



---

# Task Force on Apprenticeship Expansion

## Minutes from the Fifth Meeting

### *May 10, 2018*

---

Secretary of Labor R. Alexander Acosta, Chair of the Task Force on Apprenticeship Expansion (Task Force), convened the fifth and final meeting of the Task Force at the White House on May 10, 2018, at 1:00 p.m. Eastern time.

The following individuals participated in the meeting:

- **Chair** – Secretary R. Alexander Acosta, U.S. Department of Labor
- **Vice-Chair** – Secretary Betsy DeVos, U.S. Department of Education
- **Vice-Chair** – Secretary Wilbur Ross, U.S. Department of Commerce

#### **Task Force Members and Designees in the Meeting**

- Joshua Bolten, President and CEO, Business Roundtable
- Walter Bumphus, President and CEO, American Association of Community Colleges
- The Honorable Dennis Daugaard, Governor, South Dakota
- Emily Stover DeRocco, Founder and CEO, E3 Engage Educate Employ
- Cari Dominguez, Director, Manpower Inc.
- Thomas J. Donohue, President and CEO, U.S. Chamber of Commerce
- Montez King, Executive Director, National Institute for Metalworking Skills
- Andrew Liveris, Chairman and CEO, Dow Chemical Company
- John Ratzenberger, Workforce Training Advocate
- The Honorable Kim Reynolds, Governor, Iowa
- Dawn Sweeney, President and CEO, National Restaurant Association
- Jay Timmons, President and CEO, National Association of Manufacturers
- \*William Irwin, Jr., representing Douglas J. McCarron, General President, United Brotherhood of Carpenters and Joiners of America
- \*Thomas Kriger, representing Sean McGarvey, President, North America's Building Trades Unions
- \*Ronald Marlow, representing Marc H. Morial, CEO, National Urban League
- \*Denise Peppard, representing Wesley Bush, Chairman, CEO, and President, Northrop Grumman
- \*Gregory Sizemore, representing Michael Bellaman, President and CEO, Associated Builders and Contractors
- \*Shelly Weir, representing Katherine Lugar, President and CEO, American Hotel and Lodging Association

\*Task Force Member's Designee

#### **Task Force Plus Ones in the Meeting**

- Chris Burgoyne, for Katherine Lugar
- Robert Gifford, for Dawn Sweeney
- Stephanie Groen, for the Honorable Kim Reynolds

- Carrie Houtman, for Andrew Liveris
- Adam Jones, for John Ratzenberger
- Carolyn Lee, for Jay Timmons
- Dane Linn, for Joshua Bolten
- Joseph Powell, for Joseph Sellers, Jr.
- Catherine Ross, for Montez King
- Drew Schneider, for Michael Bellaman
- Jason Tyszko, for Thomas J. Donohue
- Richard Wahlquist, for Cari Dominguez
- Patrick Weber, for the Honorable Dennis Daugaard
- Jennifer Worth, for Walter Bumphus

#### **Government Officials and Federal Staff**

- Ivanka Trump, Advisor to the President
- Rachael Baitel, Executive Assistant to Advisor Ivanka Trump, White House
- Rosemary Lahasky, Deputy Assistant Secretary, Employment and Training Administration and Task Force Designated Federal Official, U.S. Department of Labor
- Molly Conway, Deputy Chief of Staff, Office of the Secretary, U.S. Department of Labor
- Laurie Rowe, Senior Policy Advisor to the Secretary, U.S. Department of Labor
- John Ladd, Administrator, Office of Apprenticeship, Employment and Training Administration, U.S. Department of Labor
- Rachel David, Program Analyst, Office of Apprenticeship, Employment and Training Administration, U.S. Department of Labor
- Joseph Plick, Counsel, Division of Management and Administrative Legal Services, Office of the Solicitor, U.S. Department of Labor
- Michael Wooten, Deputy Assistant Secretary, Office of Career, Technical, and Adult Education, U.S. Department of Education

### **Opening Remarks**

#### ***R. Alexander Acosta, Secretary of Labor***

Secretary Acosta welcomed Task Force members, designees, and staff. He thanked and commended them that in just six months, from their first convening in November 2017 to the last meeting of the Task Force in May, they developed a significant set of recommendations. Secretary Acosta called this a testament to the group's passion and dedication.

