Job Creation: Apprenticeship Expansion

Goal Leader:

John Pallasch, Assistant Secretary
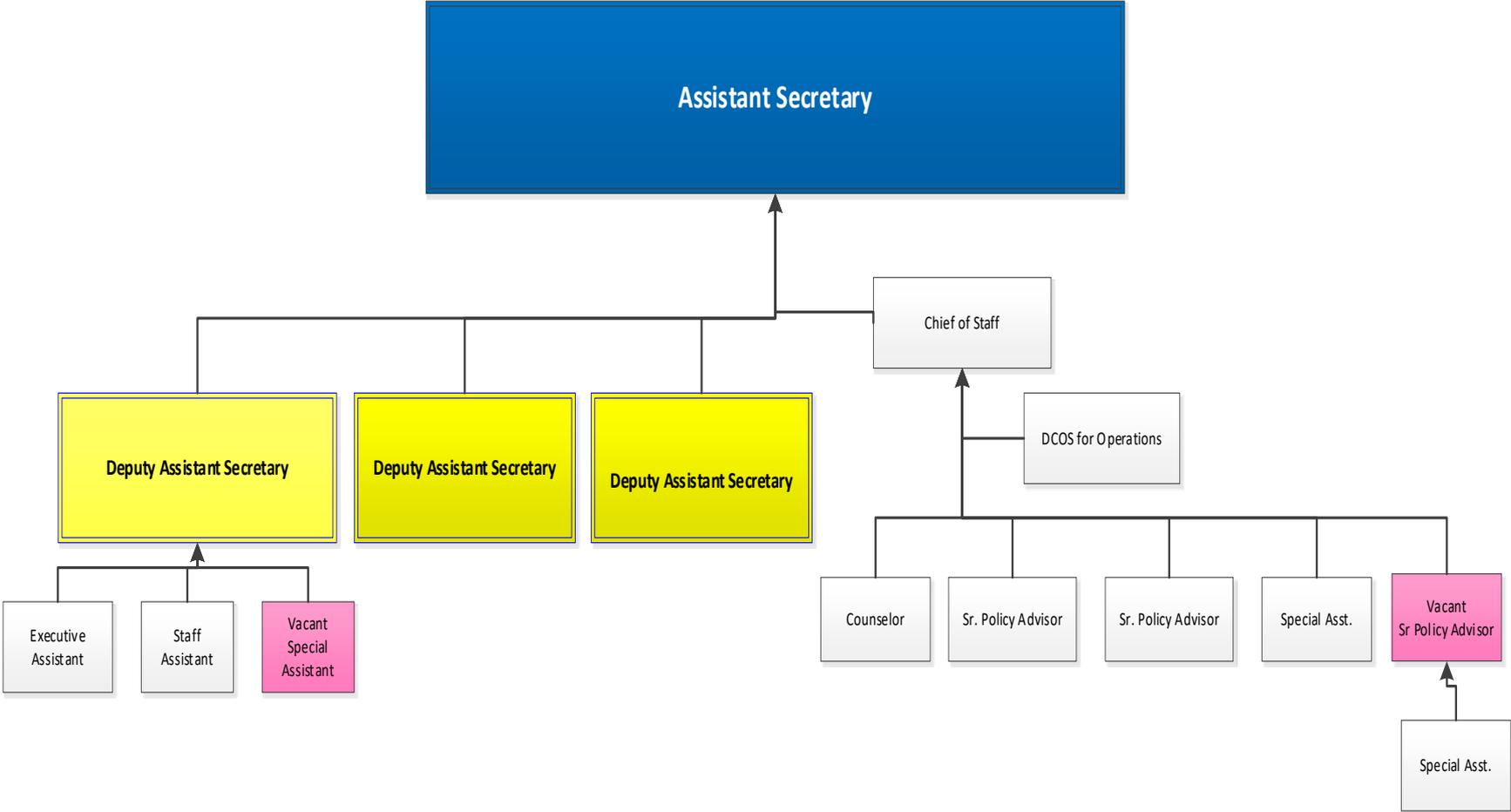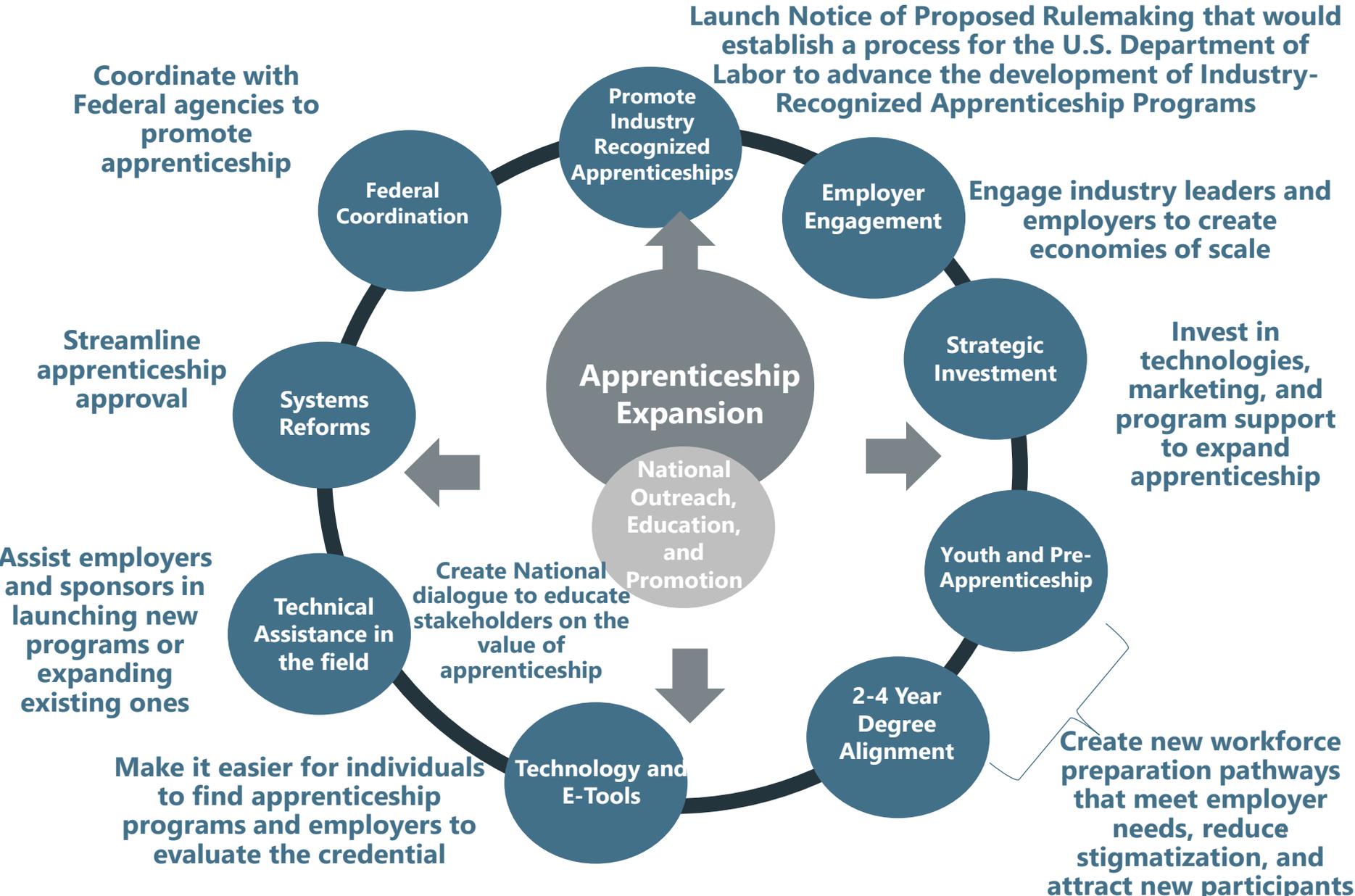
Performance.gov

