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

October 6, 2017

TO: State Iron Worker Apprenticeship Advisory Committee Members & Consultants

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

**SUBJECT: State Iron Worker Apprenticeship Advisory Committee Meeting**

**DATE: Friday, October 20, 2017**

TIME: 10:00 AM

PLACE: Local 383 Training Center  
5501 Manufacturers Dr.  
Madison, WI

#### **TENTATIVE AGENDA**

1. Call the meeting to order.
2. Introduce attendees.
3. Review the roster.
4. **Old Business**
  - a. Review the follow-up items from the previous meeting:
    - i. **Action:** approve the minutes.
    - ii. How is accepting ACT scores proceeding?
    - iii. How is the new training center proceeding?
    - iv. Related instruction at Western Technical College
    - v. Related instruction at Madison College
    - vi. Transition-to-Trainer
    - vii. Attending local committee closed sessions remotely
  - b. Revisions to CFR 29.30.
  - c. Federal grants to expand registered apprenticeship
  - d. Apprenticeship LEADERS Campaign
  - e. Apprenticeship Completion Award Program
  - f. Other
5. **New Business**
  - a. 2017 WI Senate Bill 411
  - b. Presidential Executive Order: Expanding Apprenticeship in America

5. **New Business, continued**

- c. National Apprenticeship Week 2017
- d. WI Apprenticeship Diversity Conference 2018
- e. Bureau of Apprenticeship Standards Electronic Registration System (BASERS)
- f. Bureau personnel update
- g. Other

6. WTCS Update

7. Review the program participants.

8. Schedule the next meeting.

9. Adjourn.

## Minutes of the State Ironworking Apprenticeship Advisory Committee

April 21, 2015  
Madison Labor Temple  
Madison, Wisconsin 53715

<b>Members Present</b>	<b>Organization / Employer</b>
Cyganek, Brad (Co-Chair)	Ironworkers Local 8
DeMinter, Tim	Ironworkers Local 383
Hanson, Rich	Ironworkers Local 8
Hooyman, Chad	SPE Little Chute
Mayrhofer, Tony	Ironworkers Local 8
Shultis, Andrew	Ironworkers Local 383
<b>Members Absent</b>	<b>Organization / Employer</b>
Hager, Ben (Co-Chair)	J.H. Findorff
Riley, John	K.F. Sullivan Co.
<b>Consultants and Guests</b>	<b>Organization / Employer</b>
Johnson, Josh	Bureau of Apprenticeship Standards
Morgan, Karen	Bureau of Apprenticeship Standards
Nakoul, Nancy	WTC
Schanke, Debbie	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards
Stern, Pete	Ironworkers Local 383

1. The meeting was called to order at 10:05 a.m. by Co-Chair Brad Cyganek in accordance with the Wisconsin Open Meeting Law.
2. Attendees signed the attendance record and introduced themselves.
3. The committee reviewed its roster. It noted that Glen Flaherty and John Trottier are no longer members of the committee. The committee suggested contacting Red Cedar for a replacement.

4. **Old Business**

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

i. For action: approve the minutes

The minutes were approved with the following revisions: remove Flaherty and Trottier from "members absent."

ii. Resolving effects of delayed contracts on payroll

Owen reviewed that the state committee had expressed concern that Milwaukee-area contractors on Department of Transportation projects had been legally required to pay journey worker wages to apprentices who quit shortly after being hired because the contractor had not yet received a copy of the apprentice contract. He turned the floor over to Director Karen Morgan.

Karen acknowledged the state committee's concern. She explained that the Bureau will develop an interim administrative procedure to prevent further occurrences. She noted that the potential for these challenges will be removed when the Bureau's electronic registration system is implemented.

Karen asked the Madison local committee has a similar need. Pete Stern confirmed that the committee has an identical need. Karen answered that the Bureau will meet with the committee to implement an interim procedure.

