



Agency Priority Goal Action Plan

Job Creation: Apprenticeship Expansion

Goal Leader:

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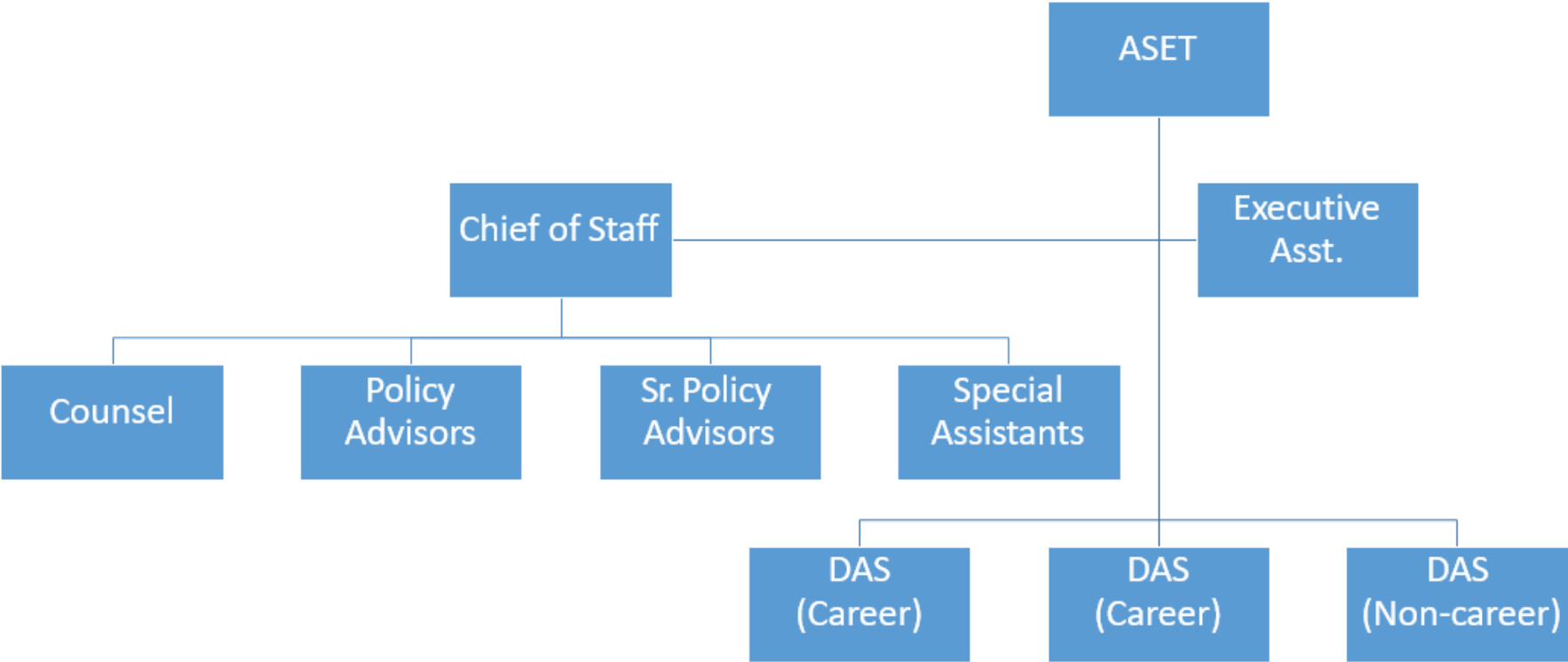
Overview

Goal Statement

- Enroll 1 million new apprentices over the next five years to enable more Americans to obtain jobs that pay a family-sustaining wage through high quality earn-and-learn opportunities. By September 30, 2019, DOL will enroll 280,000 new apprentices as part of the agency's broader efforts to promote and expand apprenticeship.

- By September 30, 2019:
 1. Establish a system of Industry Recognized Apprenticeship Programs (IRAP) by recognizing Standards Recognition Entities (SREs) that meet the Department's quality parameters. (on hold pending IRAP Final Rule)
 2. Identify and inventory apprenticeship programs that currently exist outside of the registered apprenticeship system.
 3. Develop a data collection tool to monitor the number and type of apprenticeships that prepare individuals for employment.
 4. Develop a web-based tool to better disseminate information about apprenticeship programs and related instruction providers that support those programs to enable employers to more quickly develop and implement apprenticeship programs.
 5. Enroll 280,000 new apprentices.
 6. Interact with 1,000 companies (including directly or indirectly through Office of Apprenticeship grantees and contractors) to encourage them to consider and/or help them establish an apprenticeship program.
 7. Develop and begin implementation of a national marketing and rebranding campaign to raise awareness about the opportunities provided through apprenticeship and to increase awareness of the many careers that pay a family-sustaining wage but do not require a college degree.

