

Approved Minutes of the State Arborist Apprenticeship Advisory Committee

October 25, 2017

Madison Area Technical College – Mequon Campus
Mequon, WI

Members Present	Employer / Organization
Hoppe, August	Hoppe Tree Service
Krouse, Randy	City of Milwaukee Forestry
Reince, Ben	Wachtel Tree Service
Sanborn, John	Sanborn Tree Service
Members Absent	Employer / Organization
Consultants & Guests	Employer / Organization
Nakkoul, Nancy	Wisconsin Technical College System
Polk, David	Milwaukee Area Technical College
Smith, Owen	Bureau of Apprenticeship Standards
Wahl, Brian	WI Dept. of Natural Resources
Wendt, Mike	Milwaukee Area Technical College

1. The meeting was called to order at 10:05 a.m. by Randy Krouse, Committee Co-Chair, in conformance with the Wisconsin Open Meeting Law.
2. A roll call was conducted. A sign-in sheet was circulated. A quorum was present.
3. The committee reviewed the current roster. No changes were needed. Owen clarified that Employer members include August Hoppe and Randy Krouse, and Employee members include Ben and John Sanborn. Additional members will be sponsors only, e.g. organizations that registered an apprentice.

4. Old Business

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

i. *Action: the committee approved the minutes with revisions: Brian Wahl attended as a consultant and Jeff Wilson's last name must be corrected.*

ii. How are the program revisions working?

Owen asked whether the work processes and minimum qualifications for sponsors, revised based on the input of potential sponsors, were helping attract more employers to the program. The committee replied that the revisions certainly make the program more accessible, but it is too early to determine their impact.

iii. How is the related instruction proceeding?

The committee stated that Milwaukee Area Technical College needs a critical mass of apprentices before it can begin a new cohort in related instruction. Several employers present at the meeting stated that the delay is preventing their companies from registering apprentices.

David Polk replied that the college does need five apprentices to start an additional cohort so the program is financially feasible to the college. If sufficient apprentices enroll, this fall, the college could start the next cohort in late January or early February. The college commonly starts a new cohort every one-and-a-half years to not tax the college's financial resources.

Nancy Nakkoul explained that the college started the first cohort of apprentices with low enrollment grant funding from the Wisconsin Technical College System. However, low enrollment grants are limited and intended to support multiple programs, not to annually support a specific program.

The committee agreed that five is a reasonable number of apprentices to start a new cohort. The program is still growing, so obtaining that number may become more feasible.

iv. Crosswalk courses in Arborist related instruction and Horticulture degree program

The discussion on cohorts influenced a discussion on options for applicants waiting to register. Mike Wendt had shared that one Arborist apprentice had received credit towards related instruction for courses taken in the Horticulture associate degree program. Owen asked whether that would be a feasible short-term option for more apprentices; perhaps it would allow applicants to register and take courses that would transfer later, once a cohort was available.

David, Mike, and Nancy discussed the pros and cons of the approach. The committee and consultants agreed that it may serve as a helpful short-term strategy, but is not being considered as a long-term approach.

Action: MATC agreed to develop a local crosswalk between the Arborist related instruction and the Horticulture associate degree; WTCS may be able to fund a statewide crosswalk in 2018.

v. Related instruction in Madison area

A discussion followed on how related instruction could be provided in the Madison area. Milwaukee Area Technical College representatives shared there may be potential for the MATC-Milwaukee instructor to travel to Madison and provide the related instruction. The instructor would need to examine potential sites to do field activities, such as plant identification. Some employers have expressed interest in donating necessary equipment. Much remains to be discussed, and MATC-Milwaukee would not commit unless it was financially feasible.

iv. How is the mass mailing and other activities proceeding?

Owen asked attendees to report on the outcomes of second mass mailing, which the Bureau and the Wisconsin Arborist Association conducted in the summer. The state committee reported that the WAA received a few inquiries from interested employers and job seekers, but not many. Owen reported the Bureau received many more inquiries from job seekers. He reported that this is common with new programs; many job seekers are not aware that apprenticeship is not pre-employment training. Nancy Nakkoul shared that employers can also post apprenticeship openings on the WTCS statewide job boards for free.

v. What should be the next outreach activity?

August Hoppe shared that the Tree Care Industry Association will convene a workforce development discussion on November 15 in Wisconsin.

b. Revisions to CFR 29.30

Owen reported that the Bureau has not received further direction from the U.S. Department of Labor. The Bureau advises all stakeholders to "stay tuned." Attendees did not have additional topics.

c. Federal grants to expand registered apprenticeship

Owen explained that the WAGE\$ grant and state expansion grant will expand registered apprenticeship into new economic sectors and increase female and minority registered apprentices. The Bureau and workforce development boards will study the recruitment and retainment of women and minorities on major construction projects in Madison and Milwaukee. The third grant, the state accelerator grant, will help train apprenticeship training representatives and upgrade the Bureau's information management system. Attendees did not have additional topics.

d. Apprenticeship LEADERS

Owen reported that more than 50 stakeholders have volunteered to be LEADERS and there is still time to apply. The outreach initiative will kick-off during National Apprenticeship Week, November 13-19. Owen emphasized that participants choose their level of involvement, which could range from the Bureau using their logo on outreach material to co-presenting with the Bureau at industry forums. Attendees did not have additional topics.

e. Apprenticeship Completion Award Program

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

f. Other

Attendees did not have additional topics.

