



Agency Priority Goal Action Plan

Job Creation: Apprenticeship Expansion

Goal Leaders:

John Pallasch, Assistant Secretary for Employment and Training

John Ladd, Administrator, Office of Apprenticeship

Overview

Goal Statement

- By September 30, 2021, the Department of Labor (DOL) will have enrolled one million new apprentices.

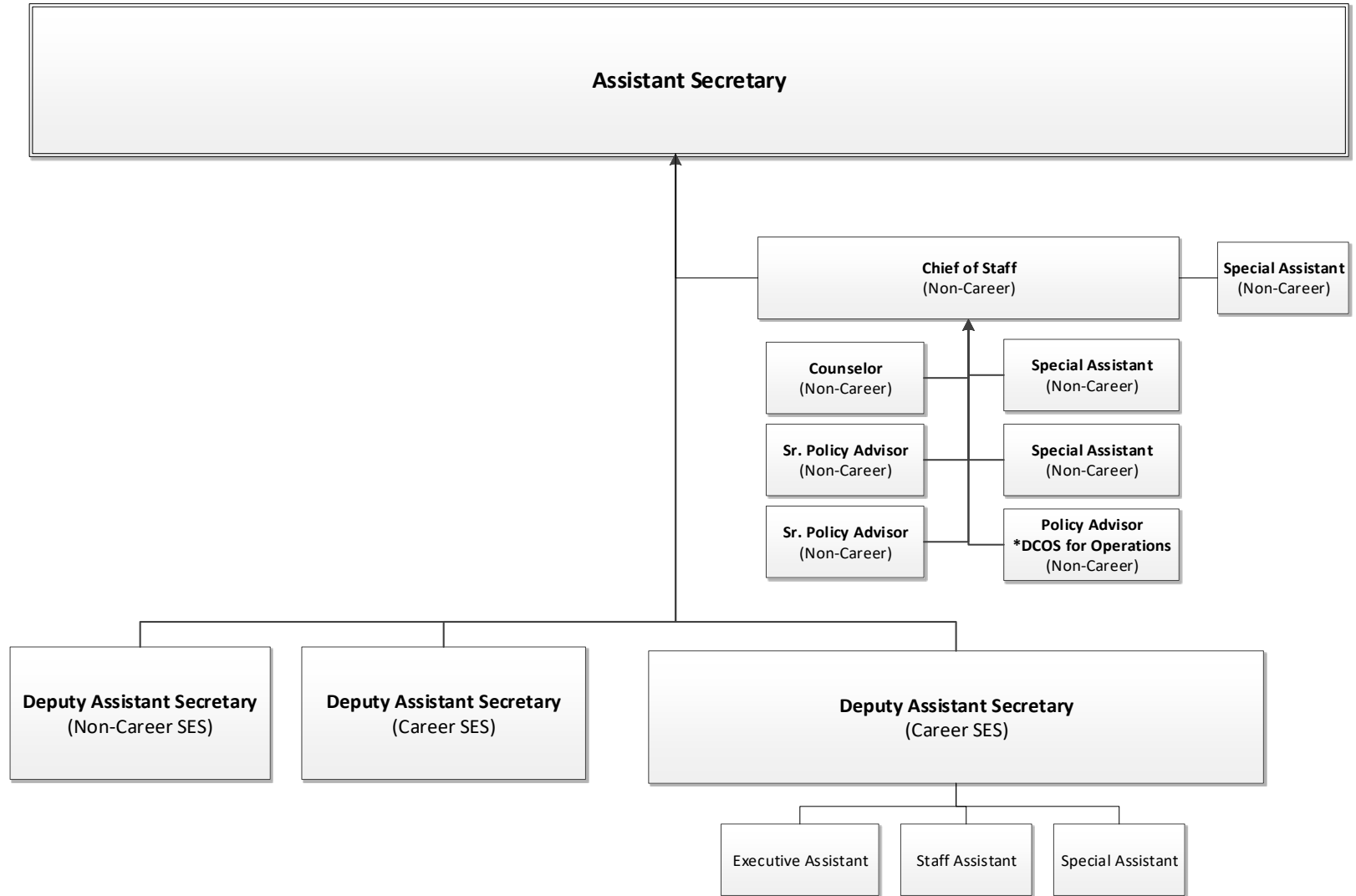
Background

- Apprenticeship programs, when implemented effectively, provide workers with a career path featuring paid on-the-job training, skills development, mentorship, and the attainment of a portable credential. At the same time, apprenticeships provide employers with a steady source of highly trained and productive workers. These programs have the potential to grow into a critical component of America's workforce strategy, but currently apprenticeships are underutilized.
- The Department's goals include:
 1. Expanding apprenticeships and effective workforce development programs.
 2. Enabling more Americans to obtain relevant skills and high-paying jobs.

