



## 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

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## Goal Statement

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

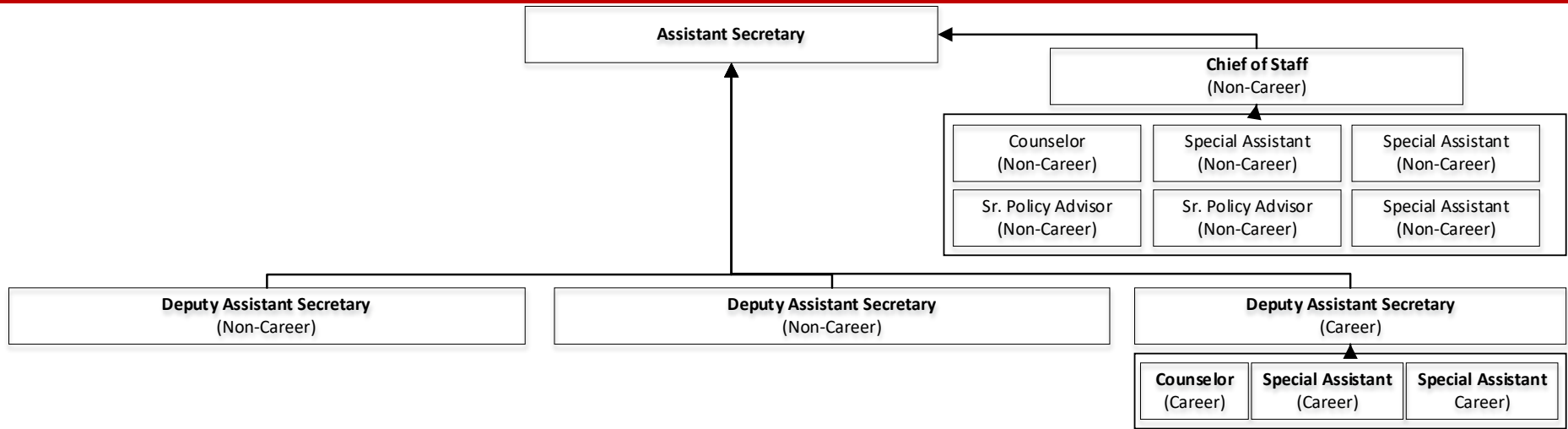
## Background

- 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 13801, Expanding Apprenticeships in America, including finalization of the Industry-Recognized Apprenticeship Programs (IRAP) final rule and by making determinations on 100 Standards Recognition Entities (SRE) applicants by September 30, 2021.
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 by increasing data quality provided by State Apprenticeship Agencies (SAA) and conducting compliance assessments of all SAAs.
6. Enhance coordination and collaboration across apprenticeship programs in line with One Workforce (i.e.; WIOA Youth, Office of Job Corps, YouthBuild, and Department of Education)

# Leadership



<b>Philadelphia/Boston</b> Regional Administrator (Career SES)  Regional Administrator (Boston Deputy)	<b>Office of Trade Adjustment Assistance</b> Administrator (Career SES)  Vacant, Deputy	<b>Office of Unemployment Insurance</b> Administrator (Career SES)  Deputy	<b>Office of Workforce Investment Administration</b> Administrator (Career SES)  Vacant, Deputy	<b>Office of Financial Administration</b> Administrator (Career SES)  Deputy	<b>Office of Management &amp; Administrative Services</b> Administrator (Career SES)  Deputy	<b>Office of Grants Management</b> Administrator (Career SES)  Deputy	<b>Office of Policy, Development &amp; Research</b> Administrator (Career SES)  Principal Deputy Administrator (Career SES) Acting Deputy	<b>Shared Services</b>	<b>Office of Apprenticeship</b> Administrator (Career SES)  Deputy, Operations & Regional Management  Deputy, Policy & National Office Management	<b>Office of Foreign Labor Certification</b> Administrator (Career SES)  Deputy	<b>Office of Job Corps</b> Acting Administrator (Career SES)  Deputy (Career SES)  Vacant, Deputy
<b>Atlanta</b> Regional Administrator (Career SES)											
<b>Dallas/San Francisco</b> Regional Administrator (Career SES)  Regional Administrator (San Francisco Deputy)											
<b>Chicago</b> Regional Administrator (Career SES)											

