



Agency Priority Goal Action Plan

Job Creation: Apprenticeship Expansion

Goal Leaders:

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Overview

Goal Statement

- Enroll 1 million new apprentices (including registered programs, industry-recognized apprenticeships, and other non-registered programs) 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 accreditors that meet the Department's quality parameters.
 2. Identify and inventory apprenticeship programs that currently exist outside of the registered apprenticeship system and make information about them available to the public.
 3. Develop a data collection tool to monitor the number and type of non-registered 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 implement 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

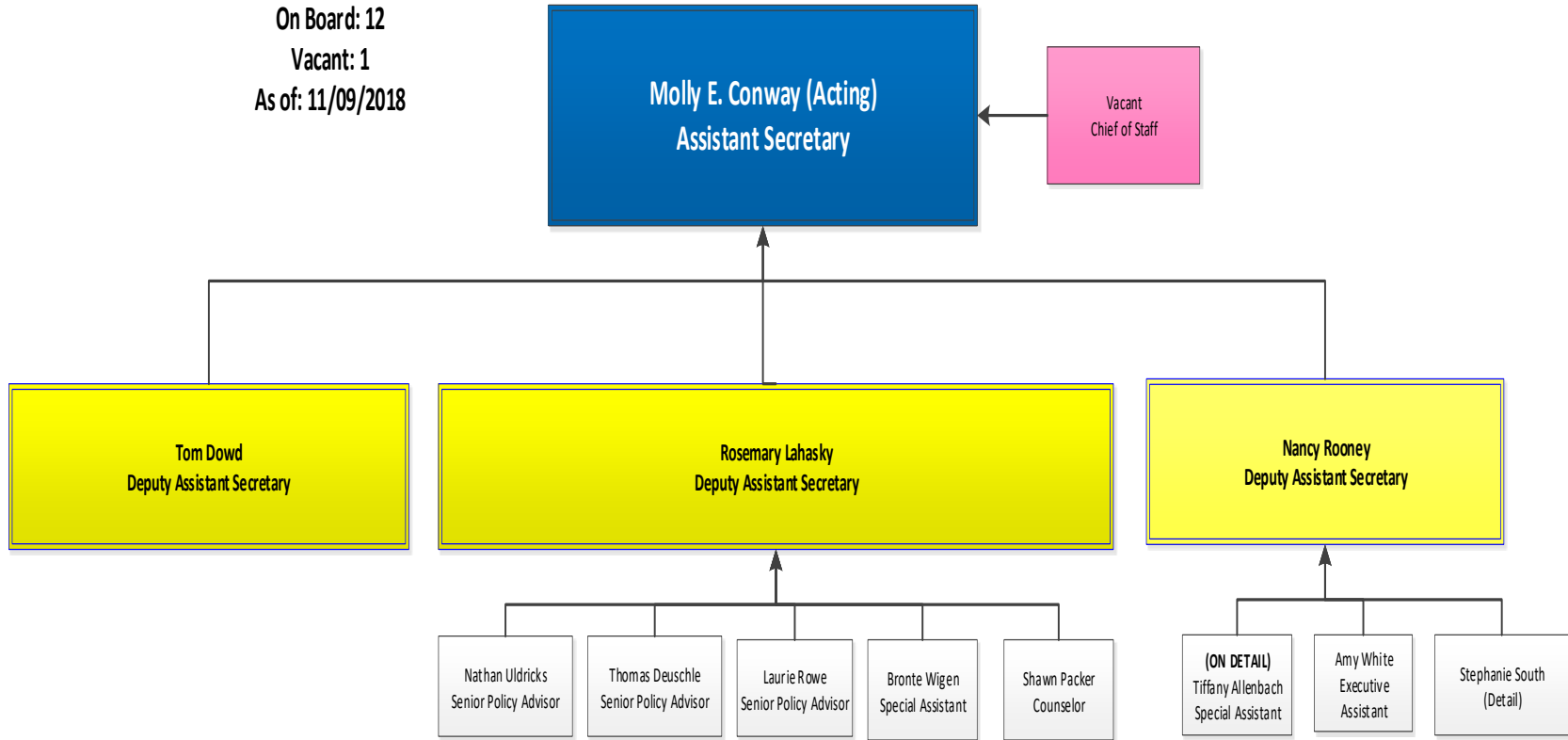
Official OHR Org Chart For: Office of the Assistant Secretary (OASET)