Pete asked what causes the problem. Karen replied that all prevailing wage projects require employer to provide active apprentice contracts for all apprentices. Collective bargaining is not a factor. Employers call the joint committee to request an apprentice. Joint committees may allow the apprentice to provide a two-week notice to the current employer. The Bureau learned that employers were requesting next-day availability from the Milwaukee committee.

Karen concluded by assuring the state committee that it will meet soon with the local committees to develop an interim procedure.

iii. Accepting ACT scores

Owen reviewed that the state committee had implemented the minimum ACT scores for applicants, which were aligned with the minimum Accuplacer scores. He asked the state committee for feedback on how the new procedures have been working. The state committee replied that it is too soon to see any significant impact.

iv. Related instruction at Western Technical College

Owen reviewed that the state committee had requested the Bureau's assistance in expanding the related instruction, except welding, to Western Technical College. He shared that he learned the college is preparing to offer it. He asked the committee for an update and whether it still requested

assistance. with the exception of welding. He expressed its objective to have related instruction. Pete replied that the matter is proceeding well; the local committee and the college will formalize an arrangement over the summer. No assistance is needed.

v. Related instruction at Madison Area Technical College

Pete reported that he was informed by the Madison College that the college would not continue to provide off-site instructors to the local committee's new training facility for liability reasons, unless the college was given formal oversight over the training facility. Nancy Nakkoul asked how the college defined "oversight." Pete said he was told only that it was a legal requirement.

Karen commented that she had not heard about this matter. As Pete described it, it sounds outside of the norm because many technical colleges commonly provide off-site instructors via contract. She suggested that perhaps the college is referring to a facilities contract. Many colleges and trades often agree to a facilities contract that outlines the responsibilities of the college and the trust in order to protect all parties.

**Action:** *Karen and Nancy agreed to research the matter further.*

vi. Related instruction at Mid-State Technical College

Karen asked how the Local 383's new training center will affect apprentices' enrollment at other technical colleges. Pete replied that the local wants apprentices to attend related instruction at the most logistically feasible location. Currently, it works best for apprentices enrolled at Mid-State to continue receiving their instruction at the college. As the training center increases its abilities and capacities in the future, more apprentices will be required to take their related instruction there.

**b. Revisions to CFR 29.30**

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

Key points included:

- The regulations had not been updated in 40 years.
- The regulations were updated because they were 40 years old; the updates will help employers attract a larger and more diverse pool of applicants; the revisions clarify and streamline the regulations to make it easier for sponsors to comply; and the changes will bring policies in line with current civil rights statutes and case law.
- The changes include extended protections against discrimination; improve and clarify affirmative steps to ensure equal opportunity in apprenticeship; better defined the process for analyzing workforce and setting goals; include new affirmative steps for employing people with disabilities in apprenticeship; and clarify outreach, recruitment, and retention activities.
- The impacts on Wisconsin will be that sponsors will need to update their non-discrimination pledges and the Bureau will update the apprentice application with EEOC supplemental information.
- All sponsors will have to assign responsibility to an individual to oversee EEO activities; distribute EEO policy and conduct orientation and informational sessions; and conduct outreach and recruitment activities.
- Anti-harassment obligations for all sponsors include providing anti-harassment training to all employees directly involved with training, supervising, or mentoring apprentices; making all facilities and apprenticeship activities available to all; and establish and implementing procedures for handling and resolving complaints.

- Sponsors with five or more apprentices must have an affirmative action plan, must have utilization goals; and must engage in targeted outreach, recruitment, and retention activities.
- Sponsors are allowed to use any method of entry as long as it is not discriminatory.
- Sponsors must offer persons with disabilities three opportunities to self-identify: upon applying; after the applicant has been accepted but before the apprenticeship begins; and one time thereafter.
- The revisions provide the Bureau with more options for remediating sponsors that are out of compliance.
- Last, the timeline for implementation is as follows: during the summer of 2017, the Bureau will draft the new rule and hold a public hearing; during the fall of 2017, the formal rule making process will begin; and during the winter of the next year, 2018, the Bureau will submit its plan to the U.S. Department of Labor.

Karen emphasized that the Bureau is going to take its time implementing the rule to prevent adverse consequences.