# Strategies

## Expanding Apprenticeship Opportunities

- **Industry-Recognized Apprenticeship Program**
  - Finalize the regulatory framework, begin outreach efforts, and establish supporting processes to launch IRAPs (completed).
  - Announce the first round of IRAP SREs (completed).
- **Modernize and Expand Registered Apprenticeship Program (RAP)**
  - Streamline the approvals process and paperwork required for RAP by implementing an electronic standards builder (on-going).
  - Implement policy on virtual apprenticeship to increase program design options during COVID-19 and beyond (in clearance).
  - Explore regulatory and sub-regulatory options to modernize and expand RAPs including the development of a new PRA package to implement new boilerplates and expand utilization of national apprenticeship programs (on-going).
  - Further expand RAP model to nontraditional industries and sectors, while encouraging greater involvement from underrepresented populations (completed, i.e., new intermediary contracts)
- **Youth and Pre-Apprenticeship**
  - Award Youth Grants (completed).
  - Create new workforce preparation pathways that meet employer needs, reduce stigmatization, and attract new participants (on-going).
  - Coordinate pre-apprenticeship strategies with the Office of Job Corps, YouthBuild, WIOA Youth, and the Department of Education (on-going).

# Strategies, Cont'd.

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- **Technical Assistance, Technology, and E-Tools**
  - Assist employers and sponsors in launching new programs or expanding existing ones (on-going).
  - Launch the IRAPs Application Portal (completed).
  - Host virtual apprenticeship forums to advance SRE leads and expand the number of future applicants (completed).
  - Make it easier for individuals to find apprenticeship opportunities and for employers to start a program. See recently developed customer navigation tool at <https://www.apprenticeship.gov/employers/explore-apprenticeship> (completed).
  - Implement IRAP Performance Reporting System (on-going).
  - Improve apprenticeship data technology and tools, including enhancements and improvements to the Registered Apprenticeship Partners Information Data System (RAPIDS) case management system (on-going).
- **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 (completed).
  - Showcase innovative apprenticeship models during National Apprenticeship Week, November 2020 (completed).

# Strategies, Cont'd.

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- **Employer Engagement**
  - Engage industry leaders and employers to expand apprenticeship into new industries (on-going).
  - Discuss additional apprenticeship improvements with employers (on-going).
- **Strategic Investment**
  - Award, and hold accountable, performance-based Industry Intermediary contracts and State Expansion grants (completed).
  - Invest in partnerships, technologies, marketing, and program support to expand apprenticeship (on-going).
- **Strategic Partnerships**
  - Coordinate with federal, state, and local governments and other external stakeholders through One Workforce approach to promote apprenticeship and ensure Office of Apprenticeship (OA) or SAA offices are full participants in the American Job Center (AJC) network and business services teams in all local workforce development areas (on-going).
- **Diversity and Inclusion**
  - Leverage private sector interest in apprenticeship for tapping underutilized talent pools (on-going).

# Summary of Progress – FY 2020, Quarter 4

- **Apprenticeship Growth.** Since January 2017, Registered Apprenticeship Programs have added over 842,000 new apprentices, with 55,514 coming in the fourth quarter (Q4) of FY 2020. During the same timeframe, 278,376 apprentices completed their apprenticeship. In total, there are 639,916 active apprentices (i.e., individuals currently enrolled in a program) in 26,155 Registered Apprenticeship Programs (RAPs) nationwide. These figures represent preliminary data for Q4 and will be updated once all state data is received. OA continues to monitor impacts of COVID-19; while the numbers of new apprentices are trending lower for the quarter compared to recent trends, the overall active apprentice levels remain at historic highs showing apprentices are remaining in their programs.
- **IRAPs.** On September 23, 2020, the Department announced the first 18 Standard Recognition Entities (SREs) for IRAPs, and shortly thereafter announced Raytheon Technologies as the first-ever registered IRAP (<https://www.dol.gov/newsroom/releases/eta/eta20200923>). The announcement of the second round of SREs for IRAP has been targeted for the week of December 14, 2020.
- **Virtual Apprenticeship Forums.** The Department hosted virtual apprenticeship forums thru August 2020 to advance SRE leads and expand the number of future applicants. Forums provided information for key stakeholders including small, medium, and larger businesses; industry associations; and, workforce and education leaders.
- **Discover Apprenticeship.** On September 18, 2020, ETA announced its campaign to share the benefits of apprenticeships with job seekers and employers (Discover Apprenticeship: Your Plan is Action). <https://www.dol.gov/newsroom/releases/eta/eta20200918>
- **Investments.** On September 25, the Department announced \$22 million in Intermediary Contracts to organizations dedicated to promoting expansion strategies in high growth industries including information technology (IT), cybersecurity, telecommunications and 5G advanced manufacturing, hospitality, healthcare and health IT, transportation and logistics, and energy. <https://www.dol.gov/newsroom/releases/eta/eta20200925-3>