Secretary Acosta reminded the Task Force of their charge from the President: to develop new strategies to assist job seekers in gaining the skills needed to fill open jobs and support the American workforce. Recent data from the Job Openings and Labor Turnover Survey showed nearly 6.6 million open jobs in the United States—a new record. Secretary Acosta said this information highlighted the importance of workforce education, teaching in-demand skills, and the Task Force's charge.

Secretary Acosta noted that the Task Force draft report was completed and circulated for comment, and some Task Force members provided comments. He assured the group that all strategies and recommendations in the report were taken verbatim from those approved by each subcommittee and the full Task Force during the April 2018 meeting. Secretary Acosta informed the Task Force that there would be time allotted to discuss the language added around the recommendations and reiterated the

importance of accurately capturing members' views. Secretary Acosta stated that the report also contains transmittal letters from him, as the Task Force Chair, and the Vice-Chairs to President Trump, summarizing the recommendations.

Secretary Acosta thanked the group again and expressed his appreciation for the time, dedication, and passion shown and the consensus achieved over the last six months. He acknowledged the diversity and the breadth of experience of Task Force members and their designees, representing a range of perspectives from unions, CEOs, trade associations, governors, and community groups. Secretary Acosta continued by saying that the speed and consensus that characterized the process speaks to the importance of their work and the seriousness with which he and others should take the recommendations.

Secretary Acosta then turned the meeting over to Vice-Chair Secretary DeVos for opening remarks.

### ***Betsy DeVos, Secretary of Education***

Secretary DeVos thanked Secretary Acosta, Advisor Ivanka Trump, and Task Force members for their leadership and the opportunity to work together. She was pleased that the Task Force unanimously agreed that modern apprenticeships are valid pathways to success and that the United States must end the stigma too often associated with career and technical education and apprenticeship. America must do better to prepare all students for success in today's economy, and Secretary DeVos stated that she is confident the Task Force's work aligns with the President's vision of serving individual students and expanding education pathways for each and every American. She thanked the Task Force members again for their leadership, hard work, and dedication.

Secretary Acosta thanked Secretary DeVos and asked Advisor Ivanka Trump to offer opening remarks. He stressed the important role Advisor Ivanka Trump played in sparking the idea behind the Task Force, based on her work with the German apprenticeship system, and her commitment to apprenticeship and skills-based learning.

### ***Ivanka Trump, Advisor to the President***

Advisor Ivanka Trump thanked the Secretaries for their leadership and the Task Force members and designees for their dedication and passion. She stressed that this Administration recognizes the value of private sector ingenuity and leadership as catalysts of change and bringing new ideas to fruition. Through apprenticeship programs and experiential learning opportunities, she said that we have a unique opportunity to provide Americans at all stages of their careers—from students to mid-career and late-career workers—with greater economic opportunities, equipping them with the skills they need to be successful and to thrive in our modern economy. She thanked the group again and said that she looks forward to presenting the recommendations to the President and implementing them in the weeks and months to come.

## **Open Discussion of the Task Force Report**

Secretary Acosta opened the floor for discussion and invited each Task Force member and designee to share changes they would like made to the report and any general comments they may have regarding the process moving forward.

### ***Kim Reynolds, Governor of Iowa***

Governor Reynolds thanked the Chair, Vice-Chairs, and Advisor Ivanka Trump for their leadership. She said skills development is something she works on as Governor every day. Unemployment in Iowa is at

2.8 percent and 65,000-70,000 jobs are available, which means that there are many opportunities for Iowans. When she talks with business leaders, they tell her that while business has never been better and they are optimistic about growth, they need a workforce that can meet their needs. Governor Reynolds expressed her commitment to continuing to build on the work that is being done in the states and to invest in apprenticeship programs tied to high-demand jobs. She said that Industry-Recognized Apprenticeship programs will help build on the progress states are making, and she looks forward to working with everyone to roll out the recommendations.

