

# Agency Priority Goal Action Plan

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## Job Creation: Apprenticeship Expansion

Goal Leader(s): Rosemary Lahasky, Deputy Assistant Secretary and Laurie Rowe, Senior Advisor

# Overview

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## 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 apprenticeships and review applications submitted by third-party certifiers to recommend those 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 apprenticeships, and other non-registered programs).
  6. Interact with 1000 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 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.

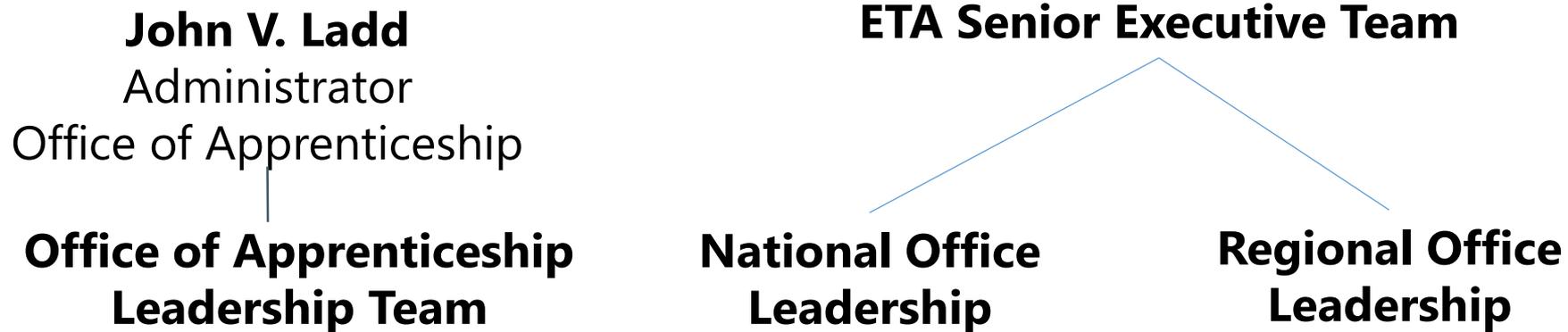
## Office of the Secretary

**Rosemary Lahasky**

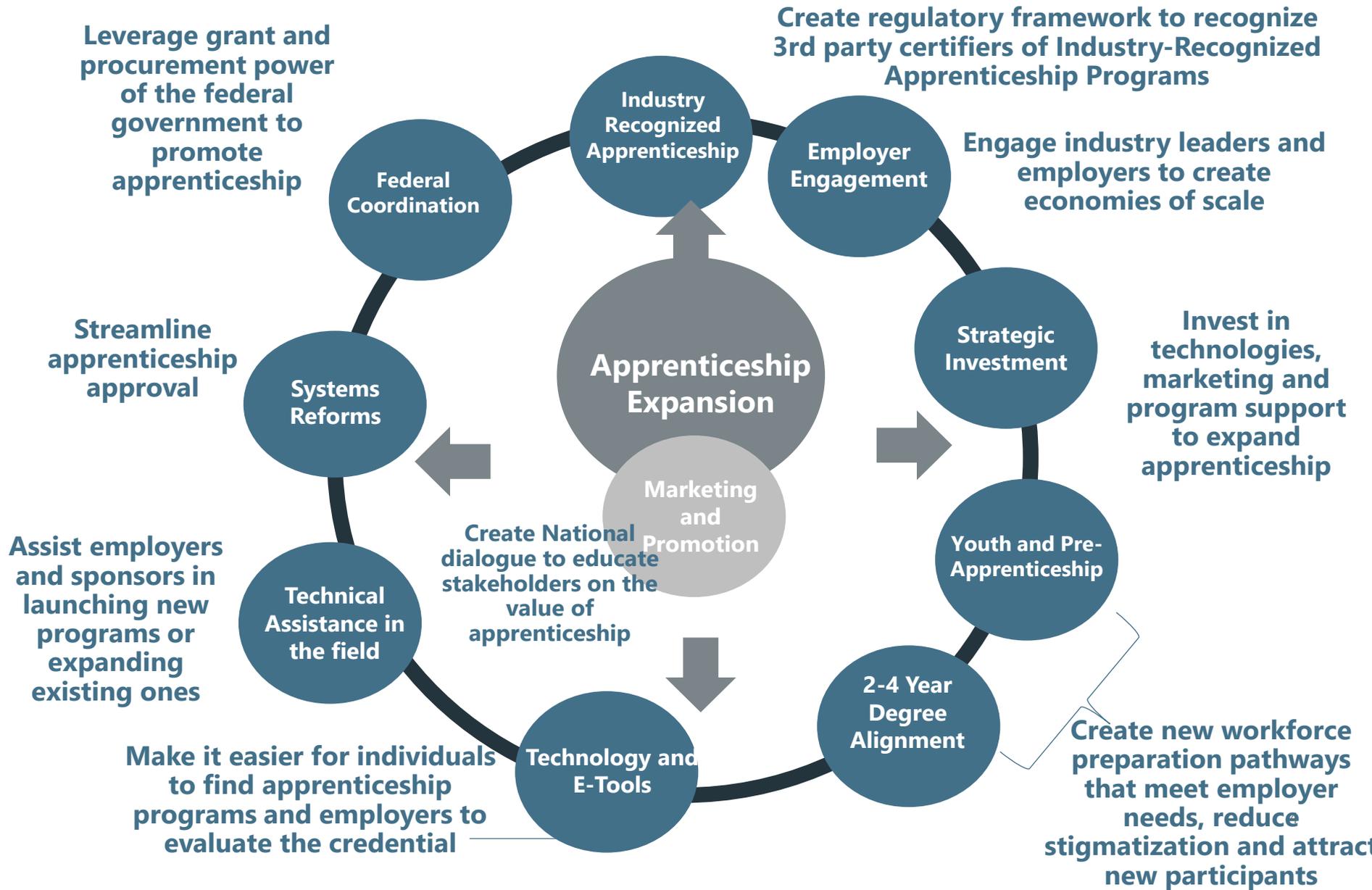
Deputy Assistant Secretary, ETA

**Laurie Rowe**

Senior Advisor, ETA



# Goal Structure & Strategies



# Summary of Progress – FY18 Q1

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- **Apprenticeship Growth** – Since January 2017, the apprenticeship system has added 192,926 new apprentices, with 39,323 coming in the first quarter of 2018. In total, there are 539,387 active apprentices and 23,050 apprenticeship programs nationwide.
- **Accelerated Action for Executive Order Implementation** – The Department of Labor launched a series of activities in support of the President’s Executive Order Expanding Apprenticeships in America, including: preparing analysis and reports and briefing materials, supporting Task Force preparation, and spearheading formation of Departmental Apprenticeship Executive Order and Expansion Teams.
- **Task Force on Apprenticeship Expansion.** Conducted first Task Force on Apprenticeship Expansion meeting on November 13, 2017. The Task Force meeting was attended by White House Advisor Ivanka Trump, Labor Secretary R. Alexander Acosta, Education Secretary Betsy DeVos and Commerce Secretary Wilbur Ross. Workgroups have been convened to address priorities outlined by the Executive Order and Secretary Acosta.
- **Expanding Partnerships with Workforce and Education.** Expanding partnerships with workforce and educational organizations to promote new pathways to rewarding careers.
- **Increased Awareness through National Apprenticeship Week.** Increased national awareness of apprenticeship with over 900 events for National Apprenticeship week with over 80 proclamations including a Presidential Proclamation, and 32 Proclamations from Governors.

# Key Milestones

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## Milestones Completed

- President signed Executive Order on Expanding Apprenticeships in America June 15, 2017.
- Taskforce on Apprenticeship Expansion established October 16, 2017.
- DOL launched National Apprenticeship Week - November 13 – 19, 2017.
- Conducted first Task Force on Apprenticeship Expansion meeting on November 13, 2017.

## Milestones In Progress

- Publish Industry-Recognized Apprenticeships guidance document. (Deadline: March 30, 2018)