5. New Business

a. Presidential Executive Order: Expanding Apprenticeships in America

Owen explained that the executive order creates a third path to apprenticeship for employers: an "industry-recognized" apprenticeship, which is defined by less government oversight and a more expedient registration process. The impetus was complaints from employers across the nation that the process for becoming a registered apprenticeship sponsor included too much red tape. Owen

acknowledged that many states do have lengthy processes because they are severely under-staffed: Many states have less than five staff; Wisconsin has more than 20.

Owen emphasized that this matter is in the very early stages; much remains to be seen. A federal task force has been convened to recommend an implementation plan and policies to the President. The Bureau advises stakeholders to "stay tuned." Attendees did not have questions or comments.

b. 2017 WI Senate Bill 411

Owen summarized that the bill proposes establishing a 1:1 ratio for all registered apprenticeships and prohibiting the Bureau and DWD from modifying it. Although it would apply to the Arborist program, the bill would mostly affect construction apprenticeships, which have had larger ratios. Attendees did not have questions or comments.

c. National Apprenticeship Week 2017

Owen reported that the event will be held November 13 -19. Wednesday of that week will be dedicated to the construction industry, with local training centers hosting open houses and tours. Attendees did not have questions or comments.

d. WI Apprenticeship Diversity Conference 2018

Owen shared that the Bureau may resume the Apprenticeship Biennial Conference in 2018 but focus primarily on helping sponsors recruit and retain women and minorities. The focus is intended to help sponsors comply with the requirements set forth by federal grants and the revisions to CFR 29.30. Attendees did not have questions or comments.

e. Bureau of Apprenticeship Standards Electronic Registration System

Owen explained that the Bureau will upgrade its information management system next year to include electronic registration by sponsors and electronic signature capture. Sponsors will be able to fill out and submit sponsor and apprentice applications online. The application will produce an electronic alert to the apprenticeship training representative, who will review and approve the contract electronically. The Bureau is also pilot-testing a bulk-upload function that will allow sponsors to upload data for multiple individuals at once.

Last, later in 2018, the Bureau will add electronic signature capture. All upgrades are projected to dramatically reduce the amount of time the Bureau and sponsors spend performing contract actions and data entry. Attendees did not have questions or comments.

f. BAS personnel update

Owen informed attendees of the following personnel changes: the new ATR for Appleton south is Tim Budda; the new ATR for the Eau Claire area is Rachell Faber; the new program assistant is Ann Thiel; and the new WAGE\$ grant manager is Nancy Kargel. Owen concluded by reporting that Bob

Scheldroup, ATR for Milwaukee, announced he will retire on December 1. Attendees did not have questions or comments.

6. WTCS Update

Nancy Nakkoul reviewed key items from the written report, such as apprenticeship scholarships.

7. Participants included four apprentices and two sponsors with a contract in active or unassigned status on October 20, 2017.
9. The committee tentatively scheduled its next meeting for Wednesday, May 3, 2018, at MATC Mequon.
10. The meeting adjourned at 12:45 p.m.

Follow-up items

MATC will develop a crosswalk between the Arborist and Horticulture courses.

*Submitted by Owen Smith, Program and Policy Analyst
Bureau of Apprenticeship Standards*

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Employment and Training Division
Bureau of Apprenticeship Standards
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Telephone: (608) 266-3332
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Scott Walker, Governor
Raymond Allen, Secretary
Chythania Brown, Division Administrator

October 20, 2017

TO: State Arborist Apprenticeship Advisory Committee
Members & Consultants

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

SUBJECT: **State Arborist Apprenticeship Advisory Committee Meeting**

DATE: **Tuesday, October 25, 2017**

TIME: 10:00 AM

PLACE: Milwaukee Area Technical College – Mequon Campus
5555 Highland Road, Room A202
Mequon, WI

TENTATIVE AGENDA

1. Call the meeting to order.
2. Distribute the sign-in sheet. Introduce the attendees.
3. Review the current roster.
4. **Old Business**
 - a. Follow-up items from previous meeting
 - i. **Action:** approve the draft minutes
 - ii. How are the program revisions working?
 - iii. How is related instruction proceeding?
 - iv. How is the mass mailing and other activities proceeding?
 - v. What should be the next outreach activity?
 - b. Revisions to CFR 29.30
 - c. Federal grants to expand apprenticeship
 - d. Apprenticeship LEADERS
 - e. Apprenticeship Completion Award Program
 - f. Other

5. **New Business**

- a. Presidential Executive Order: Expanding Apprenticeship in America
- b. 2017 WI Senate Bill 411
- c. National Apprenticeship Week 2017
- d. WI Apprenticeship Diversity Conference 2018
- e. BAS personnel update
- f. Other