HR Specialist: Jackie Brooks/Ronnette Williams

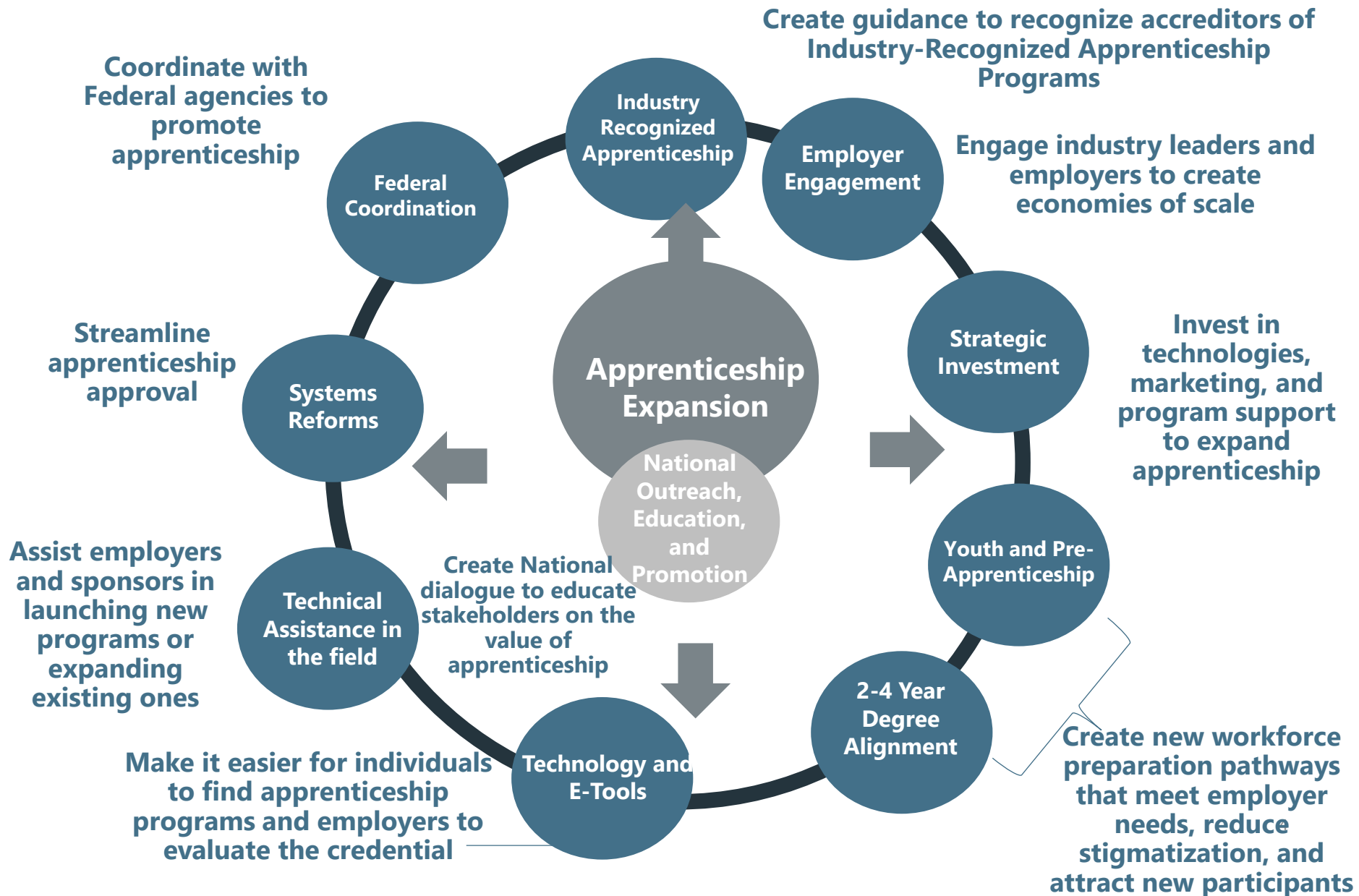
On Board: 12

Vacant: 1

As of: 11/09/2018



Goal Structure & Strategies



Summary of Progress – FY18 Q4

- **Apprenticeship Growth.** Since January 2017, the apprenticeship system has added 386,957 new apprentices, with 68,934 coming in the fourth quarter of 2018. In total, there are 577,118 active apprentices and 23,354 apprenticeship programs nationwide.
- **Industry-Recognized Apprenticeship Programs.** On July 27, 2018, U.S. DOL issued Training and Employment Notice (TEN) 03-18 which provides a framework for industry-recognized apprenticeship programs. This new initiative encourages trade and professional associations, employers, educational institutions, unions, labor-management organizations, states, and other organizations to collaborate to create new, industry-driven apprenticeship solutions.
- **Paperwork Reduction Act Package for IRAP Accreditation.** U.S. DOL's Federal Register Notice on data collection for Industry-Recognized Apprenticeship Programs Accrediting Entity Information was issued on September 20, 2018.
- **Scaling Apprenticeship Through Sector-Based Strategies.** On July 18, 2018, U.S. DOL announced \$150 million in H-1B funds to support sector-based approaches to expanding apprenticeships on a national scale in key industry sectors. The grant program will move a step closer to President Trump's vision, set forth in the Executive Order on Expanding Apprenticeship in America, which calls for increasing the number of apprentices in the U.S. across all industries. The press release announcing the grant program can be found at the following hyperlink: <https://www.dol.gov/newsroom/releases/eta/eta20180718>
- **Apprenticeship.Gov Launched.** On August 30, 2018, U.S. DOL launched a new digital platform, Apprenticeship.gov. Currently in beta form, this innovative web portal features an Apprenticeship Finder tool that offers career seekers a platform to search for apprenticeships by city and state and connects them to high-skilled, high-paying careers. This new Apprenticeship Finder tool will not only make it easier for career seekers to find apprenticeship listings, it will also help employers promote apprenticeships across new or untraditional industries where apprenticeships may be less common.
- **Apprenticeship Funding Appropriated by Congress.** On September 30, 2018, the U.S. DOL issued an investment framework for the FY 2018 apprenticeship funding to Congress after receiving OMB approval. The plan will be implemented in FY 2019.

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.
- Published the Industry-Recognized Apprenticeship Program TEN on July 27, 2018.
- Launched Apprenticeship.Gov Apprenticeship Finder Tool on August 30, 2018.
- Announced a new \$150 million H-1B Funding Opportunity Announcement (FOA) to scale apprenticeship through sector-based strategies.
- Issued the investment framework to Congress for the FY 2018 \$145 million apprenticeship funding, after OMB review and approval.
- Planning completed to launch National Apprenticeship Week (scheduled for November 2018).
