ADMINISTRATIVE RULES Fiscal Estimate & Economic Impact Analysis

□ Original ⊠ Updated □ Corrected 03/21/19 3. Administrative Rule Chapter, Title and Number (and Clearinghouse Number/fapplicable) cb. DWD 296 Federal Equal Opportunity. Standards for Apprenticeship Programs 4. Subject Implement federal regulations in the apprenticeship program to comply with federal equal employment opportunity. Standards. 5. Fund Sources Affected 6. Chapter 20, Stats. Appropriations Affected □ GPR ⊠ FED □ PRO □ PRS □ SEG 20.445 (1) (b) and (1) (nd) 7. Fiscal Effect of Implementing the Rule BNo Fiscal Effect □ Increase Existing Revenues □ Could Absorb Within Agency's Budget 13. The Rule Will Impact the Following (Check All That Apply) □ State's Economy □ Specific Businesses/Sectors □ coal Government Units □ Decrease Existing Revenues □ Could Absorb Within Agency's Budget 1. 10. Would Implementation and Compliance to Businesses, Local Governmental Units and Individuals, pers. 227.137(3)(b)(1). 50 11. Policy Froblem Addressed by the Rule The department is directed to incorporate rukes for all apprenticeship programs registered with the state for federal pupuses 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. 12. Summaryof the Businesses, Business Sectors, Associations Representing Business, Local Governmental Units, and Individuals that marybe Affected by the Propo	1. Type of Estimate and Analysis	2. Date		
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ADMINISTRATIVE RULES Fiscal Estimate & Economic Impact Analysis

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.

16. Long Range Implications of Implementing the Rule

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

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.

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.

19. Contact Name	20. Contact Phone Number
Karen Morgan	608-266-3133

This document can be made available in alternate formats to individuals with disabilities upon request.

ADMINISTRATIVE RULES Fiscal Estimate & Economic Impact Analysis

ATTACHMENT A

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

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

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:

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

5. Describe the Rule's Enforcement Provisions

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