Overview

<u>Goal Statement</u>

o   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.

o   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.
   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 (including registered programs, industry-recognized apprenticeship programs, and other non-registered programs).
   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.

Leadership

Employment and Training Administration

Organizational chart:

- **Assistant Secretary**
  - **Deputy Assistant Secretary**
    - Executive Assistant
    - Staff Assistant
    - Vacant Special Assistant
  - **Deputy Assistant Secretary**
  - **Deputy Assistant Secretary**
  - Chief of Staff
    - DCOS for Operations
      - Counselor
      - Sr. Policy Advisor
      - Sr. Policy Advisor
      - Special Asst.
      - Vacant Sr Policy Advisor
        - Special Asst.

Goal Structure & Strategies

Coordinate with Federal agencies to promote apprenticeship

Launch 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

Engage industry leaders and employers to create economies of scale

Streamline apprenticeship approval

Invest in technologies, marketing, and program support to expand apprenticeship

Assist employers and sponsors in launching new programs or expanding existing ones

Create National dialogue to educate stakeholders on the value of apprenticeship

Create new workforce preparation pathways that meet employer needs, reduce stigmatization, and attract new participants

Make it easier for individuals to find apprenticeship programs and employers to evaluate the credential

Federal Coordination

Promote Industry Recognized Apprenticeships

Employer Engagement

Strategic Investment

Systems Reforms

Apprenticeship Expansion

National Outreach, Education, and Promotion

Youth and Pre-Apprenticeship

Technical Assistance in the field

Technology and E-Tools

2-4 Year Degree Alignment

Summary of Progress – FY 2019 Q3

- **Apprenticeship Growth**. Since January 2017, registered apprenticeship programs have added 562,020 new apprentices through June 30, 2019, with 66,937 coming in the third quarter of 2019. In total, there are 607,282 active apprentices and 24,663 registered apprenticeship programs nationwide.

- **Notice of Proposed Rulemaking (NRPM).** In FY 2019 Q3, DOL released an NPRM and is taking comments on the process for recognizing Standards Recognition Entities (SREs), which will in turn recognize Industry-Recognized Apprenticeship Programs. This proposed rule describes what entities may become SREs; outlines the responsibilities and requirements for SREs, as well as the hallmarks of the high-quality apprenticeship programs they will recognize. All comments from the public must be submitted on or before Monday, August 26, 2019.

- **Training and Employment Notice (TEN), 03-18, CHANGE 1.** In FY 2019 Q3, DOL released updated information, *Creating Industry-Recognized Apprenticeship Programs to Expand Opportunity in America*.

- **Apprenticeship.gov.** In FY 2019 Q3, DOL added the Partner Finder tool to Apprenticeship.gov. The Partner Finder can help connect organizations with apprenticeship partners to design, develop, or enhance their program.

- **Apprenticeship Funding Appropriated by Congress.** DOL obligated the FY 2018 apprenticeship funding appropriated by Congress for the purposes of expanding opportunities related to registered apprenticeship.

- **Scaling Apprenticeship Through Sector-Based Strategies.** DOL announced $183 .8 million in H-1B funds to support sector-based approaches to expanding apprenticeships on a national scale in key industry sectors.

- **Closing the Skills Gap.** DOL announced that funding will be made available to focus on closing the skills gap utilizing apprenticeship strategies. Proposals are due no later than September 24, 2019.

- **AACC Virtual Apprenticeship Network.** In FY 2019 Q3, DOL ramped up work with the American Association of Community Colleges (AACC) to implement the AACC Virtual Apprenticeship Network and to facilitate dynamic registered apprenticeship partnerships with employers and community colleges across the country.

Key Milestones

Milestones Completed

o President signed Executive Order on Expanding Apprenticeships in America on June 15, 2017.

o Taskforce on Apprenticeship Expansion issued a final report to the President on May 10, 2018.

o Published Notice of Proposed Rulemaking (NRPM) regarding the process for recognizing Standards Recognition Entities (SREs) on June 24, 2019.

o Launched Apprenticeship.gov on June 15, 2018.

o Eclipsed 500,000 apprentices registered since January 1, 2017 as of June 2019.

o Published the Industry-Recognized Apprenticeship Program Training and Employment Notice (TEN), Change 1 on June 25, 2019.

o Awarded $183 million in H-1B Funding Opportunity Announcement (FOA) to scale apprenticeship through sector-based strategies on June 24, 2019.

o Announced FOA entitled, "Closing the Skills Gap" on June 24, 2019.

o Awarded FY 2018 Congressionally appropriated funds to expand opportunities related to registered apprenticeship on June 24, 2019.

Milestones In Progress

o Award "Closing the Skill Gap" training grants to prepare workers for high-skill jobs. (Deadline: FY 2019)

o Launch brand and marketing campaign. (Deadline: FY 2019)

o Actions related to NPRM once the public comment period closes. (FY 2019 Q4 – FY 2020 Q1)

o Launch online IRAP SRE application tool. (Deadline: TBD)

o Award FY 2019 Congressionally-appropriated funds. (Deadline: FY 2020 Q3).

Key Indicators

FY 2019   **Apprenticeship Results (Year to Date)**

Fiscal Year	New Apprentices	New Programs
2019	169,868	2,272

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

FY 2018 Q4   **Apprenticeship Results**

Fiscal Year	New Apprentices	New Programs
2018	74,129	903

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

<u>Contributing Programs</u>

Organizations:

- o Taskforce on Apprenticeship Expansion (completed)

Program Activities:

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

Policies:

- o Presidential Executive Order Expanding Apprenticeship in America
- o Registered Apprenticeship Programs
- o Training and Employment Notice 03-18, Change 1

Other:

- o Cross-agency efforts to promote apprenticeships