Attendees did not have questions or comments.

### **c. Federal grants to expand registered apprenticeship**

Karen explained that the Bureau received three federal grants to expand registered apprenticeship. Each grant targets different industries and infrastructures.

The first grant is WAGE\$. It is a five-year, \$5 million grant to expand registered apprenticeship into advanced manufacturing, health care, and information technology. Its target is 1,000 new apprentices. The grant has successfully developed a new apprenticeship in advanced manufacturing, Mechatronics. Many information technology employers claim they can no longer wait four years to hire college graduates; they need shorter-term training solutions. WAGE\$ will also help integrate registered apprenticeship into the workforce development boards so the boards can outreach to more industries and employers.

The second grant is a 18-month, \$1.5 million state expansion grant, which may be extended for an additional \$1.5 million and 18 months. The grant goals are to expand registered apprenticeship in biotechnology and financial services industries and to increase recruitment and retainment of women and minority apprentices in construction trades. The grant's overall target is 427 new apprentices. Karen explained further that the Bureau has youth apprenticeship programs in financial services and biotech, so developing registered apprenticeship in those areas would have added value. The construction efforts will focus on large projects in Madison and Milwaukee, areas with the most projected job growth. The Bureau has begun meeting with employer alliances, building trades, training organizations, and workforce development boards in those cities to determine strategies for recruiting more underrepresented populations. The partners will do the recruitment; the Bureau will help place the applicants so it can identify barriers to hiring and retaining them and fund solutions. Last, the expansion grant will fund two new apprenticeship training representatives (ATRs)

The third grant is a state accelerator grant. Its focus is strengthening the infrastructure within the Bureau. It will support additional apprenticeship training representatives (ATRs), further training of incumbent ATRs, and upgrades to the Bureau's information management system. These objectives will increase the Bureau's capacity to conduct more outreach.

Karen concluded by sharing that the Governor's proposed budget includes funding to enhance apprenticeship.

**d. Apprenticeship Completion Award Program**

Owen reviewed that the program concludes on June 30. It is included in the Governor's proposed budget, so it may be renewed for two more years.

The committee asked whether the program reimburses tablets for apprentices. Owen replied that the program reimburses tuition, books, and required supplies. If the tablets are required for the class, then they qualify as a reimbursable expense for eligible apprentices. If the tablets are not clearly required, they are not reimbursable.

A consultant complained that the \$250 reimbursement for apprentices that complete their first year is insufficient. Karen explained that the intent of the program is to award apprentices that complete their entire apprenticeship so apprentices don't get the reimbursement early and then quit. The Bureau championed adding the \$250 reimbursement for first-year apprentices because their wages are the lowest at that time.

**e. Other**

A consultant asked whether the Bureau had approved its curriculum yet. Karen replied that she has not reviewed it yet.

A committee member asked whether a local committee could offer Transition to Trainer at its training center. Karen answered, yes, many trades offer the course independently of the technical colleges, but the instructors must meet the Bureau's requirements. The Bureau has the facilitator's guide and student material. The local could then submit the class roster to the Bureau so it can process the apprentices' completions. A committee member asked when the Bureau will hold the necessary train-the-trainer class for the instructors. Karen replied that one was scheduled for December 2016, but the instructor cancelled. The Bureau will try to hold one this summer. Rich Hanson offered to host the training at the Milwaukee facility.

***Action:** Karen replied that she will contact Rich to discuss hosting the train-the-trainer session.*

**5. New Business**

**a. BAS personnel update**

Karen Morgan introduced Joshua Johnson, former ATR for Waukesha and new Chief of Field Operations. Josh summarized that the Bureau hired four new ATRs: Richard Badger in Waukesha; Dominic Robinson for Racine; Lynn O' Shasky for Lakeshore; and Tim Budda for Appleton South, a totally new administrative area created due to its increase in sponsors. Sandy Destree, former ATR for Lakeshore, was promoted to a new position, Field Operations Supervisor.