***Dennis Daugaard, Governor of South Dakota***

Governor Daugaard thanked the Secretaries for the opportunity to participate on the Task Force and identified recommendations that stood out to him. He was especially enthusiastic about apprenticeship as a model for expanding pathways for young people to gain skills and jobs. Governor Daugaard said he believes too many people have the notion that a four-year college degree is the only road to success, and while it is a good road, there are other options, including apprenticeship. He expressed concern that people don't know what apprenticeship is, especially in industries that have not traditionally used apprenticeship. Governor Daugaard shared an example from South Dakota where web-based advertising of apprenticeship prompted a strong response from would-be apprentices but not from industry. He believes that an earn-while-you-learn model is thinking outside of the box for industry sectors not familiar with apprenticeship. He expressed support for the right kind of advertising campaign—as the report recommends—to help non-traditional industries see themselves as places where apprenticeships can be used. Governor Daugaard also expressed support for Industry-Recognized Apprenticeship and a pilot in a sector that does not use Registered Apprenticeship as a way to demonstrate that the two apprenticeship systems can be complementary, not in competition with each other.

***Walter Bumphus, President and CEO of the American Association of Community Colleges***

Dr. Bumphus thanked the leadership for appointing him to the Task Force. He especially enjoyed exploring the connection between apprenticeship and community colleges; the collaboration with the nation's 1,100 community colleges, serving 12 million students, is making progress. Dr. Bumphus believes that there is no more important issue today. He recognized his fellow Task Force member—Andrew Liveris, Chairman and CEO of Dow Chemical Company—for his work on apprenticeships with San Jacinto College in Houston, Texas and expressed appreciation for Secretary Acosta's community college tours and support for their apprenticeship work. Dr. Bumphus also thanked Advisor Ivanka Trump for helping facilitate a partnership with IBM that has led to other partnerships with Lockheed Martin, Northrop Grumman, and Lincoln Electric. He said he fully supports the report and the practical solutions contained in the recommendations.

***Wilbur Ross, Secretary of Commerce***

Wilbur Ross, Secretary of Commerce, joined the meeting, and Secretary Acosta gave him an opportunity to make opening remarks.

Secretary Ross apologized for being late, explaining that he was testifying before the Senate Appropriations Committee. He thanked Secretary Acosta and Secretary DeVos for their commitment and service and their staff for their hard work preparing for the discussions and developing the report. He thanked the Task Force members for their resolve to increase opportunities for Americans to learn needed skills and pursue exciting new careers. Secretary Ross said that the Trump Administration tax cuts and regulatory reforms have strengthened the job market and put the country on a path to prosperity. However, he warned that this economic expansion could be jeopardized if there are not enough trained

workers to fill the high-skilled jobs being created by American innovators. He has heard job creators throughout the country sound the alarm about the lack of skilled workers. Secretary Ross called apprenticeship a prudent tool to help solve today's labor market challenges but noted that expansion of apprenticeships requires a cultural change across industries, colleges, high schools, labor unions, trade associations, and government institutions. He believes the Task Force's recommendations correctly span four complementary policy areas: (1) expanding access to apprenticeship programs and ensuring their availability to everyone; (2) supporting administrative and regulatory strategies; (3) enticing businesses to adopt apprenticeship programs; and (4) sustaining education and credentialing. Secretary Ross shared that he looks forward to working together to implement the recommendations.

***Andrew Liveris, Chairman and CEO of Dow Chemical Company***

Mr. Liveris thanked the Secretaries and Advisor Ivanka Trump for their leadership. He said that in his 15 years as CEO, he has never been part of a government committee that has worked so quickly to develop such substantial and actionable recommendations. He congratulated everyone, including staff and his colleague at Dow Chemical, Carrie Houtman, who co-chaired one of the subcommittees. Mr. Liveris affirmed that Dow is committed to revitalizing American manufacturing and fully supports the Task Force's recommendations because they recognize the critical issues on the supply-and-demand side. The private sector has been working to fix the supply side through great partnerships at the state level and with community colleges and understands the importance of finding ways to aggregate and scale. He noted that the recommendations all relate to implementation, and he encouraged implementers to lean on business community Task Force members for help in getting the private sector to scale quickly. Mr. Liveris emphasized the importance of rebranding, so that the word "apprenticeship" means something glorious to future American workers. He noted that this includes a group important to Advisor Ivanka Trump—displaced workers who need re-skilling to obtain great jobs.