7. WTCS Update

8. Review the program participants.

9. Schedule the next meeting.

10. Adjourn.



Milwaukee Area Technical College
TEMPORARY PARKING PERMIT
Megun Campus Only



(Must Be Displayed on Windshield – This Side Out)



DATE: October 25, 2017

Nature of Meeting: Arborist App Advisory Mtg

Approved By: Sandra Webster

Lot: West or East LOT

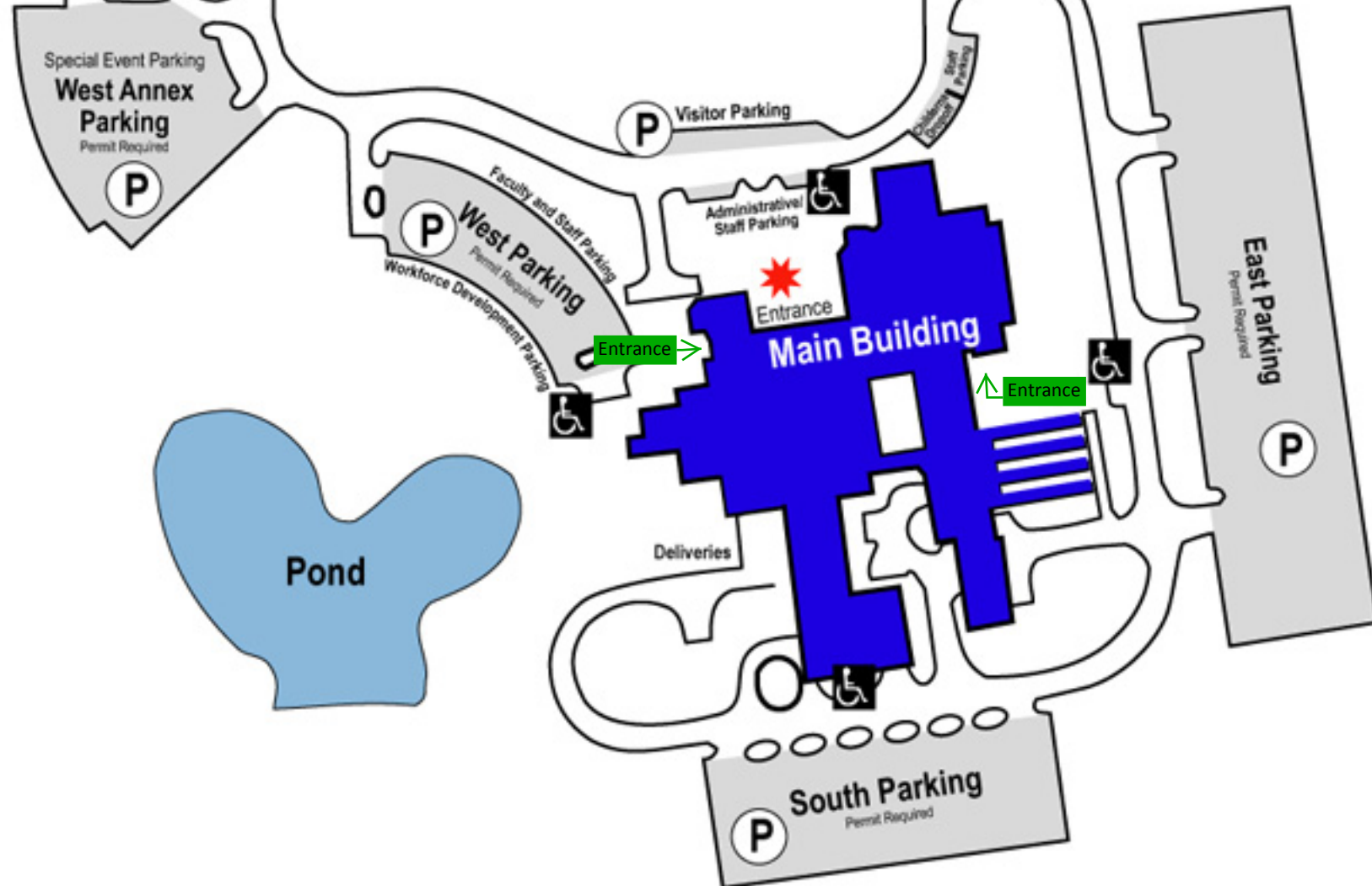
*MATC is an Affirmative Action/Equal Opportunity Institution and
complies with all requirements of the Americans With Disabilities Act.*

Entrance Road

Entrance Road

West Highland Road

From I-43



East Parking Lot

East Lot Entrance

Conference Room
A202

Main Entrance

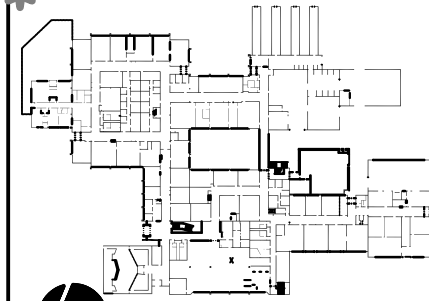
West Lot Entrance

FIRST FLOOR PLAN

1

MATC

MILWAUKEE AREA Technical College



NORTH

Drawing Date

September 11, 2013

Project

Mequon Campus
Facility Guide

Mequon Campus
5555 W. Highland Rd.
Mequon, WI 53092

Project Series Project No.