**b. Become an Apprenticeship LEADER**

Karen explained that the campaign asks stakeholders to help the Bureau expand registered apprenticeship to new industries, as well as new groups of employers in industries that currently sponsor apprentices. Applicants choose their opportunities, which range from allowing the Bureau to use a company logo on outreach material to joining the Bureau at industry roundtable discussions. The application is available via the Bureau website.

### c. Other

#### i. Request to modify apprentice-to-journey worker ratio for Minnesota sponsor

Karen explained that she received a request from a Minnesota local union to modify the apprentice-to-journeyworker ratio for specialty ironworkers, in certain cases. For example, the conditions include small employers and crews that don't need four or five employees on staff or a jobsite; if the ratio was lowered, the employer could add an apprentice. Karen stated she wants the committee feedback before approving or denying the request.

Karen elaborated. The ratio would be for smaller employers and would be less than what is used in Wisconsin, which is three apprentices to one journeyworker. The ratio would apply to the jobsite, similar to how prevailing wage laws and jobs that fall under the federal Davis-Bacon Act, such as highways.

Barry replied that ratios are part of the collective bargaining agreements and the apprenticeship standards in Minnesota. Karen replied that in Wisconsin the apprenticeship standards dictate when they conflict with a collective bargaining agreement, except in certain legal matters. In short, the Wisconsin standards would override the Minnesota collective bargaining agreement for work in Wisconsin.

Karen again asked the committee whether it would be okay with her approving the request of the Minnesota local. The committee supported her approval.

#### ii. Attending local committee meetings via Skype

A local committee representative asked whether an out-of-state business agent could participate in remotely in a joint apprenticeship committee meeting via Skype. Karen replied that the local committee meetings are subject to Wisconsin Open Meeting law. She asked whether the local is registered Michigan apprentices in Wisconsin. The local committee member replied yes.

**Action:** *Karen will research with the DWD legal team whether participating remotely would violate personnel actions during a closed session.*

### 6. WTCS Update

Nancy Nakkoul highlighted the *2014-15 Wisconsin Technical College Apprenticeship Completers Report*. The report summarizes the survey results of all apprentice graduates that received related instruction at a Wisconsin technical college. The report is available online, too.

The median earnings of apprentice graduates are up \$1200 across all sectors. The large majority of respondents reported they were highly satisfied with their related instruction.

Nancy shared that when a statewide curriculum model exists for a trade's related instruction, technical colleges can use it to credit competencies towards related instruction and associates degrees. The WTCS has funding to document the ironworker related instruction curriculum, if the state committee requests it. Proprietary curriculum has been documented, such as the electrician's related instruction, but it is not made available to the public.

The committee did not express interest in developing the statewide model.

A committee member asked how credit is assessed for a course. Nancy replied that credit calculated in quarter increments per nine hours. Therefore, nine hours equals one-quarter credit; 36 hours equals one credit.



A consultant asked whether trainers no longer employed by the WTCS still need to take continuing education courses. Karen replied that all apprenticeship instructors need to meet the requirements, whether employed by the WTCS or not. WTCS has certain requirements, as does the Bureau.

**7. Review the program participants.**

Participants included 315 apprentices and 51 employers with a contract in active or unassigned status on April 14, 2017. Seven percent of apprentices are minorities; three and half percent are female. Barry reported that the Minnesota local includes 58 apprentices, five of whom are minorities. Rich noted that the Bureau's report does not include Local 8's apprentices from the Michigan Upper Peninsula.

8. The committee tentatively scheduled its next meeting for Friday, October 20, at 10:00 a.m., at the Madison training center.
9. The committee adjourned at 12:22 p.m.

