



Apprenticeship**USA**

Summary Meeting Minutes

Advisory Committee on Apprenticeship (ACA)

***January 18, 2017
Virtual Meeting***

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Welcome and Opening Remarks

Mr. Cortes welcomed everyone to the advisory committee on apprenticeship meeting and officially called the meeting to order, followed by an agenda overview from Mr. John V. Ladd, Administrator for the Office of Apprenticeship. Departmental remarks were provided by the Deputy Secretary of Labor, Mr. Christopher P. Lu. And Deputy Assistant Secretary, for the Employment and Training Administration (ETA), Mr. Eric M. Seleznow.

Below is a summary of the meeting proceedings.

Andrew Cortes: All right, thank you and welcome everybody to our first advisory committee on apprenticeship meeting of 2017. Today's agenda is fairly straightforward but we have a lot that we want to cover. Very exciting updates in terms of what's been happening since our last meeting.

We have the high school registered apprenticeship framework to discuss and look at some of the good work that's happening. Guidance has been provided as well as our future recommendations going to our next incoming administration and then take a look at the road ahead.

With that in mind, I would like to formally call us to order. Please let the record reflect that a quorum of ACA members is present and I'd like to turn it over to our fearless leader John Ladd.

John Ladd: Thanks, Andrew. Hi, everybody. Good afternoon. Welcome from Washington, D.C. Hope everybody is well. Been a while since we've had a chance to get everybody back together but we've got a full agenda here as Andrew mentioned covering these two important topics of the youth apprenticeship framework as well as recommendations that you all have helped craft on advancing apprenticeship for the next administration.

So incredibly timely, incredibly important issues that we're going to cover today. We also thought we'd spend a little time just giving you some brief updates of you know, some of the activity that's happened since our last meeting and then we'll close with a little bit of the road ahead. I imagine that, you know, we're already getting a number of calls from a number of you asking, you know, what happens next?

You know, what's the status of the committee given the change of the administration and so we'll cover a little bit of that at the end. We're going to be joined very shortly here by Deputy Secretary Chris Lu. We are really working these guys right up to the last minute.

We had a signing ceremony with Amazon this morning that Chris participated in and he'll be with you in a few minutes here as well. These guys are literally packing-up their offices and getting ready to head on out of here either today or tomorrow so very bittersweet right now here in D.C. and headquarters to see this great team transitioning out.

We owe them a big debt of thanks for lifting-up apprenticeship, testing and apprenticeship and it's been a really incredible three years with this last group so we'll have a chance to say goodbye to Chris and he'll have one last chance to address you all as a group but let me just cover quickly, you know, some of the things that have happened over the last 100 days.

You know, we have not let-up on the gas at all, you know, we are working right up to the end here to accomplish really as much of our agenda as we can with this group and then of course, you know, we'll have another set of priorities and direction from the incoming administration.

But let me just cover and really this list that is pretty impressive to think about some of the things that have happened just really like the last 100 days of activity since our last meeting.

As most of you know and we talked about at the last meeting that we had eclipsed the half million active apprentice mark. It looks like we'll be right around 515,000 active apprentices by the end of this quarter so that was through December 31st. We're still waiting for some of the SAA numbers to come in but again really strong growth there in that active apprentice count.

Of course, you know, very aggressive targets this year and we really need to hit 525,000, you know, basically we need to add 25,000 more apprentices each quarter for us to hit the benchmark by the end of the year so but 1st Quarter always tends to be a little bit on the slower side so we still see that as (unintelligible).

If folks could mute your lines if you're not speaking, it would be helpful, just that we're getting a little bit of sound in the background. The RAC continues to grow. We're now over 300 community colleges in the RAC. We're approaching 200 leaders so those are important milestones and of course since we last met the state expansion grants were announced in October.

That was \$50.5 million that went out to 36 states that will be doing expansion and diversification activities across the country so we're really

thrilled to see that work as well and we'll be talking a little bit more about those grantees in a minute.

We talked a lot about National Apprenticeship Week when we were together. We were looking forward and planning ahead when we met with you all in September but you know, we're thrilled to report that the second annual National Apprenticeship Week was an even bigger success than our first one.

We had set a goal to have 600 events across the country, to have an event in every state and we surpassed all of those benchmarks with almost 700 events, an event in every state, a huge social media presence, millions of impressions on apprenticeship through National Apprenticeship Week and thanks to all of you and your networks and your stakeholders who hosted, tweeted, Facebooked, you know, whatever medium you used, the pictures, the videos.

We tried to capture all of that up on our Website through our social media scroll and it's just amazing to take a look at that. If you haven't seen that, go to our main Webpage. It's just really fun to see all the activity that happened during that week.

So we'll be putting-out another report like we did last year trying to capture some of the best practices but that was another successful event and really helped elevate apprenticeship across the country. There's been a lot of policy and guidance and research that's also been developed in the past couple of weeks and months here, some of which we'll be talking about today.

But of course as many of you know and this group really started the ball rolling, you know, probably six or seven years ago with recommendations on updating the EEO final rule but we're thrilled that we were able to publish a final EEO rule back in December so that is out. Hello, Chris.

John Ladd:

We were able to issue ratio guidance which you all helped to craft as well so that that has been issued. The long-awaited we owe it TEGL that provides significant guidance on registered apprenticeship and WIOA was issued last week. This week we'll be issuing the high school apprenticeship framework which we're also talking about today.

We completed our MOU with the Department of Education to formalize the RAC. We've been going these outwork formally - informally - with them for since its inception so the MOU is a great way to memorialize that partnership with the Department of Education.

And of course hopefully you all have seen the great report from the Department of Commerce that did a case study analysis of ROI that helps make the business case for apprenticeship, a really important step forward in the research base on apprenticeship and does help make that business case.

And really the headline there is that every firm that they talk to identified strong returns for our apprenticeship and in many cases the return was much larger than they expected so we're really thrilled to see that and then we hope to formalize those results in a more rigorous ROI study a little bit later.

And then just lastly and I'll turn it back over here to Chris, there's a number of events - let's go to the next slide, please - number of important meetings and convenings that have happened here in just the past few weeks again and over the last 100 days. We had a national leaders' call with the Deputy Secretary.

We had an international global apprenticeship network meeting here in the United States. The board met at the White House. There was a follow-up conference over at the Hilton, over 100 people attended that event, was a great event bringing many employers together, many with an international footprint as well as a footprint here in the United States.

We held our first community college accelerator session out in Chicago. It was attended by a number of community colleges interested in playing a larger role in expanding apprenticeship. We had our first state apprenticeship council meeting. We invited all of the state apprenticeship council chairs together to D.C.

We had almost all of them here. It was a fabulous meeting. They enjoyed it so much they've asked that we organize a second one and they want to spend two days talking about the issues and talking about how they can play a stronger leadership role for apprenticeship through their role as SAC chairs.

Just last week we had our second American apprenticeship grantee convening and we had the first convening of our new national industry and equity partners so it has been incredible busy 100 days here since we last met.

We've got a tremendous amount accomplished and of course a lot of that was because we have the tremendous support and leadership here at the

Department so with that I will turn it over to our Deputy Secretary Chris Lu. Chris?

Remarks by Christopher P. Lu, Deputy Secretary of Labor

Thank you John for your leadership. Thank you Andrew for leading this advisory committee. You know, it is we just finished doing another event, signing another set of standards with Amazon and in talking to the vice president for global talent acquisition at Amazon Web Services I was just recounting and reminiscing.

The very first event I did as a Deputy Secretary literally my first day in office was involving a program called Youth Career Connect which is trying to retool high schools to make them more adept in trading people, the kids for the job in the 21st Century and partnering with community colleges.

It's not apprenticeship per se but it sort of goes to the idea that we need to have broader collaboration, we need to think outside the box, we need to look at populations that have not traditionally benefited from the programs we have and we need to look at new jobs, new careers of the 21st Century.

And so it's a nice bookend to do my last event on apprenticeship - my last two events on apprenticeship as well - really today my only job is to do what the Secretary would do which is be to thank all of you.

You know, I think about the progress that we've made on this issue since 2014 whether it be, you know, 100-some thousand new apprentices that we've added, whether we're now up to I think 200 leaders, 300 community colleges, part of the consortium.

We have expanded to all kind of industries, IT, insurance, energy that we never could have imagined while continuing to increase the number in the traditional apprenticeships in the trades.

We've done an important role in diversifying the number of - diversifying the people - that have access to apprenticeship programs and the work that you all do and the high school framework is fantastic as well.

You know, all of this is possible because of the collaboration that we have built not only with unions, business communities, community colleges, stakeholders and we only do that because of the partnership that we form through all of you.

You all are our eyes and ears. You have reviewed our documents. You've provided recommendations, suggestions and so this is really, you know, our success in the administration over the last three-plus years is really your success as well.

And as I said this morning when I was talking to the Amazon folks, I'm a big believer in no good deed goes unpunished and so you all have done fantastic work over the last three years and so we're going to continue to ask you to keep it up.

There is nothing partisan about apprenticeships and I think as a measure of that is the \$90 million that we were able to obtain from Congress last year and Congress said in recent years has not been notable in giving more money to federal agencies but I think that shows why this is an issue that should continue to resonate with the new administration and the new leadership here.

I do think there will be a period of time where there will be an educational process and with the leadership chair and I will count on John and his colleagues to make that case to the new incoming Secretary why this is important.

But frankly to all of you as well, you have connections throughout Washington, throughout the country, around the world and to continue to make that case to members of Congress, members of the new administration, governors, the state workforce people, employers as well as to why this matters and to keep this momentum going.