- -

Drawing File

-

Drawn By

SMC

Checked By

-

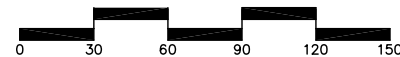
Sheet Title

First Floor Plan

Milwaukee Area Technical College
Construction Services Room M70
700 W. State Street
Milwaukee, WI 53233-1443
Telephone 414-297-6236 Fax 414-297-7723

Sheet No.

MAIN-1ST



PLAN NORTH



April 18, 2012

Project Mequon Campus Facility Guide

Mequon Campus
5555 W. Highland Rd.
Mequon, WI 53092

Project Series Project No.

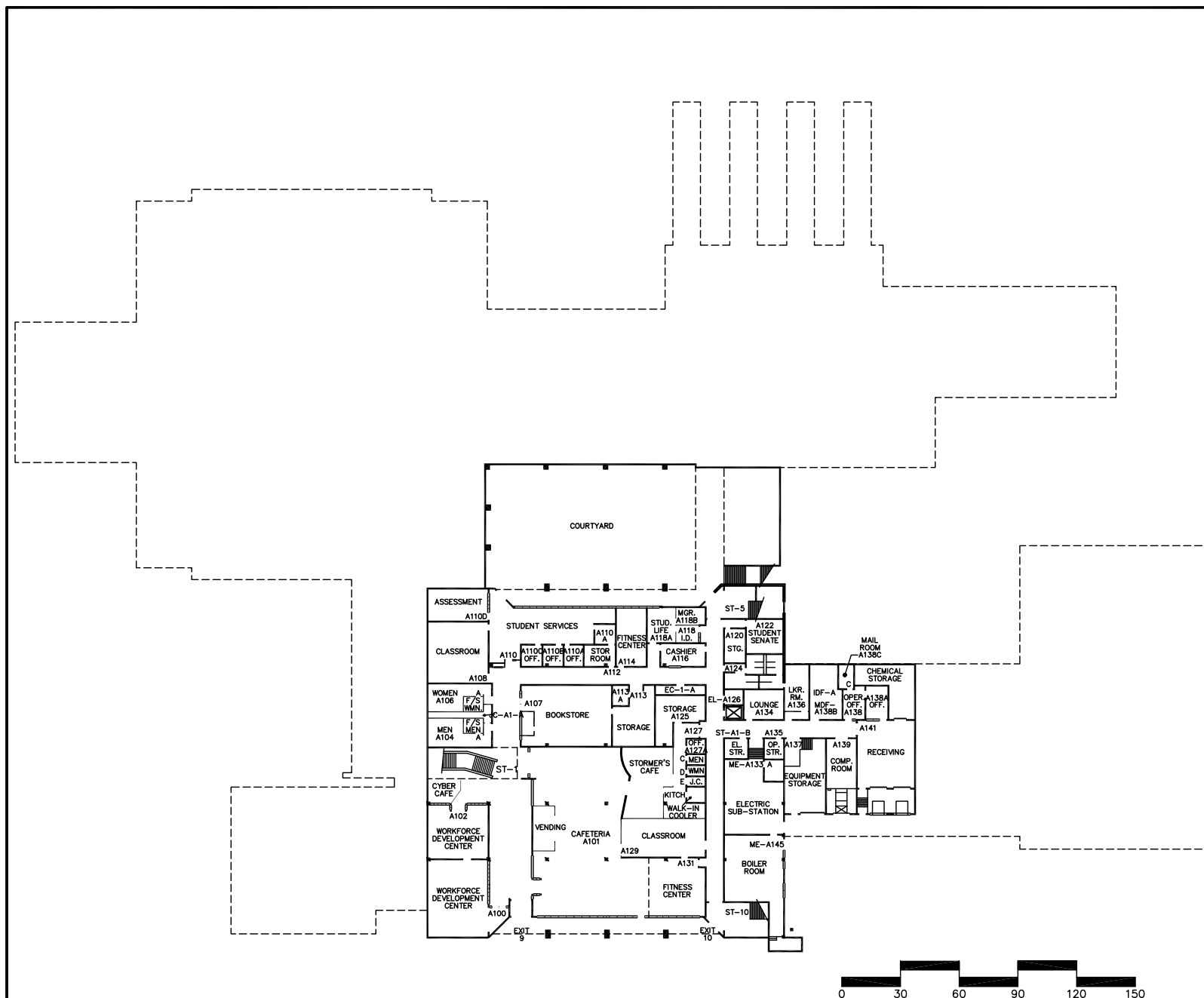
Drawing File

Drawn By	Checked By
KJC	-

Sheet Title
Ground Floor Plan

Milwaukee Area Technical College
Construction Services Room M70
700 W. State Street
Milwaukee, WI 53233-1443
Telephone 414-297-6236 Fax 414-297-7723

Sheet No.
MAIN-GRND



1

GROUND FLOOR PLAN



August 18, 2017



Dear Tree Care Professional,

Training skilled Arborists is one of the most pressing needs of the tree care industry.