**10. Follow-up Items**

- i. BAS will contact Madison College.*
- ii. BAS will contact the Milwaukee JAC to discuss hosting a train-the-trainer.*
- iii. BAS will research whether personnel can attend local committee meetings remotely.*

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*Submitted by Owen Smith,  
Bureau of Apprenticeship Standards*



**STATUS**

**Federal Grant Awards**

**WAGE\$**

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

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

**Apprenticeship USA State Expansion Grant**

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



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

#### State Accelerator Grant

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



State of Wisconsin  
2017 - 2018 LEGISLATURE

LRB-0888/1  
MED:klm

## 2017 SENATE BILL 411

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

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

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### *Analysis by the Legislative Reference Bureau*

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

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

**SENATE BILL 411**

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

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

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

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

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

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

**SENATE BILL 411**

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

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

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

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

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

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

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

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

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

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

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

**SENATE BILL 411****SECTION 9****1 SECTION 9. Initial applicability.**

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

6 (END)



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[Legislation](#)

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### **The White House**

Office of the Press Secretary

For Immediate Release

June 15, 2017

# Presidential Executive Order Expanding Apprenticeships in America

EXECUTIVE ORDER

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EXPANDING APPRENTICESHIPS IN AMERICA

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



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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

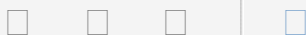
(ii) the functions of the Director of OMB relating to budgetary, administrative, or legislative proposals.

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

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

DONALD J. TRUMP

THE WHITE HOUSE,  
June 15, 2017.



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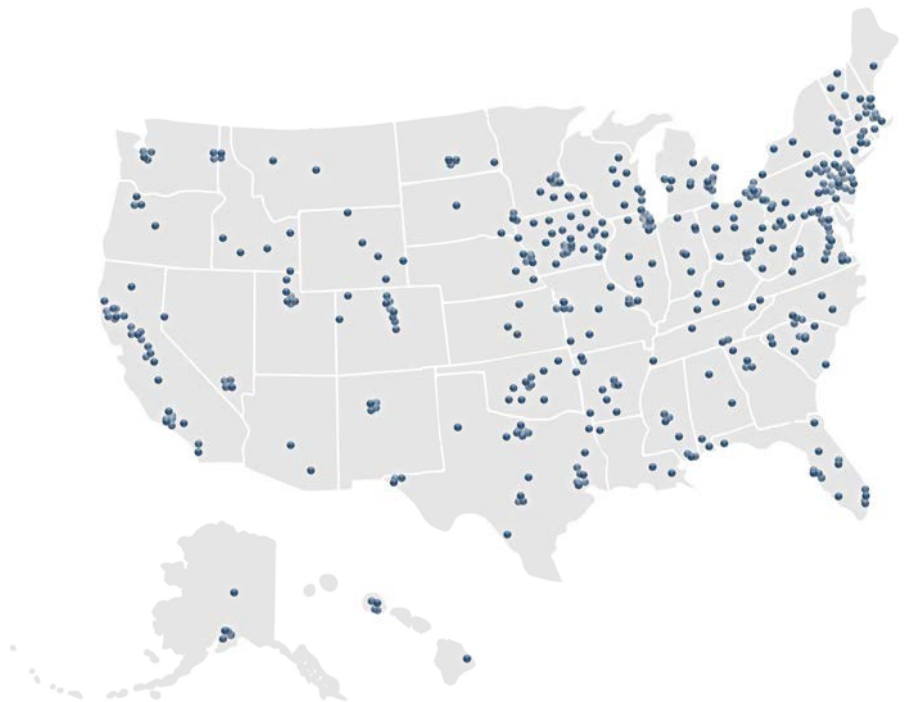