Major Milestones

1. Complete the implementation of Executive Order (EO) 13801, Expanding Apprenticeships in America, including finalization of the Industry-Recognized Apprenticeship Programs (IRAP) final rule.
2. Expand and modernize Registered Apprenticeship.
3. Launch a national marketing campaign to promote the apprenticeship model.
4. Scale and highlight proven apprenticeship models.
5. Increase oversight and effectiveness of state apprenticeship efforts.

Leadership



Strategies

Expanding Apprenticeship Opportunities

- **Industry-Recognized Apprenticeship Program**
 - Finalize the regulatory framework, begin outreach efforts, and establish supporting processes to launch IRAPs.
 - Announce the first round of IRAP Standards Recognition Entities (SREs).
- **Modernize and Expand Registered Apprenticeship Program**
 - Streamline the approvals process and paperwork required for Registered Apprenticeship Program (RAP).
 - Further expand RAP model to nontraditional industries and sectors, while encouraging greater involvement from underrepresented populations.
- **Youth and Pre-Apprenticeship**
 - Award Youth Grants.
 - Create new workforce preparation pathways that meet employer needs, reduce stigmatization, and attract new participants.
 - Coordinate pre-apprenticeship strategies with the Department of Education.

Strategies, Cont'd.

- **Technical Assistance, Technology, and E-Tools**
 - Assist employers and sponsors in launching new programs or expanding existing ones.
 - Launch the IRAPs Application Portal.
 - Make it easier for individuals to find apprenticeship opportunities and for employers to start a program through customer-centered e-tools.
 - Improve apprenticeship data technology and tools, including enhancements and improvements to the Registered Apprenticeship Partners Information Data System (RAPIDS) case management system.
- **National Outreach, Education, and Promotion**
 - Create national dialogue to educate stakeholders on the value of apprenticeship, and increase awareness and understanding of apprenticeship models through an apprenticeship marketing campaign.
- **Employer Engagement**
 - Engage industry leaders and employers to expand apprenticeship into new industries.
 - Discuss additional apprenticeship improvements with employers.

Strategies, Cont'd.

- **Strategic Investment**
 - Award Industry Intermediary contracts and State Expansion grants.
 - Invest in partnerships, technologies, marketing, and program support to expand apprenticeship.
- **Strategic Partnerships**
 - Coordinate with federal, state, and local governments and other external stakeholders to promote apprenticeship and ensure Office of Apprenticeship (OA) or State Apprenticeship Agency (SAA) offices are full participants in the American Job Center (AJC) network and business services teams in all local workforce development areas.
- **Diversity and Inclusion**
 - Leverage private sector interest in apprenticeship for tapping underutilized talent pools.

Summary of Progress – FY 2020, Quarters 1 & 2

- **Apprenticeship Growth.** Since January 2017, Registered Apprenticeship Programs have added over 738,000 new apprentices, with 46,261 coming in the second quarter (Q2) of FY 2020. In total, there are 639,002 active apprentices and 25,604 Registered Apprenticeship Programs nationwide.*
- **IRAPs.** In FY 2020 Q2, DOL published a Final Rule that will help expand apprenticeships in the United States by establishing a system for advancing the development of high-quality, Industry-Recognized Apprenticeship Programs.
- **Youth Apprenticeships.** On April 6, 2020, DOL announced the availability of \$42.5 million in Youth Apprenticeship Readiness grants to support the enrollment of youth apprentices into new or existing Registered Apprenticeship Programs. DOL intends to fund approximately 15 to 25 youth apprenticeship readiness grants, with awards ranging from \$1 million to \$5 million.

*Information represents preliminary data for Q2. Data will be updated once all state data is received.

Summary of Progress – FY 2020, Quarters 1 & 2, Cont'd.

- **Closing the Skills Gap.** On February 18, 2020, DOL awarded nearly \$100 million to 28 public-private apprenticeship partnerships to support the large-scale expansion of apprenticeships in industry sectors and occupations that have not traditionally deployed apprenticeships. Using H-1B training funds, grant awards range from \$500,000 to \$6 million to each organization partnering with businesses ready to train apprentices.