Employment and Training Administration



Goal Structure & Strategies

- **National Outreach, Education, and Promotion**
 - Create National dialogue to educate stakeholders on the value of apprenticeship
- **Federal Coordination**
 - Coordinate with Federal agencies to promote apprenticeship
- **Industry-Recognized Apprenticeship Program**
 - Notice of Proposed Rulemaking that would establish a process for the U.S. Department of Labor to advance the development of Industry-Recognized Apprenticeship Programs
- **Employer Engagement**
 - Engage industry leaders and employers to create economies of scale
- **Strategic Investment**
 - Invest in technologies, marketing, and program support to expand apprenticeship
- **Youth and Pre-Apprenticeship/2-4 Year Degree Alignment**
 - Create new workforce preparation pathways that meet employer needs, reduce stigmatization, and attract new participants
- **Technology and E-Tools**
 - Make it easier for individuals to find apprenticeship programs and employers to evaluate the credential
- **Technical Assistance in the Field**
 - Assist employers and sponsors in launching new programs or expanding existing ones
- **Systems Reforms**
 - Streamline apprenticeship approval

Summary of Progress – FY 2019 Q4

- **Apprenticeship Growth.** Since January 2017, registered apprenticeship programs have added 626,134 new apprentices through September 30, 2019, with 64,114 coming in the fourth quarter of 2019. In total, there are 620,680 active apprentices and 24,791 registered apprenticeship programs nationwide.
- **Notice of Proposed Rulemaking (NPRM).** In FY 2019 Q4, DOL organized comments from the public on the NPRM (comments were received on or before Monday, August 26, 2019). The NPRM focused on the process for recognizing Standards Recognition Entities (SREs), which will in turn recognize Industry-Recognized Apprenticeship Programs. The proposed rule describes what entities may become SREs, outlines the responsibilities and requirements for SREs, and identifies the hallmarks of the high-quality apprenticeship programs they will recognize. With the close of the comment period, the Department is developing the Final Rule.
- **PY 2019 Spend Plan to OMB.** In FY 2019 Q4, DOL submitted its PY 2019 spend plan for the \$160 million Training and Employment Services (TES) apprenticeship appropriation. The plan centers on expanding opportunities related to registered apprenticeship programs (RAPs) and includes grants to fund States and territories (\$75 million), funds to expand industry and equity by partnerships (\$27 million), grants for youth apprenticeship (\$44.5 million), and funds to support apprenticeship expansion and modernization (\$13.5 million).
- **National Apprenticeship Week (NAW).** In FY 2019 Q4, DOL launched NAW including the event registration portal. NAW is a nationwide celebration that gives businesses, communities, and educators the opportunity to showcase their apprenticeship programs and apprentices while providing valuable information to career seekers. NAW 2019 will be held November 11-17, 2019.
- **Closing the Skills Gap.** DOL accepted applications for Closing the Skills Gap throughout Q4. This program features apprenticeship expansion strategies. Proposals were due, with the competition closing on September 24, 2019. Grant panels are being formed to review.
- **Expanding Community College Apprenticeships (ECCA).** In FY 2019 Q4, DOL continued working sessions with American Association of Community Colleges (AACC) to implement its ECCA project to facilitate dynamic registered apprenticeship partnerships with employers and community colleges across the country.

Key Milestones

Milestones Completed

- President signed Executive Order on Expanding Apprenticeships in America on June 15, 2017.
- Taskforce on Apprenticeship Expansion issued a final report to the President on May 10, 2018.
- Launched Apprenticeship.gov on June 15, 2018.
- Awarded \$183 million in H-1B Funding Opportunity Announcement (FOA) to scale apprenticeship through sector-based strategies on June 24, 2019.
- Announced FOA entitled, “Closing the Skills Gap” on June 24, 2019.
- Awarded FY 2018 Congressionally-Appropriated funds to expand opportunities related to registered apprenticeship on June 24, 2019.
- Published Notice of Proposed Rulemaking (NRPM) regarding the process for recognizing Standards Recognition Entities (SREs) on June 24, 2019.
- NPRM comment period completed on August 26, 2019.