And so I cannot be happier with the progress that we've made on the issue. I cannot be more proud of the staff who I've had the privilege of working for. I've taken far too much credit for the work that you all have done and I just want to thank everyone around the room as well as everyone in the office of apprenticeship for a remarkable run here and to commit myself and my own time.

I think as Secretary Perez and I continue to think about the next steps for ourselves after January 20th, we want to stay involved in these issues because we think these are the right issues not only for the Department of Labor but really for the country as well so keep it up.

Thank you for the remarkable experience. I have literally crisscrossed the country, crisscrossed the globe to push with this initiative and so I've

enjoyed it so thank you and I look forward to staying in touch with all of you.

John Ladd: Great, thank you, Chris.

All right so as you can see a lot is happening and the transition is beginning to move forward here so with that I will turn it back to Andrew and move forward with our agenda.

Andrew Cortes: Great, all right, thank you John and thank you to Deputy Secretary as well as Secretary Perez. The leadership has been impressive. It's a pleasure to serve and provide the guidance and feedback that we do to an administration who's so receptive. Just wanted to echo Deputy Secretary's comments that this is a model that works, period.

It's not an issue that get caught-up in partisan politics but I'll tell you what, it has been a true pleasure to work with this administration. We've been able to expand and help the country realize the value of apprenticeship far more than in any other period bar none and for that please extend our thanks as to the ACA too both Deputy Secretary and Secretary Perez as well.

As you can see our next item on the agenda I'm hoping that Laura Ginsburg is ready is ready to lead us in a discussion of the high school apprenticeship framework that's going to be disseminated out to the workforce development world at large as we know it's been a key issue to strengthen the connections between our young people exiting secondary schools and the great post-secondary education and career readiness that registered apprenticeship offers.

And with that I'd like to turn it over to Laura Ginsburg to walk us through the framework.

John Ladd: So sorry, just to interrupt. I know I think people Laura was going to get on and I hope she is on here. (Daniel), do you want to frame things up here a little bit for the committee before turning it over to Laura?

Daniel Villao: Sure, thank you. It's probably not necessary for me to add to Andrew's comment but I will echo his sentiments, John's sentiments, this administration has been phenomenal, the DepSec has been all over the country. I've been with him and he understands apprenticeship as well as the Secretary and the Assistant Secretaries.

They all get it and we've been really championed well at the highest level and that's why apprenticeship has expanded so rapidly under this administration is because the leadership has bought-in and gotten it and so to that end, we've been able to make in-roads as the DepSec pointed-out, never before have we gotten the types of investments and commitments from a bipartisan Congress to invest in apprenticeship.

John mentioned the \$50 million investments that states made where that states received from our investments and it's really important to understand that 22 of the 36 states that received funds, their response for what they were going to do with those funds included youth investments and high school apprenticeship investments.

And so that work that Laura will come-on and describe it is really becoming critical and one of the things that we're hoping that the advisory committee will be able to endorse today is the work that your subcommittees have put together, the work that our team has been doing and myself included with your co-chairs around creating a framework for high school-related apprenticeship that would allow for to set the tone on what are acceptable practices?

Right now our folks in the field are really guided entirely by the mention in the regulation that you have to be 16 years old to participate in apprenticeship. There are literally no guidelines as to how that happens.

And so the framework as you'll discover as Laura walks you through it really is respectful of our traditional concerns of the safety of apprentices, ensuring that any guidelines, any policies, any programs that come online continue to be aware, cognizant that high school students and young people cannot participate in highly dangerous work environments that they have to be paid the wages according to the guidelines that the federal government has set and each state abides by.

And so we wanted to make sure that we took the time to kind of walk you through the ideas around setting some fence posts in this discussion as we see more and more employers, more and more sponsors and specifically more and more states pushing to move young people into registered apprenticeship as a viable path which is what we want to happen is having people considered registered apprenticeship a high-profile, technical capacity-building training environment for employers and for the workers that get access to these careers.

We need to set the tone and this group has been really critical in terms of seeding that conversation and so with that I'm going to hand it over to

Laura. We'd certainly at the end of this process I think you're going to have an opportunity to endorse the work that we're doing. I'd like you to keep in mind that as all guidance it's fluid, it's a work in progress.

We will fine-tune and learn more about how to create the safest environments for apprentices that participate in this space but we would like at this time for folks to really thoughtfully support the efforts that we're doing and help us set the tone for conversations that are going to be moving very rapidly this year in this space so with that Laura Ginsburg, I think you're up.

Laura Ginsburg, Chief Division of Promotion and Strategic Partnerships

Okay, thanks so you have two documents in front of you. One is the framework for registered apprenticeships for high school students and then the other is a list of some examples of registered apprenticeship programs for high school students.

As you all went through your discussions about the framework, you had asked for examples of states and counties where school districts are doing high school apprenticeship so as you've seen we have a respectable amount of states.

It's starting to move forward where we have existing programs and then one thing that I think is really very important and really kind of helped us see the need for this guidance is with our state expansion grants and if you'll notice there are 17 states that are going to be working on some form of youth apprenticeship so it was really, really important for us to get this guidance out.

Another area another incident that we came across this year that was very disconcerting was down in Georgia a program wanted to try to register an apprenticeship program for 15-year-olds and as you all know, our law our regulations start at age 16 and it took our state director, OSHA, Wage and Hour, folks that are doing FLSA, I mean, it took all the forces of the Department of Labor to really defeat this proposal.

So we felt it was really, really key that we needed to put this guidance out because really it's like a wild, wild west right now and no one know (specifically) what should be done so as you know we had an ad hoc workgroup that met starting back in the very early spring.

Jim Wall, Brian Turner and LeAnn Wilson were on. We also had a number of stakeholders from a lot of youth groups. We had employers. We had labor. We had the Department of Education.

Remember this is going to be joint guidance so it's not only going to be to the registered apprenticeship and workforce stakeholders that receive this guidance but it is also going out from the Department of Ed to all of their stakeholders and that basically is going to be high schools so they will be getting this guidance as well.

So I think the important thing to look at on this framework I know you all have read this a number of times. We have made changes. We have provided as I said we've provided this research to you as you had questions so I think you all are very, very familiar with it.

As we put our principles together and our guidance, this document has been reviewed by the Department of Ed, by many, many departments over there, an equal number of departments here at Labor particularly FLSA, Wage and Hour and workers' comp.

They really helped us and you'll see particularly on the amendment or on the attachment where they really point-out, you know, some of these hazardous jobs that apprentices absolutely could not work on when they're 16 and 17 years old.

So we feel very strongly that we have very, very good guidance from all of the various offices from our two departments that really look at the protection of young people on these jobs and that they're not going to be put in harm's way.

So I think that was one of the major things that we wanted to ensure was that, you know, it's always the protection of the apprentice and particularly the protection of a young person below the age of 18 working on any of these apprenticeships.

So we basically came-up with two types and one was a pre-apprenticeship where the high school student would not be registered in a program but they would certainly be working with a registered program where they may take some coursework.

I mean, this is a typical pre-apprenticeship quality program where they'll be working on perhaps what is the curriculum that they need to follow? They may do some work that can contribute towards a registered

apprenticeship if they are selected but at this particular model they are not in an apprenticeship program.

The second model is a program that begins in high school and the vast majority of these programs will complete the apprenticeship after they graduate from high school and it is typically part of an associate's degree so we see this, this is actually the predominant example that we're seeing where they start in high school.

They will have a cohort of students, they're taking coursework. They're doing some of the OJT. They typically do that in the summer. They may do it after school. They may do it on the weekend but the OJT portion of this is not the predominant part of the registered apprenticeship. While they're in school, they are taking their coursework.

So they will have hours that go towards their apprenticeship but it's really when they graduate high school and then they go into that full-time registered apprenticeship program that they start working full-time.

They're going to school as well and many of these models they will be working and this is post high school they will be working three days a week and then they typically take their coursework at a community college two days a week so these are the models.

We also have a model though they can complete their registered apprenticeship program upon high school graduation. This is certainly not the majority of the programs that we see but there are programs that exist and they are legal under our regulations and these are basically programs. They may be in healthcare.

They may be in occupation that requires a minimum of 2000 hours with the of OJT and 144 hours of learning so again the length of the program depends on the occupation standard. It also depends whether it is time-based, hybrid or competency-based although ones that generally are in high school that begin in high school are time-based or the hybrid model.

And then they will take that learning and then apply it more towards their post-secondary portion of the apprenticeship program so we have also put together an attachment and this is the guide on child labor laws and workers' comp for apprentice minors.

And with the help of our FLSA and the Wage and Hour Division, we've been able to put together a lot of references that can that are easily accessible. There are child labor law resources and this is it is all Web-

based. You have your federal child labor law but then each state has the labor laws and that really dictates what the rules and regulations are in that particular state.

We also put together workman's' compensation for apprentices under age 18 and what we're doing as well is we are doing a research project where we're looking at every single worker's comp law, every state law and we're pulling-out this section on child labor.

Not all of the states have those laws. It may be where the law covers both 18 and over as well as under 18. We also plan to put together a lot of Web-based materials. We're going to be working jointly with the Department of Ed.

So we do plan to have a lot of tools and resources available to employers, to labor groups, to high schools, school districts that are easily accessible and that will help people put together a registered apprenticeship program for high school students that will certainly be within the bounds of the laws and the intent of what we want to do with registered apprenticeship programs.

So that basically is the overview. I can turn it back over to John or Daniel if there are any questions or if they would like to make any other remarks.