Tree care job openings in Wisconsin are projected to increase 15% by 2024. Currently, many companies train employees through a variety of informal, non-standardized methods.

Arborist training is being redefined by the Wisconsin Arborist Registered Apprenticeship.

The program combines formal, structured on-the-job learning in tree care and plant health care from your arborists with instruction in arboriculture from the Wisconsin Technical College System.



Available to public and private employers of all sizes



Designed to prepare entry-level employees into skilled arborists in 3.5 years



More experienced employees can receive program credit for prior experience and education

The Arborist Apprenticeship is growing and seeking additional participants.

Since it began in 2016, the program has grown in southeastern Wisconsin and has been adopted nationally. Based on industry input, the program was updated this summer to be even more accessible.



Operating a motorized spray is now optional.



Employers may include credentials from the Tree Care Industry Association.



Related instruction can expand to additional technical colleges, based on employer demand.

For more information, see the enclosed flyer.

Sincerely,

Karen P Morgan

Karen Morgan, Director
Bureau of Apprenticeship Standards

Randy Krouse

Randy Krouse, President
Wisconsin Arborist Association

August Hoppe

August Hoppe, Co-Chair
State Arborist Advisory Committee

ARBORIST REGISTERED APPRENTICESHIP



REGISTERED APPRENTICESHIP

On-the-Job Learning

is 90% of apprenticeship. Apprentices are full-time, paid employees trained by the employer's skilled arborist.

Related Instruction

teaches the theoretical and scientific basis behind daily job duties. It is offered mostly through the Wisconsin Technical College System. Apprentices are paid to attend.

Official Contract with the State of Wisconsin and employer and apprentice specifies the training and performance, providing standards for the industry and flexibility for employers.

Progressive Wages

are earned by apprentices as their skills grow. Wages and raises are set by the employer. Pay Includes attending related instruction.

Nationally Recognized Certificate

is awarded to graduates. It is sponsored by the U.S. Department of Labor.

Career Pathways

are plentiful for graduates, including leadership roles and credit towards higher education.

ARBORIST APPRENTICESHIP (3.5 YEARS)

On-the-Job Learning | 6,560 hours

Nine mandatory duties.

1. Adhere to safety standards.
2. Identify common trees and shrubs.
3. Perform rigging on the ground and aloft.
4. Climb trees safely.
5. Operate a chain saw; perform field maintenance.
6. Operate a chipper.
7. Prune trees, shrubs from the ground and aloft.
8. Perform plant health care. *Motorized spray rig optional.*
9. Remove trees or shrubs.

Related Instruction | 440 hours

13 courses addressing the following topics:

Aerial Tree Work
Arborist Equipment and Field Skills
Leadership
Plant Health Care Treatments
Rigging, Felling and Tree Removal
Tree and Shrub Identification

Via Milwaukee Area Technical College. More locations based on demand.

Industry Certifications

Required

CPR
First Aid
ISA Tree Worker Climber Specialist
OSHA 10

Optional

ISA Certified Arborist
TCIA Credentials

How To Apply

EMPLOYERS

Apply to
Bureau of Apprenticeship Standards

Minimum Qualifications

The employer must:

- Have been in business for one year
- Train the apprentice in all mandatory duties on the Apprentice Contract
- Employ one full-time skilled arborist per apprentice
- Employ one full-time skilled arborist w/ valid ISA Certified Arborist credential
- Supervise and/or train the apprentice at all times

Effective June 2017, employers are no longer required to employ at least one full-time skilled Arborist with a valid pesticide applicator license.

APPRENTICES

Apply to
the Employer

Minimum Qualifications

The applicant must:

- Be at least 18 years of age
- Be a high school graduate or equivalent
- Be physically able to perform the work with reasonable accommodations
- Have a valid driver's license

The applicant may be required to

- Undergo drug or alcohol testing at time of selection as an Apprentice
- Obtain a Commercial Driver's License

For more information

www.WisconsinApprenticeship.org/Trades/Arborist

For Arborist job postings

www.Waa-Isa.org/Careers/Job-Postings





September 2017

STATUS

Federal Grant Awards

WAGE\$

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

Sector	Occupation/Trade	Number of Apprentices Registered	Operational or Under Development
Industrial	Industrial Manufacturing Technician	37	Operational
	Maintenance Technician	112	Operational
	Mechatronics	0	Operational
	Welder – Fabricator	11	Operational
	Welder/Automated Welding	3	Operational
	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 of Wisconsin
2017 - 2018 LEGISLATURE

LRB-0888/1
MED:klm

2017 SENATE BILL 411

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

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

Analysis by the Legislative Reference Bureau

Under current law, the Department of Workforce Development administers the law concerning apprenticeship programs in this state and has various powers as necessary to perform that function. In addition, DWD must promulgate rules regarding procedures for approving and for rescinding approval of apprenticeship programs. Under DWD's current rules, in order to be eligible for approval and registration by DWD, an apprenticeship program must have standards that address a numeric ratio of apprentices to journeyworkers consistent with proper supervision, training, safety, and continuity of employment, and applicable provisions in collective bargaining agreements, except where such ratios are expressly prohibited by the collective bargaining agreements.