Milestones In Progress

- Award “Closing the Skills Gap” training grants to prepare workers for high-skill jobs. (FY 2020 Q1)
- Launch brand and marketing campaign. (FY 2020)
- Actions for Final Rule development (FY 2019 Q4 – FY 2020 Q1)
- Launch online IRAP SRE application tool. (FY 2020 Q1)
- Award PY 2019 Congressionally-appropriated funds. (FY 2020 Q1 – Q3)

Key Indicators

FY 2019 Apprenticeship Results (Year to Date)

Fiscal Year	New Apprentices	New Programs
2019	233,982	2,870

FY 2019 Q4 Apprenticeship Results

Fiscal Year	New Apprentices	New Programs
2019	64,114	598

FY 2019 Q3 Apprenticeship Results

Fiscal Year	New Apprentices	New Programs
2019	66,937	902

FY 2019 Q2 Apprenticeship Results

Fiscal Year	New Apprentices	New Programs
2019	53,871	672

FY 2019 Q1 Apprenticeship Results

Fiscal Year	New Apprentices	New Programs
2019	49,060	698

Note: Data is made available through the Registered Apprenticeship Partners Information Management Data System (RAPIDS) 2.0

Employer Engagement Contacts (since January 1, 2018) = 12,431

Data Accuracy and Reliability

- **Means used to verify and validate measured values:** The Office of Apprenticeship (OA) uses RAPIDS 2.0 for data entry and maintenance. This system includes standard data checks and validation rules at the time of data entry. OA staff work directly with program sponsors to ensure they enter data correctly, and provide oversight for all major data modifications.
- **Sources for the data:** RAPIDS 2.0 contains individual record-level data for 25 OA states and 12 of the 28 State Apprenticeship Agency (SAA) states/territories. Although all SAAs must comply with the National Apprenticeship Act and regulations (29 CFR Parts 29 and 30), they have elected to manage their state apprenticeship programs independently. OA receives aggregate counts from the SAA states/territories that choose not to participate in RAPIDS 2.0 and posts these results annually on the DOL website at: https://doleta.gov/oa/data_statistics.cfm. The APG counts ‘new apprentices’ (i.e., apprentices enrolled in a Registered Apprenticeship Program) between October 1, 2017 and September 30, 2019.
- **Level of accuracy required for the intended use of the data:** OA requires a high level of accuracy to comply with all ETA and Departmental requests for information. Responses are timely, accurate, and consistent. In the spirit of open government, data collected in RAPIDS 2.0 are available for both internal and external users upon request. OA updates the new apprentice count weekly, available at: <https://www.dol.gov/apprenticeship/>.
- **Limitations to the data at the required level of accuracy:** Key limitations stem from the lack of participation from all states and territories in the national case management system (RAPIDS 2.0). Additionally, most program sponsors manage their apprenticeship programs on a voluntary basis without direct funding from the Federal Government. OA therefore focuses data collection on applicant data at the time of registration and basic outcome data on individuals that exit the program, such as cancelled or completed status and exit wage. OA also voluntarily collects identifying information on apprentices at the time of registration for wage record matching purposes under WIOA.
- **How the agency has compensated for such limitations, if needed, to reach the required level of accuracy:** OA undertakes a number of concurrent activities to compensate for current data limitations, including but not limited to: conversations with the 14 SAA states/territories to assess the feasibility of collecting individual program/apprentice level data; validating quarterly data from SAAs against prior quarterly results and reviewing significant changes; using “real-time” data management and analysis tools in RAPIDS 2.0 to improve data quality; providing quality technical assistance to the programs; and monitoring performance measures, such as limiting the number of overdue apprentices to less than 10%, to help ensure that program sponsors keep their apprentice data up-to-date. OA also conducts regular quality assurance reviews, which include matching a sample of a program sponsor’s records to RAPIDS 2.0 data.

Additional Information

Contributing Programs

Organizations:

- Taskforce on Apprenticeship Expansion (completed)

Program Activities:

- Registered Apprenticeship Programs
- NPRM related to Industry-Recognized Apprenticeship Programs
- State Apprenticeship grantees
- New H-1B grants focused on apprenticeship training strategies
- Expansion and Modernization Fund contracts
- Youth Intermediary contracts
- American Apprenticeship grantees
- National public awareness campaign (in development)
- Apprenticeship.gov

Policies:

- Presidential Executive Order Expanding Apprenticeship in America
- Registered Apprenticeship Programs
- Training and Employment Notice 03-18, Change 1 (canceled pending IRAP Final Rule)

Other:

- Cross-agency efforts to promote apprenticeships