***Dawn Sweeney, President and CEO of the National Restaurant Association***

Ms. Sweeney expressed gratitude for the leadership and speed with which the Task Force completed its work, acknowledging that is very encouraging to people in the restaurant industry. She thanked all the staff, particularly her National Restaurant Association colleague, Robert Gifford. Ms. Sweeney shared that the restaurant business is a growing industry, supporting 15 million jobs in one million restaurants across the country. It can only expand, she said, at the rate in which restaurants can find the workforce to support growth. The National Restaurant Association is pleased to offer a certificate program for high school students nationwide that will dovetail with the apprenticeship program, creating a pathway to apprenticeship for thousands of high school students. Ms. Sweeney also affirmed that the National Restaurant Association is proud to provide opportunities for veterans and young adults who need a first job or a second chance. She strongly endorsed the report and looks forward to supporting the implementation of the recommendations.

***Montez King, Executive Director of the National Institute for Metalworking Skills***

Mr. King thanked the Secretaries and Advisor Ivanka Trump for the opportunity to serve on the Task Force. He said he has long dreamed about creative strategies that can happen in the workplace, but there has not been a platform to implement them until now. Mr. King affirmed that the Industry-Recognized Apprenticeship Program acknowledges what is working and adds innovative pieces at the national level to accelerate apprenticeship growth across the country. Instead of just helping a few people, this model potentially gives all workers access to apprenticeship and the chance to learn competencies that will help them do better on the job and go all the way to the top.

***Denise Peppard, representing Wesley Bush, Chairman, CEO, and President of Northrop Grumman***

Ms. Peppard remembered that when the Executive Order forming the Task Force was first issued, Northrop Grumman was excited about the opportunity to support stronger work-based learning. The company believes that work-based learning opportunities and organizations are critical. She shared that in their many technical positions, people need mentorship, coaching, and the opportunity to work side-by-side to learn. Ms. Peppard affirmed that Northrop Grumman was excited to be part of the Task Force, strongly supports its recommendations, and looks forward to experiencing the results of implementing the recommendations. She believes the greatest benefit will be addressing the stigma and misinformation associated with apprenticeship and helping people see that apprenticeship can work in the technical trades, building trades, and sectors that do not traditionally utilize apprenticeship. Ms. Peppard concluded that the most difficult part will be implementation. She said that while this is true, apprenticeship has great potential, and Northrop Grumman looks forward to being part of making it happen.

***William Irwin, Jr., representing Douglas J. McCarron, General President of the United Brotherhood of Carpenters and Joiners of America***

Mr. Irwin introduced himself as a product of an apprenticeship program in Boston. He shared that his organization, the United Brotherhood of Carpenters and Joiners of America, currently has over 50,000 apprentices and has been running its apprenticeship program for over 100 years. As such, his organization brings a historical perspective to the Task Force. Mr. Irwin expressed appreciation for being part of the Task Force. He believes that through implementing the recommendations, businesses will see that it is advantageous for apprenticeship to expand across all industries and hopes that by doing so businesses new to apprenticeship will experience success.

***Gregory Sizemore, representing Michael Bellaman, President and CEO of the Associated Builders and Contractors***

Mr. Sizemore thanked the Secretaries and Advisor Ivanka Trump for having the Associated Builders and Contractors on the Task Force, because they were able to bring their many years of apprenticeship experience to the table. Mr. Sizemore stated his organization wholeheartedly supports the recommendations for several reasons. First, as Secretary DeVos mentioned, raising awareness in education about apprenticeship is one of the biggest opportunities today. Second, he described traveling around the country speaking to small business owners and contractors who are looking for the next generation of well-qualified professionals, from people pounding nails and turning wrenches to individuals excavating and scheduling projects. Having an Industry-Recognized Apprenticeship Program for those able to progress and learn what they need to be a good project or construction manager is a big benefit. Third, he encourages all Americans to get engaged in apprenticeship to help debunk the stigma. Finally, Mr. Sizemore said that he believes apprenticeship's earn-and-learn model allows people to move up the career ladder and realize their American dreams. He pointed out that the Association's 22,000 members invest \$1.1 billion in training every year and are encouraged about where the Task Force is going. Mr. Sizemore affirmed that they can be counted on to be part of implementation in the weeks and months ahead.

***John Ratzenberger, Workforce Training Advocate***

Mr. Ratzenberger thanked the Secretaries and Advisor Ivanka Trump for giving him the opportunity to serve on the Task Force. For 15 years, he has been spreading the word that we are running out of people that know how to make and build things. He sees infrastructure—trains, boats, water systems, electrical systems—as essential to our civilization's survival and growth. Mr. Ratzenberger said that he approached

previous administrations about this issue but commended President Trump and the Task Force for focusing on this issue and the quick response to develop recommendations.