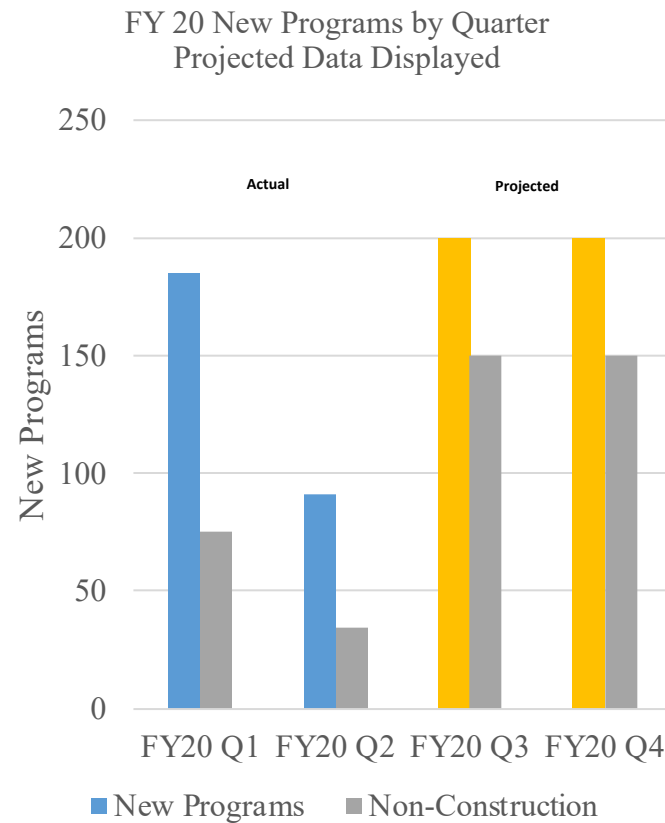
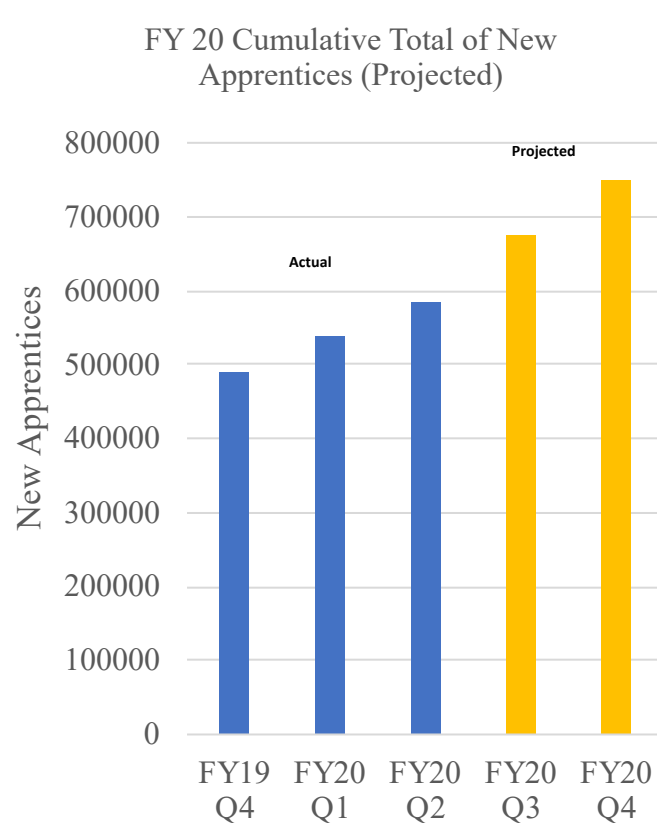
Key Milestones