Daniel Villao: Sure, so thank you Laura for that and just to emphasize that Laura and the team has worked with the committee with the chairs to really try to craft some guidance in a space where our field forces, our representatives in all the states don't really have a template or a guidance that they can point to and say this is what's acceptable and not acceptable.

And so the intent of this framework is to set those kind of cornerstone posts to ensure that as more and more programs begin to move in this direction that our teams have some guidance that they can work from so our hope is that you'll endorse, adopt this initial framework so that we can utilize that endorsement to kind of drive home the point to all of our partners that this is an acceptable framework that people can work from to move into this space.

I don't know if John had any additional comments and if not I'll just hand it over to Andrew for the official dialogue.

John Ladd: No, I think you guys covered all of this extraordinarily well. I think we've been talking probably for too long and it would be great to get some

conversation and dialogue with all the folks on the phone and the rest of the committee so why don't we see if we can get some discussion and I'll turn it back over to Andrew?

Andrew Cortes: Great, thank you, John. Thank you, Laura, thank you, Daniel. You know, and I think that we could see this shouldn't be news to us. We know that we need to drive the age of newly-registered apprentices down in our country and we know that registered apprenticeship is a powerful tool to develop the workforce that we need for tomorrow.

And when we take a look at all the industrialized countries that have the lowest youth unemployment rate, it's where we see an apprenticeship model being the highest density so really what we're seeing and it's reflected directly in training employment notice 31-16 is the high school framework that we see here and really we're talking about basically there's two ways for high school students to connect.

One, either they start the registered apprenticeship while still in high school or two, they take pre-apprenticeship coursework which is aligned to registered apprenticeship while in high school.

And really providing the guidance to the field is incredibly important, not just show that people don't run afoul of child labor laws but that educators can then take advantage of this new guidance to leverage the best kept secret out there hopefully not so secret anymore that registered apprenticeship is an effective way to develop our young people as they enter into their career and workforce.

So with that I don't think that there's anything (dramatically) new and different from the various documents we have seen in the past. The co-chairs may have had a little more time with the finalized version of this document than other members so I'm going to pause for a moment, check-in with other ACA members on the line, see if there's any comments or feedback for the department and team.

Chris Haslinger, United Association

This is Chris Haslinger, I just have one question and that would be for Laura or for John. On the document that's Page 5 the guide on child labor laws and workers' compensation for apprentice minors, under the hazardous occupation exemptions, it lists some non-agricultural hazardous occupations.

And it says 5-8-10-12-14-16 and 17, I just had a question or if you could maybe elaborate a little bit, one of those is for occupations in roofing operations and all work on or about a roof. Is there any sort of safety concerns or issues with having that being an exemption for someone that's 16 or 17 to be working on a, you know, a high elevation doing roofing if that was an occupation or apprentice able occupation?

Daniel Villao: Of course there's concerns about safety elements to all of these jobs. Those exemptions are exemptions that exist in federal and state law now. They're not component that the office of apprenticeship has the ability to alter.

So what we can do though is as programs are being registered, we can ensure that we are being very direct and as and providing as much guidance as possible to programs that might potentially utilize those spaces to push the envelope.

We do not anticipate approving programs that would go against any of our existing guidelines in what we do in terms of approving registered apprenticeship programs at this time. There's no new space in the high school environment that changes based on what our programming models have been to date.

In other words we're going to be respectful of the historical practices and the regulations and the interpretations of the regulations as we perform them to date and that includes ensuring that apprentices are safe when they perform the work. We just simply don't have the authority to move against OSHA regulations or other types of laws that are in place that we simply can't influence.

John Ladd: Right, so I think that's, you know, a good place where we have this second bullet here on the screen about issuing guidance, you know, as (Daniel) mentioned, we're using this first opportunity to clarify, you know, what our current regulations and standards, you know, by our sister agencies.

You know, but we can further clarify it through guidance to our own staff, you know, particular areas where safety and others would be a concern, you know, in the establishment of youth apprenticeship programs so I think that's an area we, you know, we'd love to get more feedback from you all as to whether you think that's needed.

Sounds like it, you know, you would believe that there would be but again this is a first step not a last step in this process.

Chris Haslinger: Okay, thank you for the clarification on that, appreciate it. I just want to make sure and if it's already in place then I completely understand.

John Ladd: No, it's a good point.

Daniel Villao: And just so other members are completely clear, this is related to one of the attachments that is with this framework as opposed to an element of the framework itself and I think John's point is an important one. This is not the last bite of the apple on this.

We know that a training employment notice and some guidance to the field is necessary so that high school can effectively connect apprentice with apprenticeship.

John Ladd: But this is not the last time that we'll be looking at these issues and I'm envisioning that we're having a series of guidance pieces, various educational material that's going to be developed so that we can help other high schools effectively connect with registered apprenticeship programs.

And it seems to me that that's the way the department is viewing this as a first step in trying to help high schools more effectively connect with registered apprenticeship but point well taken and I think the advisory committee on apprenticeship has an obligation to always take first our charge to protect the welfare of the apprentice.

Are there any other specific points around the framework that have come-up or in the other materials or advice, feedback we'd like to give to the department as they move forward with next iterations of guidance of this area?

Brian J. Turner, Transportation Learning Center

First I want to recognize and thank Laura and the rest of the OA and Department of Education staff in developing this document in very quick time and doing an excellent job. There is a point that was discussed among the subcommittee members that I realize is sort of on the border between what can be in regulatory guidance and what maybe go beyond that.

But on Page 4, the fourth bullet from the bottom which addresses the RA programs that can be completed with high school graduation. There's a lot of sentiment that Secretary Perez is right in describing RA the essence of RA as being a post-secondary opportunity.

So if we could add a sentence in there saying that students who complete a registered apprenticeship with high school graduation to just in add in there needs individuals who are well-positioned to continue with further education or higher-level apprenticeships after graduating from high school just to make sure that door is marked and wide open.

John Ladd: I think that's a great suggestion and I think that's helpful reminder here that people don't necessarily see these as you know, a terminal pathway, right, that these are pathways, you know, with many steps on the ladder so I think that's a great suggestion that we can look as we look to modify the guidance moving forward to make that point more strongly as you suggest.

Andrew Cortes: All right, other ACA members, any comments or thoughts as we move forward on this issue?

Connie Ashbrook, Oregon Tradeswomen

I was just wondering if Laura could point-out to us in the research paper are there any examples of students who have completed the registered apprenticeship program during high school and what that looked like and what programs those were? Thank you.

Laura Ginsburg: For if you look on the list of examples, in South Carolina there is a program. I believe it's MTI, it's an advanced manufacturing apprenticeship. It's very much in the German and Swiss model. It's 2000 hours. It is a I would say kind of a manufacturing generalist where they go through the entire facility, you know, all of the various offices within that facility and they really learn the business.

So I believe if you go to that Website which is cited on apprenticeship Caroline youth apprenticeship. They will have a description of that program so that's one that where they finish. Another one is they also do certified nursing assistant and home-made workers in high school and they have it in South Carolina and I believe they have it in a couple of other states but I can't think of the states off the top of my head.

John Ladd: Any other comments or feedback for the department related to this topic? I think we are basically hearing the endorsement of the body and we've taken a look at this material in the past and I don't think that we have a need for a formal vote but through negative polling, is there any ACA member who has any hesitancy at all in adopting this guidance as it's produced recognizing that it's one in a series of first steps towards

addressing and strengthening the connection between high schools and registered apprenticeships?

Is there any ACA members who feel strongly that there should be some more discussion before formally endorsing or adopting this document? Right, seeing none, please department view this as the ACA's endorsement and approval of this first step in better connecting high school students with registered apprenticeship.

Of course I did use the trick of keeping everybody on mute when I asked the question but I do think that really what we're hearing is a lot of support for some incredibly well-done work by Laura, the team and our subcommittee working on this issue so thank you for that. This is a step in the right direction.

Andrew Cortes: Yes, thanks, everyone. If we could put-up the poll and if everyone could chime-in and just kind of more officially voice your endorsement for the guidance, that would be helpful for us for the record.

John Ladd: I will give people about 20 more seconds here. All right, thank you, everybody. We appreciate that. Looks like the yeas have it so we'll continue to move forward with that guidance and recommendations from the committee. Thank you.

I'm going to suggest Andrew a prerogative here that given that the conversation probably went a little quicker than we thought, maybe we just move on through with our agenda if folks with bear with us and then we can move to our second topic and we could potentially get everybody through - we get through - our meeting a little bit quicker and give you the rest of your afternoon back.

So if we don't hear any objections, I think what we'll do is we'll move to our second topic and we are expecting Eric Seleznow as well to visit us here. He was going to kick-off the session but it would probably be just as helpful for him to hear your comments and kind of wrap things up here at the end of the discussion as well so Andrew I'll turn it back to you and why don't we begin our conversation on our second topic?

Andrew Cortes: That sounds great John and I don't think anyone's going to have a problem with the gift of time so if we could move forward in the slides? All right so just a quick note related to the ad hoc workgroup on (helping) some future recommendations for apprenticeship expansion, as you

know at our last meeting I had taken a first crack at a draft and some great folks have joined an ad hoc workgroup to help refine that first draft.

We were ably represented from employers by Mr. Chambers, Mr. Golka, Ms. Hart Hester and Mr. Wall. We had Todd and Brian for labor as well as Connie, Yvette, Michael, Pamela and Lisa for the public and Mary Ann Pacelli also as an ex-officio representative and really we delved into how we can best refine the draft that you all saw in person at our last meeting.

So if we could advance one slide, so one of the points and you'll see in the final document we actually had made these bullets instead of numbers just to make sure that people knew that we thought that all of these actions were of equal importance and we weren't trying to indicate at any order.