This bill specifically prohibits DWD from prescribing, enforcing, or authorizing, through any means, a ratio of apprentices to journeyworkers for apprenticeship programs or apprentice contracts that requires more than one journeyworker for each apprentice.

SENATE BILL 411

The bill also repeals certain provisions regarding minimum terms for carpentry and plumbing apprenticeships.

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

1 **SECTION 1.** 106.01 (1) of the statutes is amended to read:

2 106.01 (1) FORMATION OF APPRENTICE CONTRACT. Any person 16 years of age or
3 over may enter into an apprentice contract binding himself or herself to serve as an
4 apprentice as provided in this section. ~~Except as provided in ss. 106.02 and 106.025,~~
5 ~~the~~ The term of service of an apprenticeship shall be for not less than one year. Every
6 apprentice contract shall be in writing and shall be signed by the apprentice, the
7 department, and the sponsor or an apprenticeship committee acting as the agent of
8 the sponsor. If the apprentice has not reached 18 years of age, the apprentice contract
9 shall also be signed by one of the apprentice's parents or, if both parents are deceased
10 or legally incapable of giving consent, by the guardian of the apprentice or, if there
11 is no guardian, by a deputy of the department. The department shall specify the
12 provisions that are required to be included in an apprentice contract by rule
13 promulgated under sub. (11).

14 **SECTION 2.** 106.01 (9) of the statutes is amended to read:

15 106.01 (9) AUTHORITY OF DEPARTMENT. The department, subject to s. 106.015,
16 may investigate, fix reasonable classifications, issue rules and general or special
17 orders, and hold hearings, make findings, and render orders upon its findings as
18 necessary to carry out the intent and purposes of this section. The investigations,
19 classifications, hearings, findings, and orders shall be made as provided in s.
20 103.005. Except as provided in sub. (8), the penalties specified in s. 103.005 (12)

SENATE BILL 411

1 apply to violations of this section. Orders issued under this subsection are subject
2 to review under ch. 227.

3 **SECTION 3.** 106.01 (11) (intro.) of the statutes is amended to read:

4 106.01 **(11) RULES.** (intro.) The department, subject to s. 106.015, shall
5 promulgate rules to implement this section, including rules providing for all of the
6 following:

7 **SECTION 4.** 106.015 of the statutes is created to read:

8 **106.015 Apprentice-to-journeyworker ratios.** The department may not
9 prescribe, enforce, or authorize, whether through the promulgation of a rule, the
10 issuance of a general or special order, the approval of an apprenticeship program or
11 apprentice contract, or otherwise, a ratio of apprentices to journeyworkers for
12 apprenticeship programs or apprentice contracts that requires more than one
13 journeyworker for each apprentice.

14 **SECTION 5.** 106.02 of the statutes is repealed.

15 **SECTION 6.** 106.025 (1) of the statutes is amended to read:

16 106.025 **(1)** The department may prescribe the conditions under which a
17 person may serve a plumbing apprenticeship, as to preliminary and technical college
18 attendance requirements, level of supervision of an apprentice, the character of
19 plumbing work, and the credit for school attendance in serving the apprenticeship.

20 **SECTION 7.** 106.025 (2) of the statutes is amended to read:

21 106.025 **(2)** Every person commencing a plumbing apprenticeship shall enter
22 into an apprentice contract under s. 106.01. ~~The term of a plumbing apprentice is~~
23 ~~5 years, but the department may upon application of the apprentice, the apprentice's~~
24 ~~employer, or both, extend the term for up to one additional year.~~

25 **SECTION 8.** 106.025 (4) of the statutes is repealed.

1 **SECTION 9. Initial applicability.**

(1) This act first applies to an apprenticeship contract governed by a collective bargaining agreement that contains provisions that are inconsistent with this act on the day on which the collective bargaining agreement expires or is modified, extended, or renewed, whichever occurs first.

6 (END)



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The White House

Office of the Press Secretary

For Immediate Release

June 15, 2017

Presidential Executive Order Expanding Apprenticeships in America

EXECUTIVE ORDER

EXPANDING APPRENTICESHIPS IN AMERICA

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

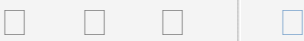
- (i) the authority granted by law to an executive department or agency, or the head thereof; or
- (ii) the functions of the Director of OMB relating to budgetary, administrative, or legislative proposals.

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

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

DONALD J. TRUMP

THE WHITE HOUSE,
June 15, 2017.