- Develop consensus-based, industry-developed, occupational frameworks to provide “off-the-shelf” apprenticeship standards for 15 occupations. (Deadline: September 30, 2018)
- Work with 50 large companies to identify and catalog their earn-and-learn investments. (Deadline: October 30, 2018 if no PRA required)
- Implement Industry-Recognized Apprenticeships for a minimum of 5 high demand occupations. (Deadline: December 30, 2018)
- Create a baseline from which to measure changes in public perception (polling, surveys, and other collections) with the long-term goal to increase awareness of apprenticeship as an effective career pathway by 30 percent. (Deadline: February 2019)

## FY 2018 Q1 Apprenticeship Results

Fiscal Year	New Apprentices	New Programs
2017	39,323	707

## FY 2017 Apprenticeship Results

Fiscal Year	New Apprentices	New Programs
2017	191,563	2,369

**Employer Engagement Contacts (since January 1, 2017) = 1,591**

# Data Accuracy and Reliability

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- US DOL's Office of Apprenticeship uses a combination of individual records and aggregate state reports to calculate total apprenticeships nationally. The Registered Apprenticeship Partners Information Management Data System (RAPIDS 2.0) captures individual record data from 25 Office of Apprenticeship (OA) states and 13 of the 27 State Apprenticeship Agency (SAA) states/territories. For SAA states that manage their data outside of RAPIDS, information is provided in aggregate on a limited number of measures to US DOL on a quarterly basis.
- In support of draft guidance for Industry Recognized Apprenticeship Programs (IRAPs) and other work-based training approaches, US DOL developed a draft Paperwork Reduction Act (PRA) package to collect information from IRAP certifiers. This draft guidance may be amended based on the recommendations of the Task Force on Apprenticeship Expansion. Implementation of the collection instruments and reporting systems will begin upon approval of the final guidance and PRA package.

# Additional Information

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## Contributing Programs

### Organizations:

- Taskforce on Apprenticeship Expansion

### Program Activities:

- Industry Recognized Apprenticeships
- State Apprenticeship Expansion grantees
- American Apprenticeship grantees
- Contract Intermediaries
- Contractual Business Development Team to identify existing non-registered apprenticeships and business 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 Apprenticeships (DRAFT)

### Other Federal Activities:

- Cross-agency efforts to promote apprenticeships

# Additional Information

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## Stakeholder / Congressional Consultations

The Task Force on Apprenticeship Expansion is charged with the mission of identifying strategies and proposals to promote apprenticeships, especially in sectors where apprenticeship programs are insufficient. Upon completion of this assignment, the Task Force shall submit to the President of the United States a final report which details these strategies and recommended actions.