# Key Milestones

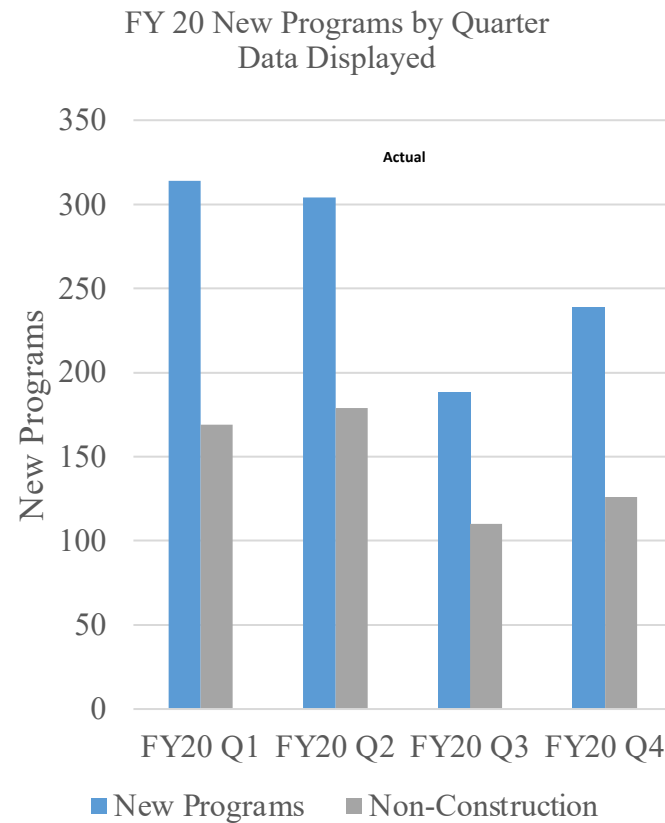
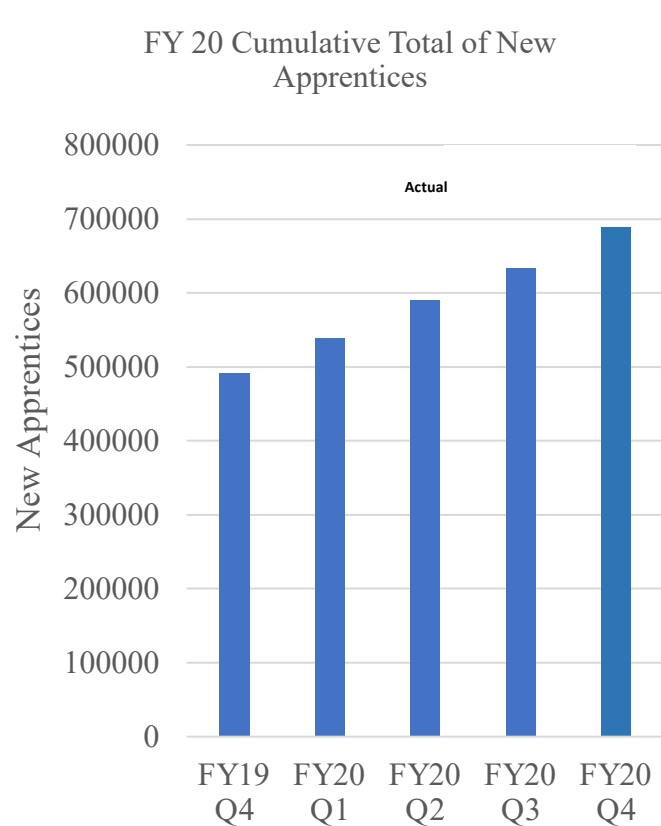
Milestone Summary					
Key Milestone	Milestone Due Date	Milestone Status	Change from last quarter	Owner	Comments
President signed Executive Order on Expanding Apprenticeships in America	6/15/2017	Complete	N/A	ETA	N/A
Taskforce on Apprenticeship Expansion issued a final report to the President	5/10/2018	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 branding updates for Registered Apprenticeship	FY 2020 Q2	Complete	N/A	ETA	N/A
Award Program Year (PY) 2019 Congressionally-appropriated funds (obligate funds by 6/30/2020)	FY 2020 Q2	Complete	N/A	ETA	N/A
Publish IRAP Final Rule	FY 2020 Q2	Complete	N/A	ETA	Published 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	5/11/2020	Complete	N/A	ETA	N/A
Award State Apprenticeship Expansion Grants	6/30/2020	Complete	N/A	ETA	N/A
Award Youth Apprenticeship Readiness Grants	6/30/2020	Complete	N/A	ETA	N/A
Award Industry Intermediary Contracts	8/2020	Complete	N/A	ETA	N/A
Develop Guidance on Revised Apprenticeability Determination Process	9/30/2020	In Progress	N/A	ETA	Guidance drafted and is undergoing additional review
Registered Apprenticeship Marketing Campaign Launch	9/30/2020	Complete	N/A	ETA	N/A
Announce first IRAP SREs	9/30/2020	Complete	+3 weeks	ETA	Announcement date was adjusted for PR campaign timing
Finalize IRAP Paperwork Reduction Act (PRA) Reporting Implementation	9/30/2020	Complete	N/A	ETA	N/A
Implement apprenticeship grant OMB-approved PRA data collection in WIPs	9/30/2020	In Progress	N/A	ETA	OMB approved the PRA during the last quarter; Accordingly, ETA is coordinating updates to the system.