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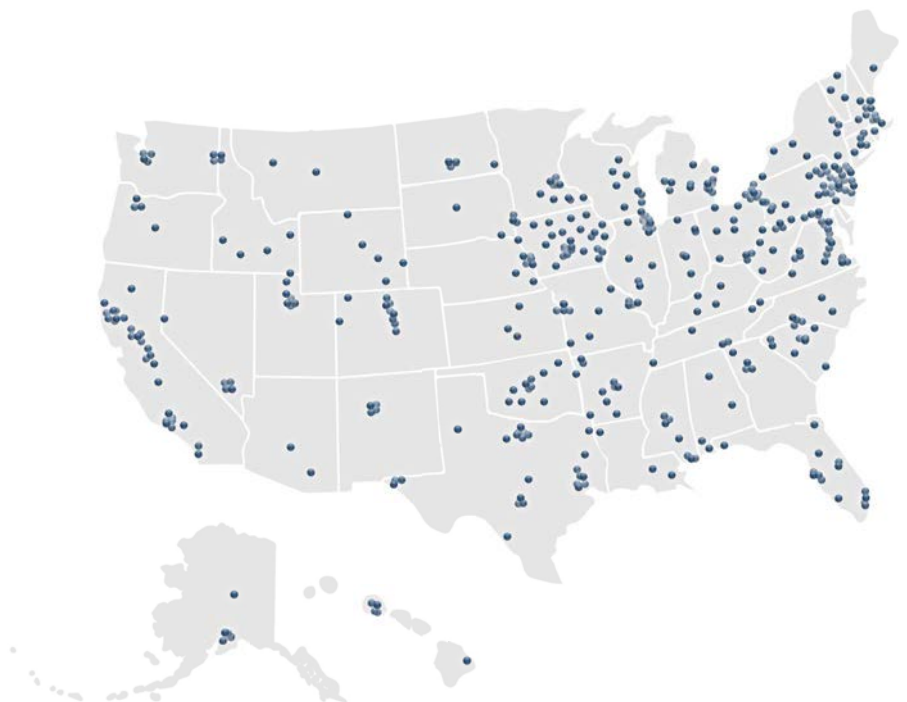


Apprenticeship**USA**



NOVEMBER 14 - 20, 2016

NATIONAL APPRENTICESHIP WEEK REPORT



National Apprenticeship Week

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

*"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 Germany, and the official launch of TranZed Apprenticeship Services - a collaboration between UK and U.S. partners.

Activities

A diverse and creative array of events and activities occurred throughout the country during NAW, including company open houses, forums, discussions, apprentice appreciation events, career fairs and tours of community and technical colleges.

NAW 2016

BY THE NUMBERS

692

Total Number
of Events

All **50** States
Participating

Number of Attendees

More than
96,000

More than

469,000

DOL followers
on Twitter

97 Proclamations

41.4M

Social Media
Impressions

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

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

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

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



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

National Leaders Promote Apprenticeship

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

Study Highlights the Value of Registered Apprenticeship

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

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

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

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

Businesses Celebrate Apprenticeship



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

Business leaders enthusiastically showcased their apprenticeship programs throughout the week. From hosting open houses to participating in Apprenticeship Career Fairs around the country, businesses described why they turn to apprenticeship to recruit, train, and retain the workforce they need to grow and thrive.

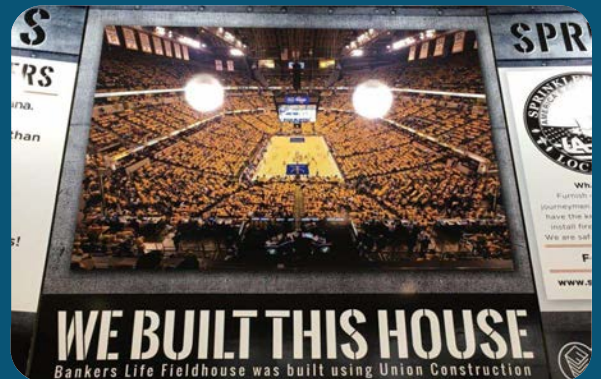
Some of the key events during the week included:

- **Associated Builders and Contractors** hosted a celebration of apprenticeship.
- **America's Beverage Company** held a signing ceremony to launch its new apprenticeship program.
- **American Hotel and Lodging Association Human Resources Council** sponsored an employer discussion on using apprenticeship to train skilled workers for the hotel industry.
- **Werner Enterprises** sponsored information sessions about its driver apprenticeship program at training centers throughout the country.
- **DASI Solutions** hosted an Open House for visitors to learn about the DASI Apprenticeship Program. Attendees toured the company's headquarters, including the Stratasys 3D Printing studio and SOLIDWORKS training lab for a first-hand look at its Industrial Design Technician Apprenticeship Program.



Building Trades apprentices during the Indiana Pacers Game celebrating NAW 2016.

Companies large and small, in all areas of the country, proudly promoted the value of their apprenticeship programs. NAW provided a prime opportunity for businesses to illustrate their success with apprenticeship, honor their apprentices, and to recruit new workers into their apprenticeship programs.