But really there's six short-term action items that bubbled-up to the top and are now reflected in the executive summary which they were not previously and the first one make national apprenticeship week permanent by a Presidential proclamation.

I think that across the country we've seen the power that the national apprenticeship week event has had with you know, very close to 700 events out there and an awful lot of proclamations either by local or state government.

Since we opened-up a Webcam, I will proudly display Governor Raimondo's proclamation. It was very nicely done and basically it kicked-off a broad apprenticeship initiative here in Rhode Island called Apprenticeship Rhode Island.

It's a very important way in which we can pull-up what's important about the apprenticeship system. I think that it's a no-brainer that we ask and recommend that that become permanent by a Presidential proclamation.

The second item for short-term action really developed recognition programs for apprentices and for employer sponsors, again the power of apprenticeship is in its impact for both the employers as they meet their need for a skilled workforce and for the apprentices as they gain real-time occupational skills that lead to those family-sustaining careers. That's the second item.

A third item we can't move the apprenticeship system without the support of our states and governors so not only to continue but also to

engage the governors as we help expand the registered apprenticeship system through our states.

Fourth point, to host an international apprenticeship summit here in the USA and also explore an exchange program while we're doing so because a lot of learning that we always can gain from international approaches to apprenticeship and we feel that we also have much to offer other nations as they engage in apprenticeship-like programs.

The fifth point, to support diversity and inclusion in registered apprenticeship through not only providing information but really promoting best practices. It's an incredibly important feature. Apprenticeship is a great equalizer. It is one of the ways in which we can not only gain occupational skills but people do it in an equal manner where they can progress through a transparent process and it's a really excellent way to have an alternative earn-while-you-learn type opportunity for post-secondary education.

The sixth, short-term action being recommended in the paper is to create a permanent broad interagency workgroup on apprenticeship. As you know there was an informal interagency workgroup which talked about apprenticeship but we're actually recommending that this become permanent and its focus only on apprenticeship that we bring other agencies to the table to really help lift-up the power in the model to achieve the impact that it does.

So those are the six short-term actions that have been that remain included in the paper that's in front of you and have been incorporated into the executive summary as well as a little bit further into the recommendations document itself. Next slide, please.

All right, and in terms of the long-term structural recommendations, we recommend that we expand the current goal doubling the number of apprentices. Doubling is not enough. It really leaves us far behind other countries and the ACA is really recommending here that we increase the national goal to reflect rapid expansion and we try to figure out a way to scale it to other similarly complex world economies.

The second point is really to provide an executive order on registered apprenticeship. This recommendation really promotes registered apprenticeship in federal government and its program, and in particular, policy changes that incentivize registered apprenticeship through procurement. That's a topic that's come up many times in our group.

And also taking a look at if there's any disincentives around promoting apprenticeship in policies of various federal agencies.

A third point is to dramatically increase and make permanent apprenticeship programmatic funding. I don't think there's any doubt among the ACA members that the significantly higher level of funding, if we invested more, we would gain more because apprenticeship is that system that returns on the investment that it's provided as all of the recent studies have shown and as our own experience has shown us.

We are also recommending in number four is to explore establishing public-private partnerships that can help advance apprenticeship. Intermediaries are powerful tools and we believe that by lifting up intermediaries, there may be ways to partner with organizations outside of government effectively and be responsive and flexible as we expand registered apprenticeship.

A fifth structural adjustment, incentive apprenticeships through a broad set of initiatives. So there's a lot of different initiatives that we have talked about. Federal tax credits have come to mind and tax credits do help bring employers to the table. However, we're thinking that there are other multiple ways to incentivize participation as well, such as procurement policies, incentivizing federal (unintelligible), but we are recommending that we incentivize apprenticeship and that's the main point here.

The sixth recommendation here is focus on making opportunity and diversity a key priority. No matter what we're doing, we would like to have all registered apprenticeship strategies integrate an approach that ensures diverse populations can benefit from the career opportunities that apprenticeship provides. A lot of the reason that we all engage this work. The seventh long-term recommendation is to embed apprenticeship prominently in key education and workforce legislation. Similar to and beyond (WEOA), we wanted to add the emphasis on registered apprenticeships in the Perkins Act, specifically as related to career and technical education and other workforce legislation, which we may not have in front of us today, but we know that apprenticeship should be prominently embedded within it.

And the eighth point is an important one. Look for ways in which we can create regulatory flexibility. As the registered apprenticeship model and the system itself expands, we're really recommending that we examine adaptations that might be needed in how we regulate. One of the reasons that we do have such a high return on the public investment is that there

is minimal regulation. It's a real partnership between a private sector employer driven system of workforce development and government in its regulatory role. So we want to make sure that we are responsive to the innovative ways in which employers are training their workforce and giving them the flexibility they need in terms of how we regulate those systems.

The next slide please. So I went through this fairly quickly and these really are the long-term and the short-term actions. And we are going to request a committee action, and bring up the polls, and all that good stuff. So let me just walk through some of the other areas of this document because I think it's important. We highlighted on the two slides our short-term actions, which as mentioned were incorporated back into the executive summary. The executive summary really does sort of key up the issue as we -- our target audience is the next administration. We want them to understand the power of the apprenticeship model, not only what we're recommending in the short-term and in the long-term but the reasons for those recommendations and talking about the moment that we're at in terms of the crossroads in history where we can really lift up a model that's working exceptionally well.

So after the executive summary, as you know this is a very brief five-page document, but really we want to -- right after the executive summary, we want to capture the momentum and excitement to expand apprenticeship. We talked about the times in which we are serving, the gains that the apprenticeship system has made, the events that have happened through the national apprenticeship week, and we also just sort of highlight some of the reasons that the excitement is out there. And a lot of the evidence of the current momentum that we see has come from the elevation of the benefits and the visibility of registered apprenticeship, the expanding of new (unintelligible), creating partnerships and intermediaries, engaging employers in new industries, focusing on diversity and inclusion, and transforming apprenticeship. All of this momentum has been extremely effective in building up the excitement around the expansion of registered apprenticeship that we're seeing today.

On the third page, I went over that with the slides but that's really around the recommendations, six short-term actions, eight longer-term structural adjustments and changes. And then on the fourth page of the document, a little bit of context and background for the new administration to get themselves familiarized with why there is an apprenticeship committee, why we have our advisory committee role, how we're authorized, what we are mandated to do, and also what we've

done in practice. And basically offering ourselves to be strategically leveraged as we advance registered apprenticeship in partnerships with the new administration.

And then we have one final page, which is a summary of progress just so you know that we've done some excellent work in partnership with the department. Since 2011 forward, we had to pick a cutoff date, but in the past five to six years, three major recommendations. We provided the recommendations around the revisions of 2930, which are now released. We helped the department think through how pre-apprenticeship should be defined and how we might be able to establish a quality framework. And we really helped facilitate some collaboration, providing advice and feedback to the department on ways in which registered apprenticeship could better integrate with the public workforce system, as well as some really exciting events which those are with us during these years remember quite well. We had the 75th anniversary. We had a wonderful 21st century vision paper, and we had a series of white papers.

And we sort of summarized some of the key progress. We mentioned some other topics that we have weighed in on as an advisory committee on apprenticeship, such as establishing partnerships between apprenticeship programs and community based organizations. Very important to extend the training pipeline of registered apprenticeship to the community-based level.

Second point, I know that many of us were quite proud of the work that happened around providing some advice to the department and the various branches of military around transitioning veterans from active service to employment as registered apprentices. We helped with the conversation around providing college credit when going through a registered apprenticeship and we also helped provide some advice and feedback to the department as they looked at the issue of ratios of apprentices to training workers and occupations, which had some hazards, which was just as much needed guidance, much like the framework.

And that really concludes the paper. So I know I spoke fairly quickly and the real points are six short-term actions, eight structural longer-term actions being recommended. But I wanted to put that in the context of the paper as a whole and I also wanted to thank the ad hoc committee members who did an exceptional job of working with me and others to sort of hone in on what could be improved in the first draft, how we could integrate the will of the entire body in lifting up the best elements that we

all agree about registered apprenticeship and providing some recommendations for the next administration.

And I feel like I spoke a lot and very quickly so I'm just going to pause now and open up the conversation. Other ACA members, as you reviewed the paper, I'm hoping everybody sees that their specific comments and feedback have been reflected and I'd just like to open it up for any comments or feedback related to the actions and the vote we are going to take. It's always bad to give me silence. It generally means that I think that people are agreeing with me.

John Ladd: Hey, Andrew, I'll throw out a question or ask it to the workgroup. I'm wondering with number eight on the long-term recommendations, create regulatory flexibility. We're clearly in a different environment moving forward here than where -- certainly where we were when I think the first draft of these recommendations were developed back in September. So I'm just wondering if that there needs to be a little bit more framing around the regulatory flexibility and a discussion about the need to maintain program quality and the need to have a clear set of regulations that do promote program quality.

We don't want to leave it too open to the idea that always less regulation is better, right, or...

Andrew Cortes: That's a good point.

John Ladd: I'm just trying to think of how we balance -- and I think in general, we can probably weave in more the notion of continuing to maintain and even improve program.

Andrew Cortes: I think that's an excellent point, John. And the idea of leaving that category a little bit broad was we weren't sure where in the regulatory scheme of things flexibility may be needed. And it very well may be needed on innovations to advance program quality. So what I'm hearing you say, it maybe could be accomplished by -- I'm looking at the bottom of Page 3 in the actual document where it says create regulatory flexibility. The next sentence is as the registered apprenticeship model and system expands, the ACA recommends examining adaptations that may be needed in the regulation of apprenticeship. And then we can put comma, to not -- well I'm open to suggestions there. To promote program quality as well as increase effective operations. So something like that could give folks (unintelligible).

