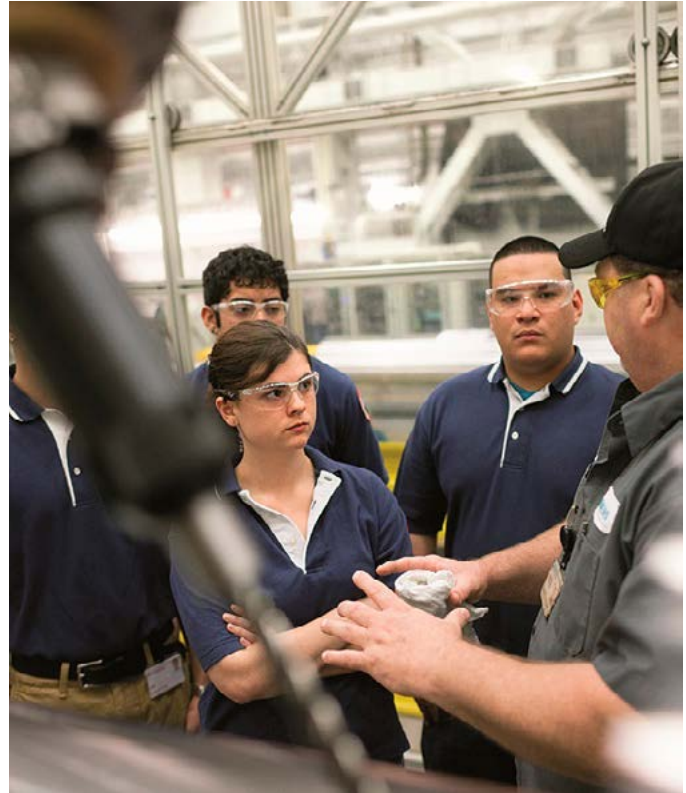
- The previous rule set forth four detailed mechanisms by which sponsors may select apprentices into their programs.
- The final rule provides much greater flexibility for selection, providing that sponsors may use any method to select apprentices so long as that method complies with long-established 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