***Emily Stover DeRocco, Founder and CEO of E3 Engage Educate Employ***

Ms. DeRocco thanked the Chairs and Advisor Ivanka Trump for their leadership. She said, as chair of the Subcommittee on Education and Credentialing, she spent a significant amount of time working on this initiative. Ms. DeRocco was thrilled when the Task Force approved her subcommittee's recommendations, because, as Mr. King mentioned, they have been a long time coming. She noted that she would provide comments related to the draft report's introduction—the landscape of apprenticeship, the need for expansion, and the barriers that inhibit growth. She thanked the team for incorporating her comments so quickly. Ms. DeRocco said that she looked for two important items to be included in the report's landscape discussion: (1) the key attributes of Industry-Recognized Apprenticeship programs as the Task Force sees them, and (2) industry concerns about Registered Apprenticeship programs. She confirmed that the introductory part of the final report does address both issues, commended the report authors for setting the context for the important recommendations from each of the subcommittees, and looks forward to guidelines coming out on Industry-Recognized Apprenticeships. Ms. DeRocco shared that she has been talking with major industry and sector organizations that are simply awaiting the opportunity to implement. She seconded Mr. King's point that this approach will give every employee within every company an opportunity to add skills and competencies, and it can open doors to greater economic opportunity.

***Shelly Weir, representing Katherine Lugar, President and CEO of the American Hotel and Lodging Association***

Ms. Weir said she was representing Katherine Lugar, who could not be at the Task Force meeting due to a board meeting, but noted that Ms. Lugar was thrilled and honored to serve on this important Task Force. Ms. Weir was equally honored to serve as co-chair of the Attracting Business to Apprenticeship Subcommittee with Carrie Houtman of Dow Chemical. She said one of the most exciting things about the new Industry-Recognized Apprenticeship Program is the flexibility it provides for other industries. She noted that the hotel and lodging industry is relatively new to apprenticeship and has learned a lot over the last two years. Ms. Weir expressed enthusiasm for more competency-based programs tied to credentialing, signaling to employers that workers they hire through apprenticeship possess important job-readiness skills. She acknowledged that apprenticeship also offers more opportunities for incumbent worker skills instruction and growth. Ms. Weir shared that the American Hotel and Lodging Association's management-level apprenticeship program builds from within, and this new direction will give them a stronger pathway to be able to do that. She also described a pilot that gives apprentices the opportunity to earn a college degree at no cost to them. The American Hotel and Lodging Association is in full support of the report. Ms. Weir ended on a personal note, committing as a mother to making her young children aware of apprenticeship and the exciting opportunities that will be made available to future generations.

***Cari Dominguez, Director of Manpower Inc.***

Ms. Dominguez expressed appreciation for the honor to serve as a representative of Manpower Inc., a company that places about half a million employees annually. She thanked her "plus one," Richard Wahlquist, who also brought deep staffing experience to the Task Force. Ms. Dominguez has been advocating for apprenticeship expansion for years. She reflected back on the first Task Force meeting when she spoke about the dignity of work and said she believes that implementing even a portion of the recommendations will restore that dignity for all people who call America home. With 6.6 million open

jobs and unemployment under four percent for the first time in 18 years, Ms. Dominguez sees an incredible opportunity to put everybody to work and to make sure that everyone feels included and welcome. Task Force highlights that stood out for her included: the work of all the subcommittees, consensus on common definitions, agreement that it is important to provide access and opportunities for all, and the need to destigmatize the non-college track and raise awareness about apprenticeship as a cost-effective alternative.

***Thomas Kriger, representing Sean McGarvey, President of North America’s Building Trades Unions***

Mr. Kriger expressed regrets from Mr. McGarvey, who could not attend the Task Force meeting due to participation in a board meeting. He thanked Secretaries Acosta, DeVos, and Ross and Advisor Ivanka Trump for allowing North America’s Building Trades Unions to participate and praised the strong, diverse, and smart group of people on the Task Force. He highlighted the importance of closing the awareness gap, saying that kids go through high school with no shop class and are unaware of jobs in the construction industry. He shared that Mr. McGarvey describes apprenticeship as more than workforce development or policy goals—it is about changing people’s lives. Mr. Kriger stressed how wonderful it is to see someone go through a pre-apprenticeship program that puts the family solidly in the middle class for generations. He affirmed that his organization stands ready to support the Administration’s expansion goals, having hired 60 percent of new apprentices last year in the building trades. He looks forward to a day when signing ceremonies are not just for athletes but for all high school students who get their hard hats and go to work as an apprentice in the building trades.