Apprenticeship**USA**



NOVEMBER 14 - 20, 2016

# NATIONAL APPRENTICESHIP WEEK REPORT



# National Apprenticeship Week

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

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

~ Benjamin Franklin

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## Highlights

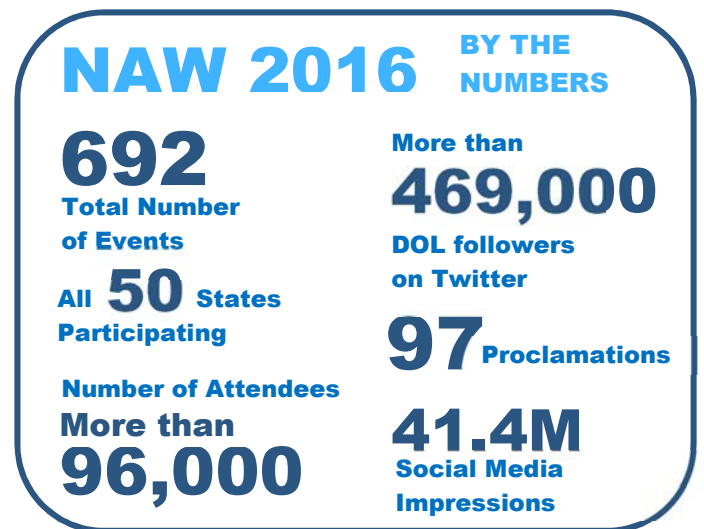
**EVENTS:** More than 690 events, attended by over 96,000 people, in all states and the District of Columbia.

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

**INTERNATIONAL PARTNERSHIPS:** Several events were held to highlight international apprenticeship partnerships, including the United Kingdom (UK)-based Transatlantic Apprenticeship Exchange Forum, a Swiss Embassy panel discussion, a discussion with the Ambassador of the Federal Republic of German, and the official launch of TranZed Apprenticeship Services - a collaboration between UK and U.S. partners.

## Activities

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



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

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



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

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



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

## National Leaders Promote Apprenticeship

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

### Study Highlights the Value of Registered Apprenticeship

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

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

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

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



## Businesses Celebrate Apprenticeship

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

Some of the key events during the week included:

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

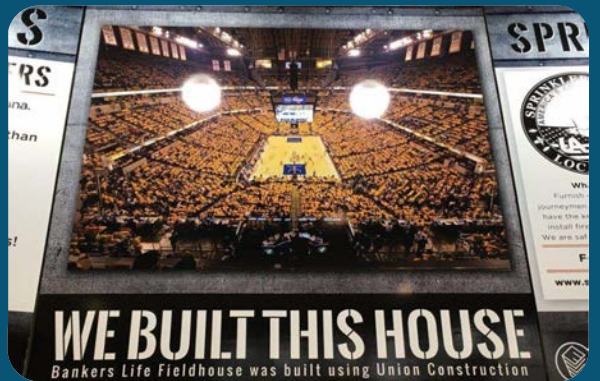


Marion Blakey, President and CEO, Rolls-Royce North America, speaks at the SelectUSA Investment Summit.



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

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



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

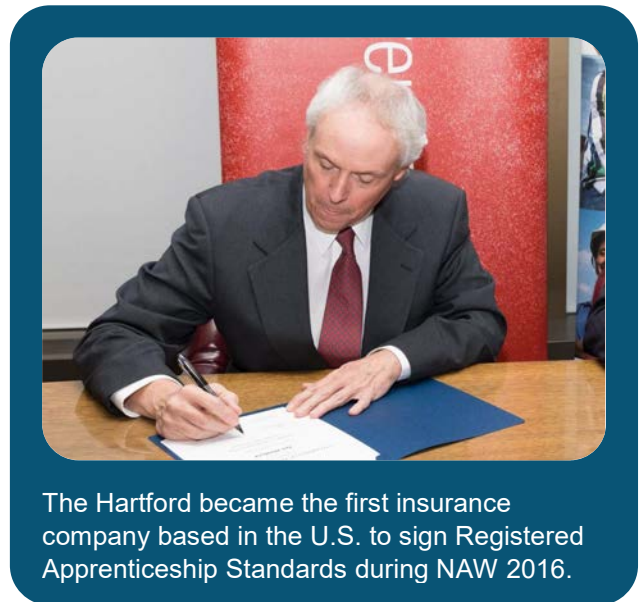
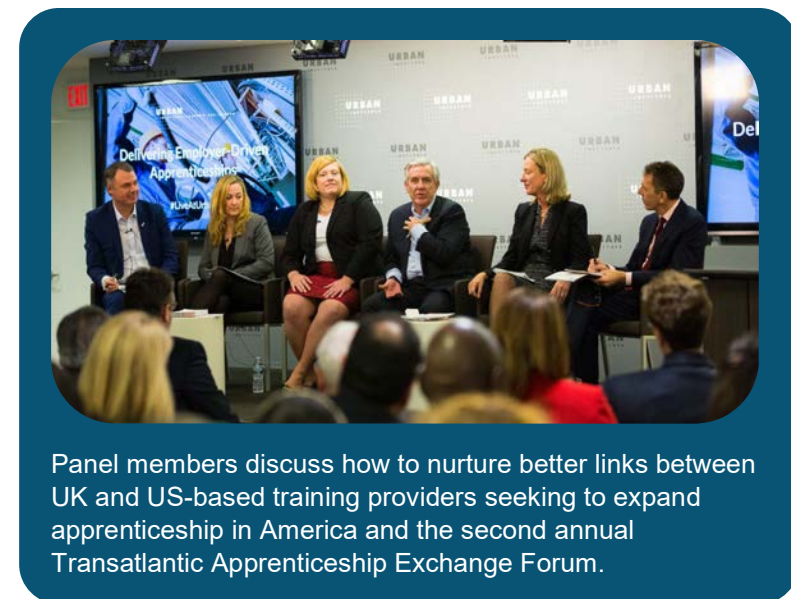
## Labor Organizations and Colleges Open Their Doors