Apprentices took part in the building of Bankers Life Fieldhouse, home of the Indiana Pacers.

Labor Organizations and Colleges Open Their Doors

Across the country, joint labor management organizations and apprenticeship training facilities sponsored events during NAW. Unions and joint apprenticeship and training councils invited the public to learn about their programs, and they participated in events promoting apprenticeship in their communities. The Plumbers and Steamfitters Local 137 in Springfield, Illinois, held an Apprenticeship Career fair for students; and Finishing Trades Institutes around the country sponsored open houses for high school students and the public. The Fort Smith Electrical Industry Joint Apprenticeship Training Committee in Arkansas held events throughout the week for its apprentices, contractors and others. The IBEW Training Facility in Anchorage, Alaska, hosted an open house featuring its electrical apprenticeship.

An unprecedented number of community and technical colleges hosted events for employers and prospective apprentices, showcasing their facilities and their array of apprenticeship programs in growing occupations. Events across the country ranged from an apprentice luncheon at South Central College in Minnesota, to an appreciation luncheon for apprenticeship sponsors at Northeastern Technical College in South Carolina. Ivy Technical College in Indiana hosted apprenticeship fairs throughout the week, as did Harper College in Illinois.

Other events included:

- **The Ottumwa Job Corps Center** hosted an Apprenticeship Signing Day to launch the first approved Registered Apprenticeship within Job Corps programming nationwide. Employers and panel members discussed how advanced training for Certified Nursing Assistants will help address the healthcare gap, low wages, staff shortages and turnover, and enhance placement opportunities through industry specific on the job training.



Panel members discuss how to nurture better links between UK and US-based training providers seeking to expand apprenticeship in America and the second annual Transatlantic Apprenticeship Exchange Forum.



The Hartford became the first insurance company based in the U.S. to sign Registered Apprenticeship Standards during NAW 2016.

- **The Urban Institute, New Work Training, and the American Institute for Innovative Apprenticeship** sponsored the second annual Transatlantic Apprenticeship Exchange Forum. The forum offered lessons on how best to attract employers to build apprenticeship programs, drawing on the experiences of U.S. and U.K. intermediaries and employers.
- **The Invictus Institute** hosted an Invictus Apprenticeship Open House to launch their new Regional Training Center. The event included demonstrations and interactive training opportunities. The apprenticeship program will train unskilled and unlicensed workers to be security officers and put them on a career path toward owning and managing their own private security company.

Career Pathways for Youth

ApprenticeshipUSA continues to build connections with youth organizations, providing companies with a pipeline of future apprentices and opening career pathways for youth in a wide variety of occupations.

During NAW, YouthBuild hosted the second annual Women in Construction Conference in California, and Lunch and Learn sessions on apprenticeship were held for high school administrators and guidance counselors in several locations. The first Job Corps Registered Apprenticeship program, in Iowa, held its Apprentice Inception ceremony, and Careerline Technical Center in Michigan provided its high school juniors and seniors with brief seminars to learn about apprenticeship career opportunities in Advanced Manufacturing.



Students in the first digital marketing apprenticeship program in the U.S. Digital Creative Institute.

Promoting Diversity



Shamaiah Turner is a 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.

Glenn 'GT' Thompson
@CongressmanGT

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

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

Senator Chris Coons
@ChrisCoons

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

RETWEETS

4

LIKES

6

11:37 AM - 18 Nov 2016

USDOL Thanks VP Pence for his Support

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

STATE OF INDIANA
EXECUTIVE DEPARTMENT
INDIANAPOLIS

Executive Order **PROCLAMATION**

TO ALL TO WHOM THESE PRESENTS MAY COME, GREETINGS:

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

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

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

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

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

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

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

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

APPRENTICESHIP WEEK

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

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



BY THE GOVERNOR: _____

Michael R. Pence



WTCS System-Wide Activity Update for Fall 2017

- **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.

Report Name COM-01 State Committee
Report - Industrial & Service

Wisconsin Bureau of Apprenticeship Standards



Refresh Date 10/20/17 3:50 PM

State Committee Report State Arborist Advisory Committee

This summary counts employers and apprentices with a contract active or unassigned on 10/20/2017 in trade(s) associated with this committee.

Report is based on apprentice contracts where:

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

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

Trade	Total # of Sponsors	Total # of Apprentices	Of Total Apprentices in Column 3, # who are...			
			Minority		Females	
			#	%	#	%
1	2	3	4	5	6	7
Report Total	2	4			1	25.0
Arborist (340868401801)	2	4			1	25.0

Wisconsin Bureau Of Apprenticeship Standards
State Arborist Advisory Committee
Historical Report by Year
Report Period: 2017* and Previous 10 Years



*Current year is YTD data as of Run Date: 10/20/2017		
Run Date: 10/20/2017		
State Arborist Advisory Committee		
Sponsored Trade Group(s): Service		
Year	Active Apprentices	Active Sponsors
2007		
2008		
2009		
2010		
2011		
2012		
2013		
2014		
2015		
2016	3	2
2017	4	2