***Joshua Bolten, President and CEO of the Business Roundtable***

Mr. Bolten thanked Secretary Acosta for his leadership and recognized his staff member, Dane Linn, who put energy, effort, and expertise into the work of the Task Force. The Business Roundtable is an organization of 200 CEOs of America’s largest influential corporations, collectively employing more than 60 million people in the United States. Mr. Bolten acknowledged that when he joined the Business Roundtable as President and CEO, a little over a year ago, he experienced a major surprise—not the Roundtable’s interest in tax or regulatory policy, but that CEOs uniformly shared a passion for promoting education and workforce training, because it is a challenge that every company in America faces. The Business Roundtable has surveyed CEOs quarterly for the last 20 years. He said their optimism index this last quarter was at the highest level it has ever been. At the same time, for the last three quarters, a plurality of CEOs affirmed that their biggest challenge is finding the skilled workers they need to take advantage of the improved tax and regulatory policies and economic environment. Mr. Bolten mentioned CEOs who do an outstanding job promoting workforce training—Andrew Liveris at Dow Chemical, Wesley Bush at Northrop Grumman, and Ginni Rometty at IBM—stressing that they are not outliers. He said all CEOs care deeply about promoting pathways that do not necessarily involve a four-year college education for young people and for adults who need skills to find jobs. Mr. Bolten offered strong support for the report recommendations, which he believes will promote, expand, and scale the work CEOs have been doing in a way that will meet the needs of a modern labor force.

***Ronald Marlow, representing Marc H. Morial, CEO of the National Urban League***

Mr. Marlow affirmed that it has been a privilege and an honor to be part of the Task Force’s work and thanked its leaders. He expressed pride in the work, resulting recommendations, and his role as chair for the Subcommittee on Access, Equity, and Career Awareness. Mr. Marlow stated he is most proud of the fact that Task Force members made a promise around equity—that Industry-Recognized Apprenticeships will be available to anyone in any industry and occupation who is willing to learn and contribute his or her talents. Second, the Task Force recognized that community-based organizations play a critical role in

reaching apprenticeship's target populations and helping prepare them to enter college or an apprenticeship ready, willing, and able to take on workplace challenges and opportunities. Mr. Marlow concluded that the National Urban League looks forward to playing whatever role it can to promote apprenticeship expansion and ensure access, equity, and awareness.

***Thomas J. Donohue, President and CEO of the U.S. Chamber of Commerce***

Mr. Donohue greeted the Secretaries and stated that he has thoroughly enjoyed working together on many issues and wants to vigorously support the report findings. The Chamber of Commerce has 400,000 members, most of them small, who spend a lot of time thinking about the fundamental reality that economic growth can only be driven by investment capital and a skilled workforce. Companies have money, but access to skilled workers is a problem that the Industry-Recognized Apprenticeship Program will help address. In addition to Registered Apprenticeship, thousands of companies use the apprenticeship model to bring people into their industries. Mr. Donohue stated that he would like to document how apprenticeship is impacting these companies without regulating those who are happy with the process and getting a great return. He predicted that this report will spark debate and discussion, and there will be more companies around the country that will see apprenticeship as an important recruitment and retention strategy. He also mentioned that the more we look at workforce development, the more it becomes clear that community colleges are critical to helping individuals achieve workplace success (as the cost of community college attendance is becoming more affordable and within reach). Finally, Mr. Donohue noted that needed infrastructure investments are coming up for a debate, which will require an extraordinary number of workers that we don't have today. He applauded the construction unions and will continue to work with them and other companies to encourage the expansion of Registered Apprenticeship and Industry-Recognized Apprenticeship programs.