John Ladd: Yes, something like that, increasingly flexibility and program quality. I think you're trying to create both more flexibility in your regulatory structure, but at the same time ensuring you have strong program quality as well.

Andrew Cortes: So how does that grab members? I don't think that anyone would be opposed to a further strengthening of our desire to promote program quality. So regulation of apprenticeship to promote innovative models and increase program quality, something to that effect.

Woman 1: What about create regulatory flexibility while retaining program quality?

Andrew Cortes: That could work. That's a great suggestion. I am not sure we have to actually wordsmith it over the phone but if people feel comfortable throwing out a few options, I could scratch something down as other members react to other sections.

Bernadette Oliveira-Rivera, Laborers International Union of North America

I'd like to say hello to John Ladd and the rest of the ACA members. Happy New Year. Now, I have had an opportunity to look at this document only briefly, I must confess. So I'm needing a little bit of time to go through it and digest. And I have some concerns around this item in general and the need to include it as a recommendation. And that is only because I don't have a full understanding of what we're talking about when we say that we would like to see a greater flexibility here. And it seems to be a point where a lot of us are struggling to even define what that means. So why is there a need to create regulatory flexibility and what is that? How are we defining that?

Daniel Villao: Let me give you one example of a gap that we have in our existing regulation, in 2929 that it would be really wonderful for us to have some flexibility around. And that is that in this specific regulation, we have no ability to do, for example, piloting -- pilot programs where we could on a limited basis, experiment, demonstrate, fine tune, et cetera, programming models.

So basically, how our office currently manages is we either approve occupations and program sponsors for apprenticeship period, or we modify and then we modify their progress based on the annual review type of processes that we are authorized to do. So we currently don't have the ability to pull the plug on something simply because -- or to test something out because there's not that kind of flexibility in the regulation.

So that's the kind of example that -- just on the administration side -- we'd be interested in exploring.

But we certainly would not have an interest in diminishing the baseline quality components of the regulation or our ability to ensure that programs are meeting certain standards. I don't know if that's helpful.

Bernadette Oliveira-Rivera:

I don't know if I need to keep pressing star one, but yes, that is helpful. I still do have concerns. I think once you are able to provide me with an example. But what we're putting out there is a recommendation in a completely different environment with absolutely no parameters around what this regulatory flexibility could mean. So at this point that is a strong area of concern and I wouldn't feel comfortable with that.

Andrew Cortes: Bernadette, I understand completely what you're saying here and we are talking about the eighth point, create regulatory flexibility. Let me try the end of the sentence and see if it addresses that issue and if it doesn't, I don't think that we need to push on it too much here. So all I added was, "towards improving program design and quality." So that would mean that regulatory flexibility is only towards improving program design and quality. So I don't know if that would help in terms of putting -- because it is a broad piece of guidance. So I understand the concern when you're asking for regulatory flexibility, regulatory flexibility around what and with that addition, it would be towards improving program design and quality.

So I don't know if that helps. It helps me a bit to say, well, now I know what they're asking for regulatory flexibility about, as a tool to improve program design and quality. I would feel comfortable with that, But I also understand the point. So how does that sit with you and do you think that address the concern or does it still feel a little murky to you?

Bernadette Oliveira-Rivera

It still feels a little bit murky and I would say at this point, that is an item of concern. It makes it easier. Certainly, I would be much more comfortable with something like that but I can't say that it's something I'm comfortable with.

Andrew Cortes: Okay. So just running through the rest of the document, other members, are other folks feeling in a similar way about the eighth point? I think this

is an important piece for us to have some consensus around. These are our entire committee's recommendations for the next administration. If we're down to just fine tooth, if we're just down to refining one long-term recommendation, I'm feeling pretty good about this. But how do other folks feel about that one, creating the regulatory flexibility.

Lisa Ransom, Senior Policy Advisor, National Alliance for Partnerships in Equity

I understand Bernadette's position because regulatory flexibility actually opens the door to thinking that regulations in and of themselves may not be some -- I think moving into this new environment that's a very touchy phrase and I think if we can find a way to rephrase the phrase, we might be in a better position.

William J. Peterson, United Automobile, Workers of America

I thought maybe it's on the (unintelligible) deal with the regulatory business, maybe you could put in such as piloting some different programs or at least making it a little bit more specific. Because I agree with (Bernadette). Depending on who is (unintelligible) run things, there's a lot of flexibility and maybe you could (unintelligible) such as what it recently (unintelligible). So I don't know (unintelligible) make sense.

Andrew Cortes: Right, okay. So I mean my main issue here is if it's raising this concern for folks as it's been reworded then I think it's one that we probably should just strike because we have 13 recommendations that it sounds like we're agreeing on. So let me just read out the sentence as modified just one more time. See if it feels comfortable enough to folks or not, because I definitely understand the points being raised.

Right now, on my document, it says number eight, create regulatory flexibility. As the registered apprenticeship model and system expands, the ACA recommends examining adaptations that may be needed in the regulation of apprenticeship towards improving program design and quality. So to me that makes it clear what we're asking for regulatory flexibility about. But if it feels at all confusing, I would rather not try to rework it virtually. I'd rather that we just strike the eighth point and we go with seven long-term recommendations and six short-term actions. I don't know. What are other folks feeling?

Scott Kisting, Midwest Underground Technology, Inc.-Sabre Industries

I'm for the way it's worded. I think the wording that you're reading now is what it is we're talking about. And I think very particularly if we're going to be dealing with new industries and seeking to have apprenticeship catch fire in other areas. I think you need the ability of pilot programs and incubates and things where you've got some flexibility to do that. Whereas right now, parts of the system are very rigid for new industries coming in.

So I think it's worded well and I like the way it's worded.

Andrew Cortes: Okay, so Scott liked the addition of towards improving program design and quality to the end of that sentence and you felt comfortable with it as worded there. Is that right, (Scott)?

Scott Kisting: Thanks, yes.

Andrew Cortes: Bill, you were seeing Bernadette's point. Bernadette still feels a little bit too open door to you or?

Bernadette Oliveira-Rivera

Again, I think this is an area that I just have really strong feelings on and I believe that the language will not be clarified enough to change that. So my position stands. And I know -- I do want to be respectful of everyone else. I want to allow others to comment on the overall document. But I do want to also say that I have some concerns on some of the other items. So I don't want silence to be misinterpreted as agreeance with the other aspects. So I hope we'll have a chance to look at some of the bullet items that are here besides this one.

Andrew Cortes: Well, let's take a look because we have a new administration coming in Friday. This has been a several month process by which we've tried to open it up for every ACA member to weigh in. It feels like people were pretty much in agreement with the entirety of the document.

I think it's important for us to have a consensus opinion to the new administration around each of these items. So personally, I think even one person not feeling comfortable with the language, that's enough call for me to say I would suggest we just strike the entire item. However, if there's other concerns, please let's talk about the document as a whole. I don't want to belabor the point around the eighth long-term action item but I'm perfectly happy to strike it if it means that we have a consensus recommendation to the new administration. What are other folks thoughts?

Brian Turner: Okay, I'm just not sure how the system is working. I think the phrase regulatory flexibility is a lightning rod that has to go but the balance of the -- the second half of that sentence as you modified it, Andrew, sounds perfectly fine to put in. So maybe we just get rid of that heading and go into support innovations to further improve quality and whatever.

Andrew Cortes: Okay, that's a great suggestion. So we have a suggestion that we just strike the word create regulatory flexibility and put something that speaks more to the last part of that sentence, improving program design and quality.

Andrew Cortes: How are you feeling about the rest of the document at this point, (Brian)?

Brian Turner: I think it's excellent. By recognizing who this is going to, there are key words here that could be really hung around our necks in a very unfortunate way.

Andrew Cortes: Sure. We don't want anything to be misinterpreted. That's for sure. We know what we're trying to say but whether or not it feels like it can be read that way is a very different story. So I appreciate the comment. Other folks, strong feelings about other points in the document or item number eight?

Chris Haslinger: I think that the consensus about or the comments about the regulatory flexibility on number eight is like (Brian) just mentioned. It could be drawn some potential, I think the second half there could be good in the general terms that it could be changed to and it doesn't have as much potential for an issue as the regulatory flexibility.

On the other areas in the document that I would say I would maybe guess that some concern that some people may have is on the ones that talk about expanding the new apprenticeships or incentivizing apprenticeship -- public-private partnerships and things like that, that there's maybe the concern or a caveat that there's a lot of programs that have been around for a long time and that and everybody is for expanding programs into new areas that don't currently have it, use that model to grow in that.

But at the same time to not forget the programs that have been around and operating and are doing things that haven't had funding, or public-private partnerships, or incentives that to do it, that they're not just a -- this would come off as a recommendation to worry about the expansion and so much as to forget about the ones that are already out there and that are doing it. So I don't know if that's a concern that some may have, but I'm going to take an educated guess that that might be some of it the

way that it's kind of worded a little bit that may cause some people to have a little bit of concern.

Andrew Cortes: Okay. I actually feel that the second half of the fifth recommendation is really geared toward existing programs. Federal tax credits are nice but I'll tell you the traditional construction programs at least, I'm not aware of construction employers who really take advantage of apprenticeship tax credits when they're available on a state level. However, procurement policies that incent federal contractors to participate in apprenticeship, well, that's something a lot of traditional models really do need and find very helpful in terms of promoting their registered apprenticeship training system.