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

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

Other events included:

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



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



## Career Pathways for Youth

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

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



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

## Promoting Diversity



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

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

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

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

Technology, Healthcare and Shipbuilding industries.

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



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

## Media and Digital Highlights



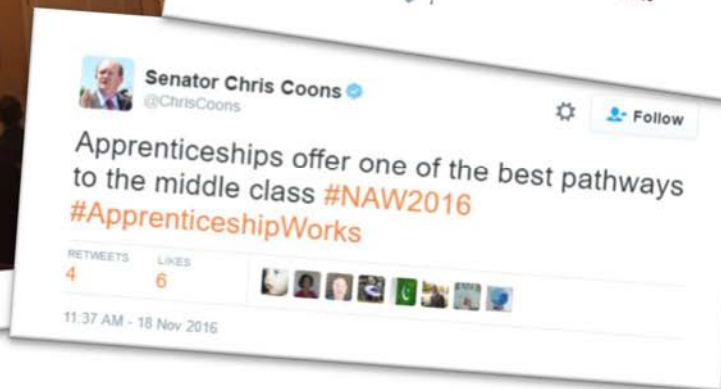
AHLA @AHLA · 15 Nov 2016  
The hotel industry supports 8M jobs & proudly provides pathways to long-term careers. One upward mobility track is b/c #ApprenticeshipWorks