Milestone Summary					
Key Milestone	Milestone Due Date	Milestone Status	Change from last quarter	Owner	Comments
President signed Executive Order on Expanding Apprenticeships in America	6/15/2017	Complete	N/A	ETA	N/A
Taskforce on Apprenticeship Expansion issued a final report to the President	5/10/2018	Complete	N/A	ETA	N/A
Launched Apprenticeship.gov	6/15/2018	Complete	N/A	ETA	N/A
Awarded \$183 million in H-1B Funding Opportunity Announcement (FOA) to scale apprenticeship through sector-based strategies	6/24/2019	Complete	N/A	ETA	N/A
Announced FOA entitled, "Closing the Skills Gap"	6/24/2019	Complete	N/A	ETA	N/A
Awarded FY 2018 Congressionally-appropriated funds to expand opportunities related to Registered Apprenticeship	6/24/2019	Complete	N/A	ETA	N/A
Published Notice of Proposed Rulemaking (NRPM) regarding the process for recognizing SREs	6/24/2019	Complete	N/A	ETA	N/A
NPRM comment period completed	8/26/2019	Complete	N/A	ETA	N/A
Award "Closing the Skill Gap" training grants to prepare workers for high-skill jobs	FY 2020 Q2	Complete	N/A	ETA	N/A
Launch brand and marketing campaign for Registered Apprenticeship	FY 2020 Q2	In Progress	N/A	ETA	Revisions to timing subject to concerns re: global pandemic
Award Program Year (PY) 2019 Congressionally-appropriated funds (obligate funds by 6/30/2020)	FY 2020 Q2	In Progress	N/A	ETA	N/A
Developed IRAP Final Rule	FY 2020 Q2	Complete	N/A	ETA	Published and announced on March 10, 2020

Key Milestones, Cont'd.

Milestone Summary					
Key Milestone	Milestone Due Date	Milestone Status	Change from last quarter	Owner	Comments
IRAP Applications Portal Launch	5/11/20	In Progress	N/A	ETA	N/A
Award Industry Intermediary Contracts	6/30/20	In Progress	N/A	ETA	N/A
Award Youth Apprenticeship Readiness Grants	6/30/20	In Progress	N/A	ETA	N/A
Award State Apprenticeship Expansion Grants	6/30/20	In Progress	N/A	ETA	N/A
Develop Guidance on Revised Apprenticeability Determination Process	9/30/20	In Progress	N/A	ETA	N/A
Registered Apprenticeship Marketing Campaign Launch	9/30/20	Delayed	+5 months	ETA	Delayed due to global coronavirus pandemic
Announce first IRAP SREs	9/30/20	In Progress	N/A	ETA	N/A
Finalize IRAP Paperwork Reduction Act (PRA) Reporting Implementation	9/30/20	In Progress	N/A	ETA	N/A
Implement apprenticeship grant OMB-approved PRA data collection in WIPs	9/30/20	In Progress	N/A	ETA	N/A

Key Indicators



Note: RAP Data is made available through RAPIDS 2.0.

Note: Data displayed is projected but will be updated with actual data as quarterly data becomes available.

Note: Data under “New Apprentices” is the cumulative count towards the 1 million goal starting from FY 2018 (10/1/2017) and data under “New Programs” is non-cumulative federal quarterly data. FY 2020 Q2 data is preliminary and subject to revision.

Note: Information represents preliminary data for Q2 in both charts.

Key Indicators, Cont'd.

FY 2020 Q2 Apprenticeship Results

Fiscal Year	New Apprentices	New Programs
2020	46,261*	459*

FY 2020 Q1 Apprenticeship Results

Fiscal Year	New Apprentices	New Programs
2020	47,565[r]	896[r]

FY 2019 Apprenticeship Results (Total Year)

Fiscal Year	New Apprentices	New Programs
2019	252,271	3,133

FY 2019 Q4 Apprenticeship Results

Fiscal Year	New Apprentices	New Programs
2019	81,511	857

FY 2019 Q3 Apprenticeship Results

Fiscal Year	New Apprentices	New Programs
2019	67,829	906

*Information represents preliminary data for Q2. Data will be updated once all state data is received.

[r] Information represents final data for Q1 and has been revised from preliminary results.

Note: Data is made available through RAPIDS 2.0.

Employer Engagement Contacts (since January 1, 2018) = 15,276.

Data Accuracy and Reliability

- **Means used to verify and validate measured values:** 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 15 of the 28 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 will develop a plan for all states to begin using RAPIDS and/or provide disaggregated data into RAPIDS by September 30, 2021. 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, 2021.

Data Accuracy and Reliability, Cont'd.

- **Level of accuracy required for the intended use of the data:** OA requires a high level of accuracy to comply with all Employment and Training Administration 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 regularly updates the new apprentice count, 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 by all states and territories in 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 the Workforce Innovation and Opportunity Act (WIOA).

Data Accuracy and Reliability, Cont'd.

- **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 ten 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 ten percent, 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
- 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
- Apprenticeship.gov

Additional Information, Cont'd.

Contributing Programs

Relevant Authorities:

- The National Apprenticeship Act
- Presidential Executive Order Expanding Apprenticeship in America
- Registered Apprenticeship Programs Code of Federal Regulations 29.29 and 29.30

Other:

- Cross-agency efforts to promote apprenticeships