***Jay Timmons, President and CEO of the National Association of Manufacturers***

Mr. Timmons agreed with Mr. Ratzemberger's comment that he has not seen anything move quite this quickly in government and identified some reasons: Task Force members' focus; the charge coming directly from the President; the attention of Advisor Ivanka Trump; and the effort of three Cabinet Secretaries, including Secretary Acosta's continual involvement. He contrasted this Task Force with others that can seem like they are solutions in search of problems. Of the 6.6 million open jobs in the economy, 391,000 are in the manufacturing sector. Mr. Timmons shared that manufacturers feel this pinch every single day as they try to compete and succeed in a global economy. He said that the lack of qualified and skilled workers is the number one concern of manufacturing executives, according to the National Association of Manufacturers' survey of executives in the first quarter of 2018. The number has risen continually for several quarters. This same survey showed a 93 percent confidence in the economic outlook of our country—the fifth continual quarter of record optimism—for some key reasons: internationally competitive tax reform and a regulatory system that provides balance, credible, transparent, and certain rules. And now, Mr. Timmons said, business has an obligation to deliver, keeping the promises made to the people of this country that reforms will result in growth and more opportunities for Americans. He said the survey shows manufacturers doing that with record levels of plans for new plants and equipment, research and development, hiring new workers, and increases in wages and benefits. In order to keep these promises, the key challenge is to upskill the workforce. Mr. Timmons concluded that manufacturers and manufacturing workers appreciate this focus from the Administration and are excited to support the new program for individuals starting their careers and those who feel like they have been left behind.

## **Vote on the Task Force Report**

Secretary Acosta opened the floor to general discussion and asked Task Force members, and designees, to provide final comments on the report. There were no additional comments. Therefore, the Secretary asked for a motion to adopt the Task Force report as final. There was a motion, a second, and the Secretary asked for a vote. The “ayes” were unanimous, with no opposed or abstaining members. Secretary Acosta announced the report’s adoption, congratulated everyone on their great work, and the group applauded. The Secretary concluded that the Task Force report will be transmitted to the President according to appropriate FACA requirements.

## **Closing Remarks**

Secretary Acosta recognized and thanked the U.S. Department of Labor’s Rosemary Lahasky, Laurie Rowe, John Ladd, Rachel David, Joe Plick, and Molly Conway. He then turned the meeting over to Secretary DeVos for closing comments.

Secretary DeVos recognized and thanked her colleague Michael Wooten for his work on behalf of the U.S. Department of Education. She also recognized all Task Force members, designees, and staff, again, for this tremendous undertaking. She said she looks forward to being part of the implementation, confident that it will greatly benefit many Americans.

Secretary Ross also thanked everyone involved with the Task Force, calling it a wonderful example of how labor and management can cooperate to solve a mutual problem. This form of collaboration sets a precedent for future endeavors.

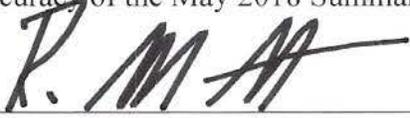
Advisor Ivanka Trump thanked everyone and said she is most excited about implementing these great ideas to create jobs and opportunities, lifting barriers to populations that disproportionately face them in the economy. She thanked White House staff, Andrew Bremberg and Kara McKee from the Domestic Policy Council, along with Margaret Cordish and Julie Radford from her team. She also recognized everyone at the table, including the governors who put many of these recommendations into action each day and week. She relayed that a recent visit with Governor Reynolds was very inspiring and informative and that she knows that Governor Daugaard is doing amazing things in South Dakota.

Advisor Ivanka Trump thinks the Department of Labor’s work is organized into two groupings: enforcement and workforce education. Some of these tasks overlap with the Department of Education’s mission. Through this Task Force, the agencies are coming together to support the development of family-sustaining jobs. She reminded Task Force members that their collaboration did not just simply result in the creation of a report. The outstanding recommendations must be transformed into action because there are 6.6 million open jobs, and Americans who want to work lack the right skills. She affirmed that matching the skills with open jobs will make America great again. Advisor Ivanka Trump thanked the group once more and affirmed the Administration’s commitment to implementing the recommendations.

Following a motion and unanimous vote, Secretary Acosta adjourned the Task Force meeting at 2:06 p.m. Eastern time.

CERTIFICATION

As the Chairperson of the Task Force on Apprenticeship Expansion, I hereby certify the accuracy of the May 2018 Summary Meeting Minutes.



---

R. ALEXANDER ACOSTA  
Secretary of Labor  
Task Force Chairperson

AUG 02 2018

---

DATE