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- **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 Carpentry Advisory Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 5/1/2017 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
<b>All Sponsors Total</b>	<b>850</b>	<b>84</b>	<b>9.9</b>	<b>13</b>	<b>1.5</b>	<b>797</b>	<b>93.8</b>	<b>53</b>	<b>6.2</b>	<b>203</b>	<b>170</b>	<b>83.7</b>	<b>33</b>	<b>16.3</b>
<b>ABC of Wisconsin (All)</b>	<b>33</b>	<b>3</b>	<b>9.1</b>	<b>0</b>	<b>0.0</b>			<b>33</b>	<b>100.0</b>	<b>22</b>			<b>22</b>	<b>100.0</b>
Carpenter (Construction) (186038102201)	33	3	9.1	0	0.0			33	100.0	22			22	100.0
<b>Central Wisconsin Area Carpentry JAC</b>	<b>10</b>	<b>0</b>		<b>0</b>	<b>0.0</b>			<b>10</b>	<b>100.0</b>	<b>3</b>			<b>3</b>	<b>100.0</b>
Carpenter (Construction) (186038102201)	10	0		0	0.0			10	100.0	3			3	100.0
<b>Eau Claire Area Carpentry JAC</b>	<b>56</b>	<b>2</b>	<b>3.6</b>	<b>0</b>	<b>0.0</b>	<b>56</b>	<b>100.0</b>			<b>19</b>	<b>19</b>	<b>100.0</b>		
Carpenter (Construction) (186038102201)	56	2	3.6	0	0.0	56	100.0			19	19	100.0		
<b>La Crosse Area Carpentry JAC</b>	<b>47</b>	<b>3</b>	<b>6.4</b>	<b>1</b>	<b>2.1</b>	<b>47</b>	<b>100.0</b>			<b>21</b>	<b>21</b>	<b>100.0</b>		
Carpenter (Construction) (186038102201)	47	3	6.4	1	2.1	47	100.0			21	21	100.0		
<b>Lakeshore Area Carpentry Advisory Comm</b>	<b>10</b>	<b>1</b>	<b>10.0</b>	<b>0</b>	<b>0.0</b>			<b>10</b>	<b>100.0</b>	<b>8</b>			<b>8</b>	<b>100.0</b>
Carpenter (Construction) (186038102201)	9	1	11.1	0	0.0			9	100.0	7			7	100.0
Carpenter (Millwright) (163828101801)	1	0		0	0.0			1	100.0	1			1	100.0
<b>Madison Area Carpentry JAC</b>	<b>166</b>	<b>19</b>	<b>11.4</b>	<b>2</b>	<b>1.2</b>	<b>166</b>	<b>100.0</b>			<b>36</b>	<b>36</b>	<b>100.0</b>		
Carpenter (Construction) (186038102201)	155	17	11.0	2	1.3	155	100.0			32	32	100.0		
Carpenter (Floor Coverer) (186448101001)	11	2	18.2	0	0.0	11	100.0			4	4	100.0		
<b>Northeast Wisconsin Carpentry JAC</b>	<b>284</b>	<b>6</b>	<b>2.1</b>	<b>4</b>	<b>1.4</b>	<b>284</b>	<b>100.0</b>			<b>59</b>	<b>59</b>	<b>100.0</b>		
Carpenter (Construction) (186038102201)	163	2	1.2	3	1.8	163	100.0			42	42	100.0		
Carpenter (Floor Coverer) (186448101001)	18	3	16.7	0	0.0	18	100.0			5	5	100.0		
Carpenter (Millwright) (163828101801)	103	1	1.0	1	1.0	103	100.0			20	20	100.0		
<b>SE WI Area Carpentry JAC</b>	<b>190</b>	<b>49</b>	<b>25.8</b>	<b>6</b>	<b>3.2</b>	<b>190</b>	<b>100.0</b>			<b>68</b>	<b>68</b>	<b>100.0</b>		
Carpenter (Cabinet Maker) (166028001001)	2	0		0	0.0	2	100.0			1	1	100.0		
Carpenter (Construction) (186038102201)	153	39	25.5	4	2.6	153	100.0			50	50	100.0		
Carpenter (Floor Coverer) (186448101001)	10	4	40.0	0	0.0	10	100.0			5	5	100.0		
Carpenter (Interior Systems) (186038158301)	2	1	50.0	0	0.0	2	100.0			2	2	100.0		
Carpenter (Millwright) (163828101801)	20	4	20.0	2	10.0	20	100.0			10	10	100.0		
Carpenter (Pile Driver) (186038158101)	3	1	33.3	0	0.0	3	100.0			3	3	100.0		
<b>Wausau Area Carpenters JAC</b>	<b>54</b>	<b>1</b>	<b>1.9</b>	<b>0</b>	<b>0.0</b>	<b>54</b>	<b>100.0</b>			<b>24</b>	<b>24</b>	<b>100.0</b>		
Carpenter (Construction) (186038102201)	30	0		0	0.0	30	100.0			15	15	100.0		
Carpenter (Floor Coverer) (186448101001)	1	0		0	0.0	1	100.0			1	1	100.0		
Carpenter (Millwright) (163828101801)	23	1	4.3	0	0.0	23	100.0			9	9	100.0		

Wisconsin Bureau Of Apprenticeship Standards  
**State Ind Mech & Flu Maint Committee**  
**Historical Report by Year**  
 Report Period: 2017\* and Previous 10 Years



*Current year is YTD data as of Run Date: 04/04/2017		
Run Date: 04/04/2017		
State Ind Mech & Flu Maint Committee		
Sponsored Trade Group(s): Industrial		
Year	Active Apprentices	Active Sponsors
2007	389	173
2008	394	161
2009	346	148
2010	346	144
2011	374	145
2012	401	150
2013	475	165
2014	528	168
2015	596	178
2016	568	179
2017	521	171