So just a final point around the eighth, create regulatory flexibility. I am just going to recommend that we strike the term create regulatory flexibility, strike the eighth recommendation. If we like the sentence as a standalone, as a registered apprenticeship model and system expands, the ACA recommends examining adaptations that may be needed to improve program design and quality. If we like that, I would recommend that we can bring it up to the sentence that introduces the seven items, right. So we could say as highlighted in the executive summary, the ACA proposes the administration examine both short-term actions to support registered apprenticeship and then we could insert the sentence and then basically lead into the long-term structural changes if we want to preserve that sentence. I'm also just fine with striking eight in its entirety. I think the main point is making sure that we are making good strong recommendations around short-term items and long-term items to examine.

So just to be clear, let's -- I think that there is enough concern about create regulatory flexibility as a phrase that we should just strike that. But I would like to know if other folks are feeling that there are other recommendations, which need a little bit of fine-tuning prior to feeling comfortable to a vote, as mentioned. I do think it's important for us to have a consensus vote in this particular issue, much as we did on 2930.

Bernadette Oliveira-Rivera

I'm actually doing a follow-up on Chris' sort of summary of potential concerns and those actually echo what I was feeling in terms of some of what's recommended here. And I know we've had some healthy discussions at previous ACA meetings around how to thoughtfully incentivize growth in apprenticeship and how to support the existing programs that have been privately funded for a really long time.

And so anything that we can do to sort of clarify that. I know, Andrew, you gave one example on item number five of how it does talk about other means that would be supportive of programs that are more established. But if there's some way to add language or clarify that this is not exclusively focused on expansion but also support of existing models that would be helpful.

Andrew Cortes: Incentivize existing and emerging apprenticeships through a broad set of initiatives.

Bernadette Oliveira-Rivera:
That works.

Andrew Cortes: Excellent. So the addition of those three words -- incentivize existing and emerging apprenticeships through a broad set of initiatives. Because I hear that point and that was by no means what was intended and I think you guys are right to point out that somebody may be able to misinterpret it without that clarification.

Just to be clear, a little bit further down it says we recommend exploring multiple ways to incentivize participation. I'm sorry, I heard somebody. Was that (Chris)?

Chris Haslinger: Yes, Andrew, I'm sorry. If you're doing that on the number -- the fifth one there, the language you just said, would it also make sense to use that exact same thing on number four, explore establishing public-private partnerships to advance and use that same language?

Andrew Cortes: I'm certainly fine with that. Other members? I don't think anyone was trying to just say new and expanding emerging, right, so existing and emerging in front of advanced apprenticeship.

Great. All right, so we have three modifications to the document so far, just to summarize. Number four, explore establishing public-private partnerships to advance existing and emerging apprenticeships. Number five, incentivize existing and emerging apprenticeships through a broad set of initiatives. And the third change is striking all of number eight. All right, other comments and feedback? Do folks feel pretty comfortable with -- I think those are great suggestions. The fact that anyone had any question about it means that somebody else will also when they read it. So that's very, very important to point out and I'm glad that those words help clarify what we are looking to support and advance other comments and feedback around the document?

All right. So while (Daniel), I appreciate the point about the live example of regulatory flexibility, I also very much appreciate the point of the ACA members and that regulatory flexibility may end up being a lightning rod choice of words when we're not intending it to be and made lead some folks to misinterpret our attention around that recommendation. So in all, I would say that if folks are reading it that way, this is good edit to get it stricken at this point.

Daniel Villao: Well, we certainly appreciate all the hard work that the ACA has put into this and we're hoping that the new leadership teams that come in become as fervent champions as the previous ones have.

John Ladd: I would echo that as well and in many ways, I think it's clear that regulations is something that the next administration is going to be looking at and I'm sure will be asked to take a look at this area. So I don't know that we need a recommendation at this time from the committee on that. I think we would certainly want to engage with you if that ends up being the direction that we're asked to review and we certainly want to engage you all in that process.

Andrew Cortes: And I think some of the best help we can give as an advisory committee is providing substantive strong recommendations, both for the short and long-term that are made in a consensus manner across such a diverse group of registered apprenticeship experts. So I do think that the consensus recommendation being so substantive, I think that's an important point and I think it points out the power of the registered apprenticeship model to move in a lot of different worlds.

And it's hard for me to have any doubt that the incoming administration is going to love the apprenticeship model. I mean I know I'm very, very biased but it really is hard for me to understand how anybody could be opposed to such a highly effective model that puts the private sector employers in the driver's seat in an excellent partnership with government around registered apprenticeships.

Let's hope. So just to be clear, when we do take a vote in a few moments, we are taking a vote on an adapted document. There is the adaptation or the addition of the words existing and emerging in front of apprenticeship in both four and five and striking number eight. Okay, any other discussion around this? You guys are awfully efficient.

John Ladd: Not hearing any, should we bring up the poll again?

William Peterson: I don't -- I'm actually driving to Cleveland so just put me in the positive for the last two votes.

Andrew Cortes: Thank you, (Bill).

Bernadette Oliveira-Rivera:

I also don't have access to the poll right now but I am supporting it with the changes that we discussed.

Andrew Cortes: Thank you very much. All right, and the poll is up so please feel free if you are on the computer to click yes or no. And then also hit the submit button like I did not.

John Ladd: We'll give folks another few seconds here. Twenty seconds. All right, well, thank you everybody. That's incredibly helpful. This will be great guidance for us and good road posts for us we move forward and gives us some really strong ammunition for some of those initial conversations with the new team as they're onboarding here.

Andrew Cortes: That's great. I don't know if you could tell the instant poll tallies. Did we have any notes?

John Ladd: There zero nos, a few no answers, again, we may have people who are traveling and not able to vote electronically.

Andrew Cortes: Well, I just wanted to extend my appreciation to the ACA members. While we tried to keep the document concise, it is also dense. It's a substantive document and I think it's incredibly important that we provide consensus recommendations to the incoming administration. And I thank you very much for your help in crafting this document.

John Ladd: Excellent. Thank you all. Well, should we move ahead and move towards our wrap up? Our Deputy Assistant Secretary, (Eric Selznow) has joined us but we'll give him a few minutes here to settle in. Why don't I spend just a couple minutes outlining with you all a little bit of the road ahead as we see it here today. A lot of uncertainty. We're still waiting on a number of appointments and nominations here at the department but there are some things we do know moving forward and we'll just highlight those for you really quickly. There are a number of events that will be happening over the course of the year that become kind of milestones and benchmarks as we move forward.

The first will be a second meeting of the state apprenticeship chairs. We're going to be bringing them in for two days as we -- it's where we

have them in for the first time here a couple weeks ago. Great meeting. Great conversation and we're going to build on that meeting in March. We will be bringing in the state expansion grantees, the 36 states that received Apprenticeship USA expansion funding. They'll be coming in for I believe it's in early May. That will be that first convening of that group. And we're going to piggyback on this national conference that's being organized (unintelligible) conference on May 4th and 5th. Gain, that is not a DOL led effort. That is a coalition of partners that have gotten together a number of foundations, I believe the building trades, folks like the national skills coalition and others are organizing this really first time ever national conference on apprenticeship.

For many of you probably it will be stunning to hear that we're coming up on the 80th anniversary of the Fitzgerald Act. I know many of you were involved in our planning for the 75th anniversary of the Fitzgerald Act. It seems like that was just not that long ago and we're already five years later here.

But that ended up being a really important event and one where some of the early work that we're seeing here today was kind of foreshadowed back then. If folks remember, we had awards for the innovators and trailblazers of apprenticeship and brought a number of people in. And that's something we want to look at again this year, excuse me, as we talk about ways to recognize those that are leading on apprenticeship. And of course, we'll have the third National Apprenticeship Week in November. We're looking to nail down that date soon and make sure that people have time to plan for that.

And then we'll have a whole range of our sectors of excellence and apprenticeship and accelerator meetings going on throughout the year. We'll be doing even more of those this year because we have the support of our national industry partners who will be hosting a number of these meetings as well. So it will be a busy year, lots of major events happening and of course, we'll be hosting additional advisory committee meetings throughout the year as well.

We don't know the future of this committee. There's really not much that we can tell you right now. We do know that past practice has been that most new administrations do kind of dissolve the previous committees and appoint new membership to these committees. But we have made sure that the current membership is in place and we have all your terms are good for another two years. The charter is good for two years. So we will continue to operate and move forward until we are told otherwise. But there's really not much we can say at this point other than you will

continue to serve as ACA members. And if anything changes we'll be sure to let you know.

So that's a little bit of the road ahead and Eric, this is perfect timing to turn to you to close things out here and I know we're winding down the hours here.

John Ladd: Minutes with your tremendous leadership and support over the past couple years. So we have most of our ACA members on and they'd love to hear from you.

Remarks by Eric Seleznow, Deputy Assistant Secretary, ETA

Great. Well, thanks John. I just want to say thank you everybody. We're rapping up some final last-minute things downstairs in the front office of the employment training administration so we're signing folders and getting things out the door up until we leave in about an hour and a half. So this is my last official act and I couldn't think of a better place to spend it than with the team here in apprenticeship and with some of you, Andrew, Ken Rigmaiden and others. Thank you for your leadership. I can't thank everybody on the committee -- the council -- committee, council, what are we? Council. But certainly, thank you everybody for your commitment to do this work and to be involved. I think -- we're so optimistic about apprenticeship here, I think we've come a long way in the last three, three and a half years in putting it on the map and keeping the energy going.