## Looking Toward the Future

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

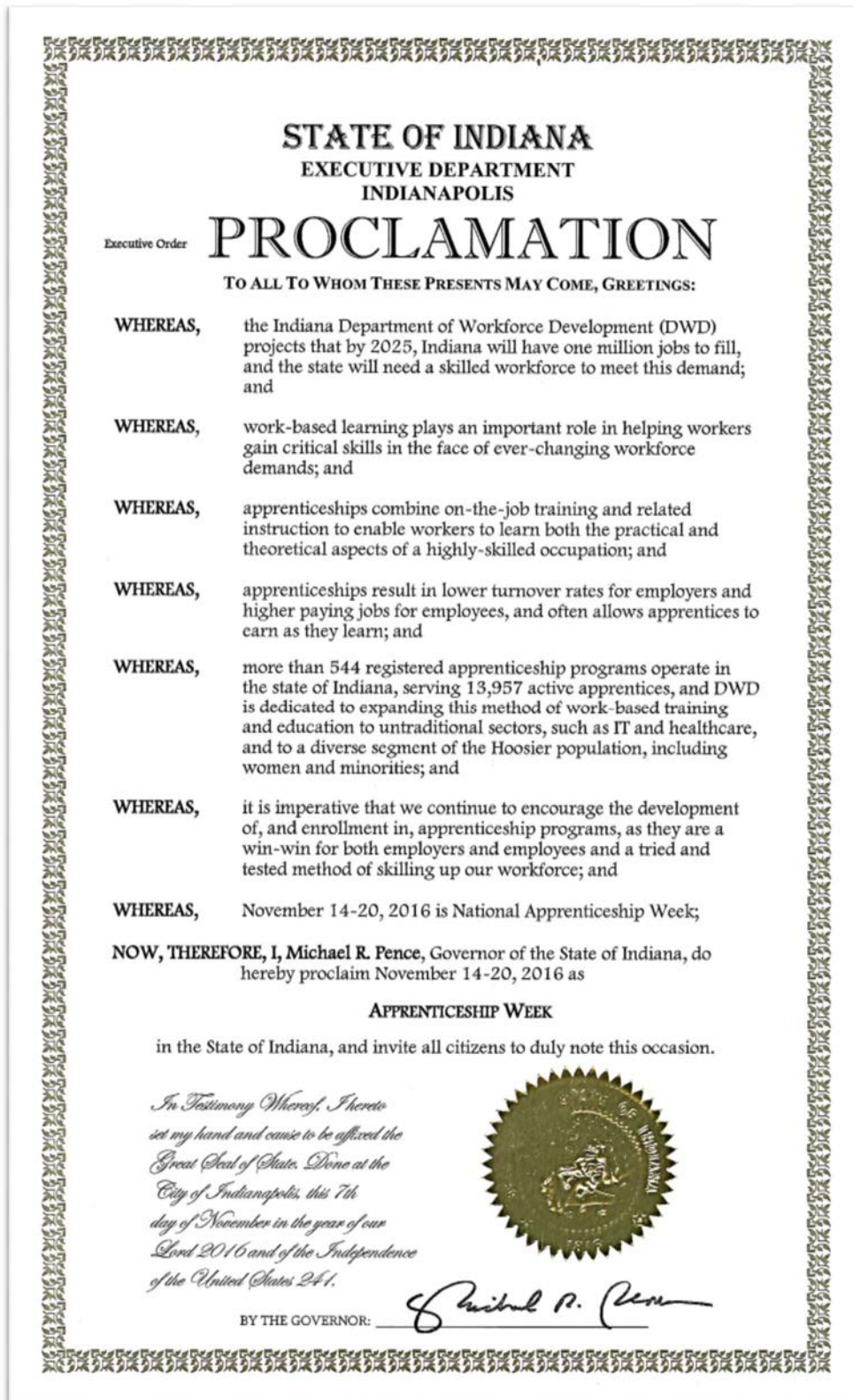
NAW 2016 exceeded expectations and successfully promoted the value of apprenticeship through events, proclamations and activities held across the country. A week dedicated to showcasing Registered Apprenticeship programs provides a focused opportunity for all apprenticeship partners to speak with a collective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





# USDOL Thanks VP Pence for his Support

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





## WTCS System-Wide Activity Update for Fall 2017

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

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

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



## State Committee Report - Construction State Ironworking Advisory Committee

This summary counts employers and apprentices with contract(s) active or unassigned on 10/6/2017 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>317</b>	<b>43</b>	<b>13.6</b>	<b>18</b>	<b>5.7</b>	<b>317</b>	<b>100.0</b>			<b>55</b>	<b>55</b>	<b>100.0</b>		
<b>Madison Area Ironworking JAC</b>	<b>109</b>	<b>8</b>	<b>7.3</b>	<b>6</b>	<b>5.5</b>	<b>109</b>	<b>100.0</b>			<b>29</b>	<b>29</b>	<b>100.0</b>		
Iron Worker (180138101401)	109	8	7.3	6	5.5	109	100.0			29	29	100.0		
<b>Milwaukee Area Ironworking JAC</b>	<b>208</b>	<b>35</b>	<b>16.8</b>	<b>12</b>	<b>5.8</b>	<b>208</b>	<b>100.0</b>			<b>42</b>	<b>42</b>	<b>100.0</b>		
Iron Worker (180138101401)	208	35	16.8	12	5.8	208	100.0			42	42	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