# Key Indicators



Note: RAP Data is made available through RAPIDS 2.0.

Note: Data under “New Apprentices” is the cumulative count towards the one million goal starting from FY 2018 (10/1/2017) and data under “New Programs” is non-cumulative federal quarterly data, a subset of total national data. FY 2020 Q4 data is preliminary and subject to revision. FY 2020 Q3 New Programs data has been revised.

Note: Information represents preliminary data for Q4 in both charts.

# Key Indicators, Cont'd.

<b>FY 2020 Total</b>		
<b>Apprenticeship Results</b>		
Fiscal Year	New Apprentices	New Programs
2020	198,345*	2,887*
<b>FY 2020 Q4</b>		
<b>Apprenticeship Results</b>		
Fiscal Year	New Apprentices	New Programs
2020	55,514*	572*
<b>FY 2020 Q3</b>		
<b>Apprenticeship Results</b>		
Fiscal Year	New Apprentices	New Programs
2020	43,756[r]	634[r]
<b>FY 2020 Q2</b>		
<b>Apprenticeship Results</b>		
Fiscal Year	New Apprentices	New Programs
2020	51,510	770
<b>FY 2020 Q1</b>		
<b>Apprenticeship Results</b>		
Fiscal Year	New Apprentices	New Programs
2020	47,565	911[r]

\*Information represents preliminary data for Q4. Data will be updated once all state data is received.

[r] Information represents final data for Q3 and has been revised from preliminary results.

Note: Data is made available through RAPIDS 2.0.

# 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 SAAs.<sup>1</sup> Thirteen states currently use their own apprenticeship reporting systems and provide aggregate data to OA. While major metrics can be tracked through aggregate reports (e.g., APG counts “new apprentices”), there are some limitations with creating cross-tabulations on all variables available in RAPIDS. To support more robust data sharing, OA will finalize a plan in Q1 to require all states to begin using RAPIDS and/or provide disaggregated data into RAPIDS by September 30, 2021. In Q2, OA will finalize the new upload portal within RAPIDS which will make it easier for States to submit disaggregated data. In Q3, OA will establish a requirement for SAA States to submit disaggregated data into RAPIDS and complete training for SAAs. In Q4, all States will be reporting into RAPIDS. OA’s plan will outline areas for continued technical support for those states opting into RAPIDS (e.g., VT recently committed to RAPIDS); a data sharing Memorandum of Understanding (approved); and support for batch uploading to provide greater automation in uploading individual records. Apprenticeship data is made available annually on the DOL website at [https://doleta.gov/oa/data\\_statistics.cfm](https://doleta.gov/oa/data_statistics.cfm).
- **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 (also see slide 13). 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).
- **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 SAA states/territories (reporting outside of RAPIDS 2.0) 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 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. Other elements of oversight include state compliance reviews, issuing technical assistance findings, and conducting state grant monitoring (i.e., performance and financial).

<sup>1</sup> SAAs are states that elect to manage their state apprenticeship programs independently while complying with the National Apprenticeship Act and regulations (29 CFR Parts 29 and 30).

# Additional Information

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## Contributing Programs

### Organizations:

- Taskforce on Apprenticeship Expansion (completed)

### Program Activities:

- Industry-Recognized Apprenticeship Programs
- 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

### 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