You've probably heard this all day from Deputy Secretary Lou and from John, but we've made great progress and I think one of the things for me is we still have a long way to go. We still have a long way to go with governors and with public school systems and college presidents, and the public workforce systems and others. There's just a lot of work to do. But we've chipped away, I think, at the transformation of apprenticeship. I think we've had some great successes. Many of them due to the great work of the Office of Apprenticeship here, so whoever is sitting downstairs certainly has a great team up here to continue this work. And we often -- when (John) and I meet on a regular basis, I'll often say to (John), let's get that in front of the council. What does the council think about this? What's the collective wisdom of your group. And you've helped us out in so many ways thinking things through and weighing in on issues including some of your recommendations for the future that I guess you already talked about today, right.

So it's been great successes. Just a couple of little thing is how do we continue this momentum. How do we keep the synergy going. The partnerships that we've started and some of the ones that we're working on, I'm sure they already mentioned about Amazon signing this morning just a huge deal as we're doing that, as we're going right out the door. Converting and transforming this office and our field folks into more of a sales and service model has been very, very helpful. We saw evidence of that, again, with the Amazon folks today. Increasing the staff capacity continues to be a challenge and an opportunity and all the stakeholders.

So I hope to be working in apprenticeship in my next life. I'll stay involve in the workforce system but it's really been such a pleasure to work on this issue. When I've been here, I've been familiar with apprenticeship for years. I was probably one of the people who needed to have their culture changed around apprenticeship and certainly, when I came here with certainly the leadership from the White House and Secretary Perez, and once we got into it, really figured out that the change has certainly changed my view on apprenticeship that this model works in a wide variety of industries to help American employers and American workers.

So it's been great. Thank you for your service, (John), and thanks for your great work and the team has done a great work and will continue to do great work. And so I just wanted to spend my last minute here to thank you all and we're optimistic. I've talked to the Secretary about this a number of times. (Chris) may have talked about this earlier but because of the bipartisanship of this issue, there's new programs starting every day. A lot of the new ones over the last couple of years have been a non-labor but the labor programs continue to be robust and continue to be a guiding light for many of the programs out there. So I appreciate all of your openness as we sort of tried to change the culture of apprenticeship. I think your involvement in this and being open to sort of reframing and rethinking parts of apprenticeship has been really important to us and we know it's hard to transform something but I think we've made great progress.

So with that, I'll just be quiet and let you all go. You've been on the phone a long time today so I think I'll turn it over to you to wrap it up. Thank you all very much and Andrew thanks for your leadership this last year.

John Ladd:

Well, thank you, Eric. Again, a lot of this was done because of your leadership and the support you provided us. So thank you. We are going to miss you and we know you're going to be a tremendous leader wherever you go next. So we'll (unintelligible) continue that work as we move forward.

Andrew, I'll turn it back to you.

Andrew Cortes: And just to echo that point, it's not just the department's sentiment. It's the sentiment of the entire Advisory Committee on Apprenticeship. We have been incredibly appreciative and we benefited from the support received from this administration, and (Eric), in particular, your leadership has been felt. We've all noticed it. We've all benefited from it and more importantly, the apprenticeship system has benefited from it. So thank you very much for all of your service. It is greatly appreciated and very much noted.

With that, I think that there's not much more for me to say. I think that yes, it is a drag to have to stare at stranger's faces on the phone and listen over a telephone call, but this is important work and what I do know is that registered apprenticeship is incredibly effective. We have helped provide the department some significant guidance that has helped move this system forward and we have that to be proud of. I hope of course that we all continue our service together. It is encouraging that our terms are not expired and our charter is still active, and I'm looking forward to doing this work for as long as we're allowed to. And regardless whether it's here formally or not, I know that each one of us is a champion for registered apprenticeship in our daily lives.

So with that, I would like to bring the meeting to a close and I know that if there's other ACA members who would like to chime in prior to opening this up to public comment, please feel free.

Connie Ashbrook: Thank you, Andrew. and I also want to thank Eric so much for all his leadership and support for apprenticeship. I want to express my thanks to John and his team for all your excellent work and Andrew, thank you for guiding us through these amazing two papers and meeting today.

I have a couple of questions wanting to know about the next steps on acting on the recommendations from the ad hoc committee on women in apprenticeship. And maybe this is something I would be better off just sending an email about, but I'd like to see registered apprenticeship and the Department of Commerce return on investment report. I haven't seen those so I'd like to see those.

And then we had a potential April meeting sent out in an email and so I wondered what's happening with that. Thank you very much.

John Ladd: So I'll just hit those real quickly. A number of the materials you asked for are in the links in the emails that we've sent out but we can resend those as well. Why don't you send me an email on the ad hoc workgroup? We're doing some thinking here in terms of now that the EEO rule is out, how we align those two efforts. So we want to connect back with you and the workgroup as well on that. And then I think we are still looking tentatively at April but we have not confirmed a specific date yet for the next meeting.

Any other members have questions or comments?

Brian Turner: I just want to thank you guys for doing an excellent job. It's been a pleasure and an honor to serve with this great group under the great leadership and you, Andrew. It's been great. Thank you.

Chris Haslinger: I just want to say thanks for your help and the department's help a few weeks ago and I appreciate the guidance ratio or the issue on guidance for ratios. I appreciate that very much. I know it's a little bit of a hot topic but I appreciate you guys getting involved.

John Ladd: I appreciate that. I meant to circle back with you on that but appreciate those words.

William K. Irwin, Jr., Carpenters International Training Fund

John, I appreciate it too but I think we all know this is not the end of the situation.

William Peterson: I just want to provide, on behalf of Dennis Williams, our President and our Secretary Treasurer, the director to thank the administration for bringing apprenticeships to the forefront great job that the department has done. Appreciate all the work in promoting apprenticeships and moving us forward. Thanks.

Eric Seleznow: Means a lot. Thanks, Bill

John Ladd: Any other members prior to going to public comment? All right, seeing none, operator, if we could open up the line for public comment, I would appreciate it.

Coordinator: Thank you. We will now begin the question and answer session. If you'd like to ask a question or make a comment, please press star one and record your name clearly. Our first question comes from James Wall. Your line is open.

James Wall, National Institute for Metal Working Skills

I really would like to thank the administration and the staff for the absolute wonderful job and the fantastic growth in apprenticeship, which has really been unprecedented. Can't thank you enough. I know you have a lot to work on but I would like to potentially have one more thing that the ACA could work on in the future and that is to look the requirements for national programs. As we understand it, to have a national program it needs to be 25 states that the organization would be in. And that bar is really, really high. There are a number of manufacturer and other organizations that have programs or could potentially have programs in multiple states but getting to that 25 is a very high bar.

So I would like to encourage us to possibly look at that in the future and maybe come up with a more rational way that organizations can register on a national basis.

John Ladd: That's a great point, (Jim), and actually we're hearing the same thing in lots of different places. So we have taken a look at that and I believe we're getting ready to issue some updated guidance on that.

James Wall: Wonderful. Thank you.

John Ladd: Do we have any other public comment, operator?

Coordinator: Not at this time.

John Ladd: All right. Well, thank you all and Andrew I'll turn it to you to adjourn us.

Andrew Cortes: Well, it is my duty now to formally adjourn us. So please consider the ACA adjourned. Thank you all for your service and I look forward to our next meeting.

CERTIFICATION

As the Chairperson of the Advisory Committee on Apprenticeship, I hereby certify the accuracy of the January 2017 Summary Meeting Minutes.



Mr. Andrew Cortés
ACA Chairperson



ApprenticeshipUSA

Advisory Committee on Apprenticeship (ACA) Meeting Agenda

January 18, 2017

VIRTUAL MEETING

Audio Log-In Information:

1-800-593-8978

Leader passcode: 32736

Participant passcode: 8808887

Web Link and Password:

<https://dol.webex.com/dol>

Meeting number: 647 643 083

Meeting password: 3sNZZpb*

Wednesday, January 18, 2017

12:45 p.m. – 1:00 p.m.	Web and Audio Log-In	
1:00 p.m. – 1:15 p.m.	Call to Order: <ul style="list-style-type: none">• Welcome• Agenda Overview• Updates and Recent Actions	Andrew Cortés, ACA Chairperson John Ladd, Administrator, OA Daniel Villao, Deputy Administrator, OA, ACA Designated Federal Officer
1:15 p.m. – 1:30p.m.	Opening and Departmental Remarks	Christopher P. Lu, Deputy Secretary of Labor, U.S. DOL
1:30 p.m. – 2:15 p.m.	High School Apprenticeship Framework: <ul style="list-style-type: none">• Overview of the Framework• Guiding Principles and Highlights• Open Discussion and Deliberation• Committee Vote	Laura Ginsburg, Division Chief, Promotion and Strategic Partnerships ACA Presenters: Andrew Cortés, Chairperson James Wall, Co-Chair, Employer Chris Haslinger, Co-Chair, Labor
2:15 p.m. -2:45 p.m.	30 min - Meeting Break	
2:45 p.m. -3:00 p.m.	Future Recommendations on Apprenticeship Expansion	Eric M. Seleznow, Deputy Assistant Secretary, ETA
3:00 p.m. – 4:00 p.m.	Future Recommendations: <ul style="list-style-type: none">• Overview of the Draft Recommendations• Open Discussion and Deliberation• Committee Vote	Andrew Cortés, ACA Chairperson
4:00 p.m. – 4:30 p.m.	Wrap-Up Session: <ul style="list-style-type: none">• Road Ahead• Closing Comments	Andrew Cortés, ACA Chairperson Daniel Villao, Deputy Administrator,



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- Public Comment
- Adjourn

and ACA Designated Federal Official



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Advisory Committee on Apprenticeship (ACA) Meeting

**January 18, 2017
Virtual Meeting**

Call to Order



Andrew Cortés
ACA
Chairperson

Agenda Overview



John V. Ladd
Administrator
Office of Apprenticeship

Agenda Overview

Our Focus

Increasing Registered Apprenticeship Opportunities for Youth and Discuss Priorities for the Next Year.