- Issued a Federal Register Notice on data collection for Industry-Recognized Apprenticeship Programs Accrediting Entity Information on September 20, 2018.
- Eclipsed 380k apprentices enrolled since January 1, 2017.
- Developed a consensus-based, industry-developed, occupational framework to provide “off-the-shelf” apprenticeship standards for 15 occupations.

Milestones In Progress

- Work with 50 large companies to identify and catalog their earn-and-learn investments. (Deadline: October 31, 2018)
- Award apprenticeship training grants to prepare workers for high skill jobs. (Deadline: December 31, 2018)
- Implement Industry-Recognized Apprenticeship Programs with a minimum of five accreditors. (Deadline: June 30, 2019).
- Develop a Notice of Proposed Rulemaking, Apprenticeship Programs, Labor Standards for Registration, Amendment of Regulations.

Key Indicators

FY 2018 **Apprenticeship Results**

Fiscal Year	New Apprentices	New Programs
2018	238,549	3,229

FY 2018 Q4 **Apprenticeship Results**

Fiscal Year	New Apprentices	New Programs
2018	74,129	903

FY 2018 Q3 **Apprenticeship Results**

Fiscal Year	New Apprentices	New Programs
2018	66,772**	893

FY 2018 Q2 **Apprenticeship Results**

Fiscal Year	New Apprentices	New Programs
2018	53,052**	728

FY 2018 Q1 **Apprenticeship Results**

Fiscal Year	New Apprentices	New Programs
2018	44,596**	705

**New apprentice counts for Q1, Q2, and Q3 include apprentices that registered in the Fiscal Year.

Employer Engagement Contacts (since January 1, 2017) = 11,004

Data Accuracy and Reliability

- **Means used to verify and validate measured values:** The Office of Apprenticeship (OA) uses the Registered Apprenticeship Partners Information Management Data System (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 program 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 or Industry-Recognized Apprenticeship Program) between October 1, 2017 through 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, the majority of 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

Program Activities:

- Industry Recognized Apprenticeships
- State Apprenticeship Expansion grantees
- American Apprenticeship grantees
- Contract Industry and Equity Intermediaries
- Contractual Business Development Team to identify existing non-registered apprenticeships and businesses interested in starting an apprenticeship program
- Develop and launch a national public awareness campaign
- Develop web-based tools to provide information to the public and potential sponsors about apprenticeship programs and related instruction providers prepared to support those programs

Policies:

- Presidential Executive Order Expanding Apprenticeship in America
- Industry Recognized Apprenticeship Guidance
- Other Federal Activities:
- Cross-agency efforts to promote apprenticeships

Additional Information

Stakeholder / Congressional Consultations

The Task Force on Apprenticeship Expansion was charged with the mission of identifying strategies and proposals to promote apprenticeships, especially in sectors where apprenticeship programs are insufficient. On May 10, 2018, the Task Force submitted to the President of the United States a final report which details strategies and recommended actions.