

## ADMINISTRATIVE RULES Fiscal Estimate & Economic Impact Analysis

<p>1. Type of Estimate and Analysis <input type="checkbox"/> Original   <input checked="" type="checkbox"/> Updated   <input type="checkbox"/> Corrected</p>	<p>2. Date 03/21/19</p>
<p>3. Administrative Rule Chapter, Title and Number (and Clearinghouse Number if applicable) ch. DWD 295 Apprenticeship ch. DWD 296 Federal Equal Opportunity Standards for Apprenticeship Programs</p>	
<p>4. Subject Implement federal regulations in the apprenticeship program to comply with federal equal employment opportunity Standards.</p>	
<p>5. Fund Sources Affected <input type="checkbox"/> GPR   <input checked="" type="checkbox"/> FED   <input type="checkbox"/> PRO   <input type="checkbox"/> PRS   <input type="checkbox"/> SEG   <input type="checkbox"/> SEG-S</p>	<p>6. Chapter 20, Stats. Appropriations Affected 20.445 (1) (b) and (1) (nd)</p>
<p>7. Fiscal Effect of Implementing the Rule <input checked="" type="checkbox"/> No Fiscal Effect   <input type="checkbox"/> Increase Existing Revenues   <input type="checkbox"/> Increase Costs   <input type="checkbox"/> Decrease Costs <input type="checkbox"/> Indeterminate   <input type="checkbox"/> Decrease Existing Revenues   <input type="checkbox"/> Could Absorb Within Agency's Budget</p>	
<p>8. The Rule Will Impact the Following (Check All That Apply) <input type="checkbox"/> State's Economy   <input checked="" type="checkbox"/> Specific Businesses/Sectors <input type="checkbox"/> Local Government Units   <input type="checkbox"/> Public Utility Rate Payers <input type="checkbox"/> Small Businesses (if checked, complete Attachment A)</p>	
<p>9. Estimate of Implementation and Compliance to Businesses, Local Governmental Units and Individuals, per s. 227.137(3)(b)(1). \$0</p>	
<p>10. Would Implementation and Compliance Costs Businesses, Local Governmental Units and Individuals Be \$10 Million or more Over Any 2-year Period, per s. 227.137(3)(b)(2)? <input type="checkbox"/> Yes   <input checked="" type="checkbox"/> No</p>	
<p>11. Policy Problem Addressed by the Rule The department is directed to incorporate rules for all apprenticeship programs registered with the state for federal purposes to comply with the requirements of the state equal employment opportunity plan and promulgate rules that correspond to the requirements under 29 CFR 29 and 29 CFR 30. Because Wisconsin is recognized as a state apprenticeship agency, federal regulations required states to incorporate the changes made under 29 CFR 29 and 29 CFR 30.</p>	
<p>12. Summary of the Businesses, Business Sectors, Associations Representing Business, Local Governmental Units, and Individuals that may be Affected by the Proposed Rule that were Contacted for Comments. This rule will impact businesses with registered apprenticeship programs, businesses that apply for registered apprenticeship programs, applicants for apprenticeship and apprentices in a registered apprenticeship program.  The department held one public hearing in Madison on February 20, 2019. One person, John Mielke representing ABC of Wisconsin, attended the hearing, spoke and provided written comments. John Schulze attended the hearing but did not speak.</p>	
<p>13. Identify the Local Governmental Units that Participated in the Development of this EIA. The department provided an opportunity for the public, including local governmental units, to submit comments on the economic impact for 14 days. The department did not receive any comments.</p>	
<p>14. Summary of Rule's Economic and Fiscal Impact on Specific Businesses, Business Sectors, Public Utility Rate Payers, Local Governmental Units and the State's Economy as a Whole (Include Implementation and Compliance Costs Expected to be Incurred) This rule will impact specific businesses that hire apprentices. Federal regulations prohibit the discrimination and harassment of an applicant for apprenticeship or an apprentice in a registered apprenticeship program because of their race, color, religion, national origin, sex, sexual orientation, age (40 or older), genetic information, or disability. There are no implementation or compliance costs expected to be incurred by implementing this rule.</p>	

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15. Benefits of Implementing the Rule and Alternative(s) to Implementing the Rule

The department is recognized by the U.S. Department of Labor, Office of Apprenticeship, as a state apprenticeship agency. If the department does not promulgate the rule, the department will be at risk of losing this recognition and will not be permitted to register apprentices.

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16. Long Range Implications of Implementing the Rule

The department will maintain federal recognition as a state apprenticeship agency.

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17. Compare With Approaches Being Used by Federal Government

The rule reflects changes under federal regulations 29 CFR 29 (Labor Standards for the Registration of Apprenticeship) and 29 CFR 30 (Equal Employment Opportunity in Apprenticeship). Prior to an update in January 2017, the federal regulations were last revised in 1978, prohibiting discrimination based on race, sex, color, religion and national origin and requiring sponsors with more than five apprentices to develop and implement a written affirmative action plan for minorities and the inclusion of female apprentices. Currently, these regulations are intended to provide for more uniform training of apprentices and promote equal opportunity in apprenticeship.

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18. Compare With Approaches Being Used by Neighboring States (Illinois, Iowa, Michigan and Minnesota)

Minnesota operates a recognized state apprenticeship agency organized under 29 CFR 29.13 (Minn. Stat. Ch. 178). Illinois, Iowa and Michigan have not established state apprenticeship agencies and registered apprenticeship in those states operates under federal law only.

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19. Contact Name

Karen Morgan

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20. Contact Phone Number

608-266-3133

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**ATTACHMENT A**

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1. Summary of Rule's Economic and Fiscal Impact on Small Businesses (Separately for each Small Business Sector, Include Implementation and Compliance Costs Expected to be Incurred)

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2. Summary of the data sources used to measure the Rule's impact on Small Businesses

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3. Did the agency consider the following methods to reduce the impact of the Rule on Small Businesses?

- Less Stringent Compliance or Reporting Requirements
- Less Stringent Schedules or Deadlines for Compliance or Reporting
- Consolidation or Simplification of Reporting Requirements
- Establishment of performance standards in lieu of Design or Operational Standards
- Exemption of Small Businesses from some or all requirements
- Other, describe:

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4. Describe the methods incorporated into the Rule that will reduce its impact on Small Businesses

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5. Describe the Rule's Enforcement Provisions

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6. Did the Agency prepare a Cost Benefit Analysis (if Yes, attach to form)

- Yes    No
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