Today's Priorities:

- Updates Since Last Meeting
- High School Apprenticeship Framework
- Recommendations on Apprenticeship
- Road Ahead

Updates Since Last ACA Meeting

Major Milestones:

- Nearly 515,000 Active Apprentices
- 300+Community Colleges in the RACC
- Approaching 200 LEADERS
- \$50.5 million for ApprenticeshipUSA State Expansion Grants (Announced Oct. 2016)
- 2nd Annual National Apprenticeship Week (NAW) w/ almost 700 events (Nov. 2016)

Updates Since Last ACA Meeting

Policy, Research and Guidance Issued:

- EEO Final Rule: 29 CFR Part 30
- Ratio Guidance Issued: OA Circular
- WIOA TEGL: Guidance on RA Provisions
- HS Apprenticeship Framework (**in development**)
- Completed RACC MOU: Jointly w/ DOE
- DOC ROI Report: Business Case for RA

Updates Since Last ACA Meeting

Convenings and Critical Meetings:

- National LEADERS Call w/ Dep. Sec. Chris Lu
- GAN Board Meeting in U.S; White House, Embassy, and Hilton Conference
- Community College Accelerators
- National State Apprenticeship Council Mtg
- 2nd National AAI Grantee Convening
- Industry and Equity Contractor Convening

Opening and Departmental Remarks



Christopher P. Lu
Deputy Secretary
Department of
Labor



ApprenticeshipUSA

Daniel Villao

Deputy Administrator
National Office Policy
Office of Apprenticeship

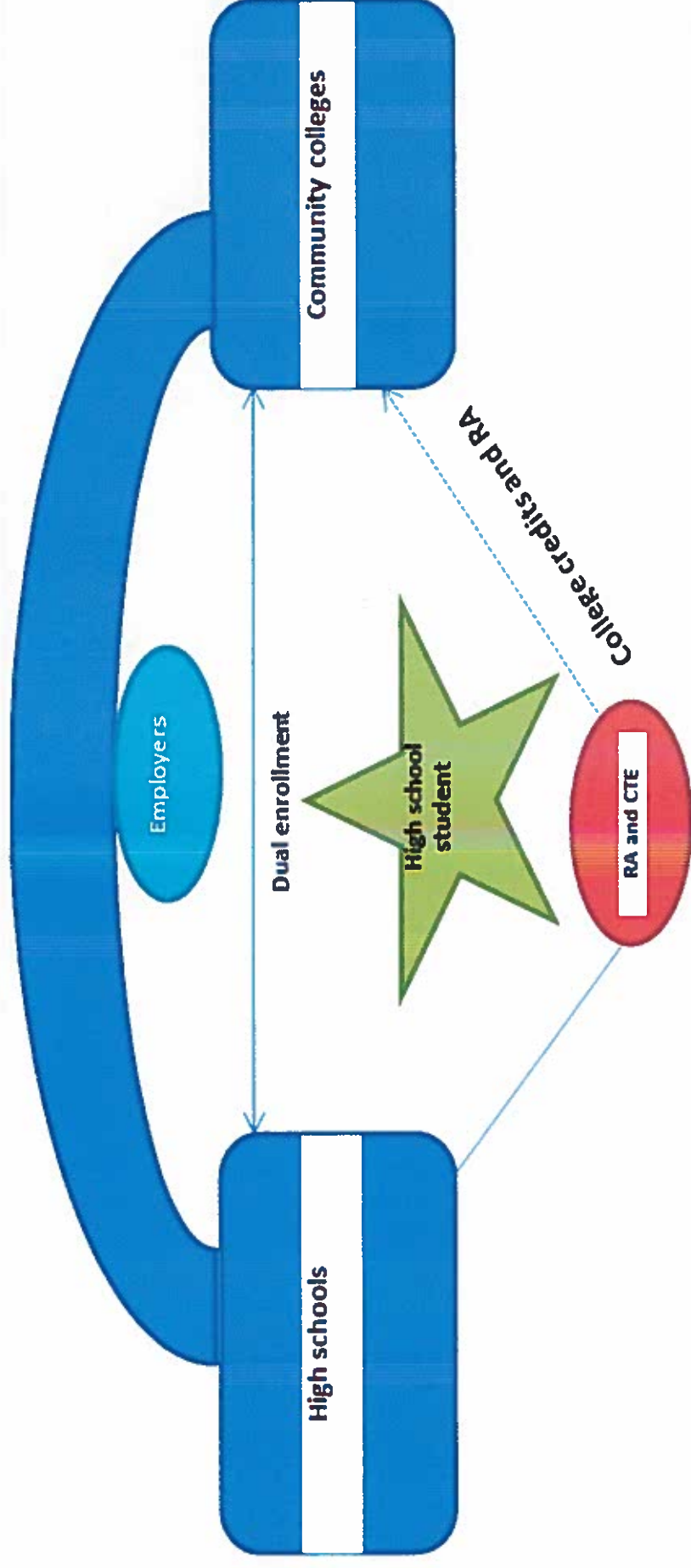


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Laura Ginsburg

**Division Chief, Promotion and
Strategic Partnerships
Office of Apprenticeship**

High School Apprenticeship Framework



Opportunity:

- ✓ Employers interested in working with high school students
- ✓ Increase linkages between high school career and technical education courses with apprenticeships
- ✓ High schoolers are in dual enrollment programs and receive college credit

Registered Apprenticeship for High School Students

- **In-School Youth Apprenticeship**
 - 16 & 17 year olds
 - junior and senior high school students
- **Joint policy guidance will be issued by the Departments of Labor and Education.**
 - Guidance needs to cover education and workforce stakeholders
- **Web-based materials will be developed for both departments**

Opportunity to Shape National Policy

Purpose: Expand youth employment and training programs to better connect high school students to Registered Apprenticeship opportunities.

A High School Framework will provide

- Joint guidance from Labor and Education
- Consistency nationwide
- Greater use of RA and Pre-apprenticeship for youth at least 16 years old
- Connect Youth to In-Demand Work-Based Learning Opportunities

Stakeholder Input

- ACA, DOE's Office of Career, Technical and Adult Education, and key stakeholders in the RA, workforce, and education

Committee Vote

Based on the input of the ACA, the Department of Education (DOE), key stakeholders in the RA, workforce, and education communities, OA is proposing to issue joint DOL and DOE policy in support of the guiding principles and elements of quality outlined in the High School Apprenticeship framework:

- **Adopt/Endorse RA High School Framework**
- **Issue guidance to field staff and sponsors via a Circular and other means as OA deems appropriate**



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Media and Meeting Break

Future Recommendations on Apprenticeship Expansion



Eric Seleznow
Deputy Assistant
Secretary
Employment and
Training
Administration



Apprenticeship**USA**

ACA Recommendations for Future Action

Ad Hoc Workgroup: Future Recommendations on Apprenticeship Expansion

Chairperson: Andrew Cortés

Employer Representatives:

Gregory A. Chambers
Gary Golka
Susan Hart-Hester
James Wall

Labor Representatives:

Todd Stafford
Brian J. Turner

Public Representatives:

Connie Ashbrook
Yvette Chocolaad
Michael Donta
Pamela Moore
Lisa Ransom

Ex-Officio Representative:

Mary Ann Pacelli

Summary of Recommendations

Six short term actions:

1. Make National Apprenticeship Week permanent via Presidential Proclamation
2. Develop recognition programs for Apprentices and for Employer/Sponsors
3. Engage Governors and support states in expanding Registered Apprenticeship
4. Host International Apprenticeship Summit in USA and explore an exchange program.
5. Support diversity and inclusion in RA through information and promoting best practices
6. Create Permanent and Broad Inter-Agency Workgroup on Apprenticeship

Summary of Recommendations

Major (Long-term) Recommendations:

1. Expand current goal of doubling the number of apprentices by 2019.
2. Issue an Executive Order/Presidential memo on Registered Apprenticeship
3. Dramatically increase and make permanent Apprenticeship programmatic funding
4. Explore establishing public-private partnerships to advance Apprenticeship
5. Incentivize Apprenticeship through a broad set of initiatives
6. Focus on making opportunity and diversity in apprenticeship a key priority
7. Embed Apprenticeship prominently in key education and workforce legislation.
8. Create regulatory flexibility

Status and Action Needed

Committee Action Requested:

- We ask for an ACA committee vote to adopt Workgroup recommendations, and to provide these recommendations to OA for implementation.

Committee Vote

Based on the task, the Ad Hoc Workgroup on Future Recommendations on Apprenticeship Expansion has submitted recommendations for the short-term next steps and longer-term structural changes.

- **Vote and adopt the Workgroup recommendations**
- **Provide to OA for implementation**



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The Road Ahead: 2017

2017 - Key Apprenticeship Events

- State Apprenticeship Chair Mtg (**Mar. 29-30**)
- State Expansion Grantee meeting (**May 1-3**)
- Apprenticeship Forward Conference (**May 4-5**)
- 80th Anniversary of Fitzgerald Act (**August**)
- 3rd National Apprenticeship Week (**November**)
- SEAs and Accelerator Meetings (**ongoing**)



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Wrap-Up Session:

**Closing Remarks
Public Comment**



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ACA Meeting Has Adjourned