



Agency Priority Goal Action Plan

Job Creation: Apprenticeship Expansion

Goal Leaders:

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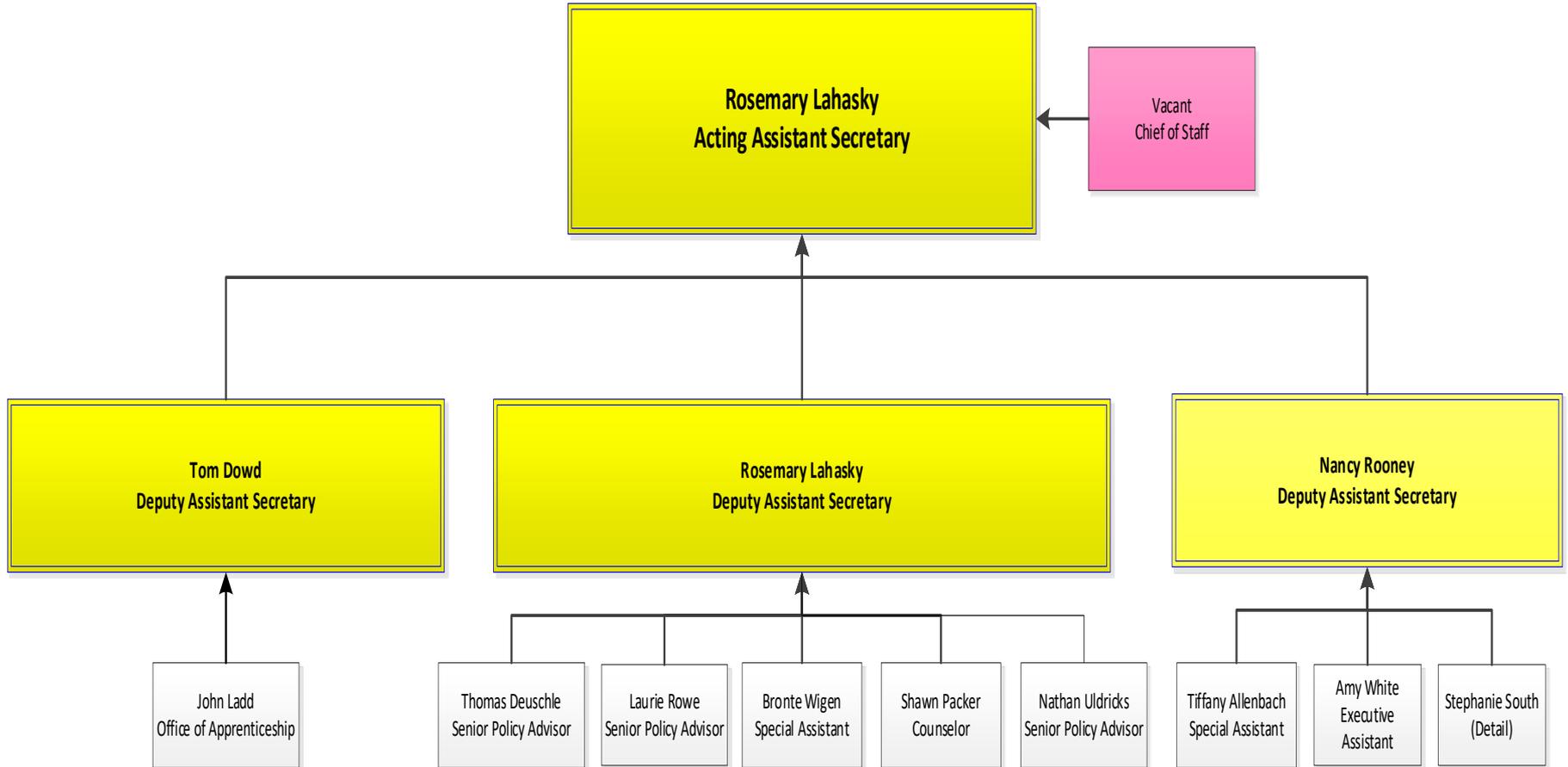
Overview

Goal Statement

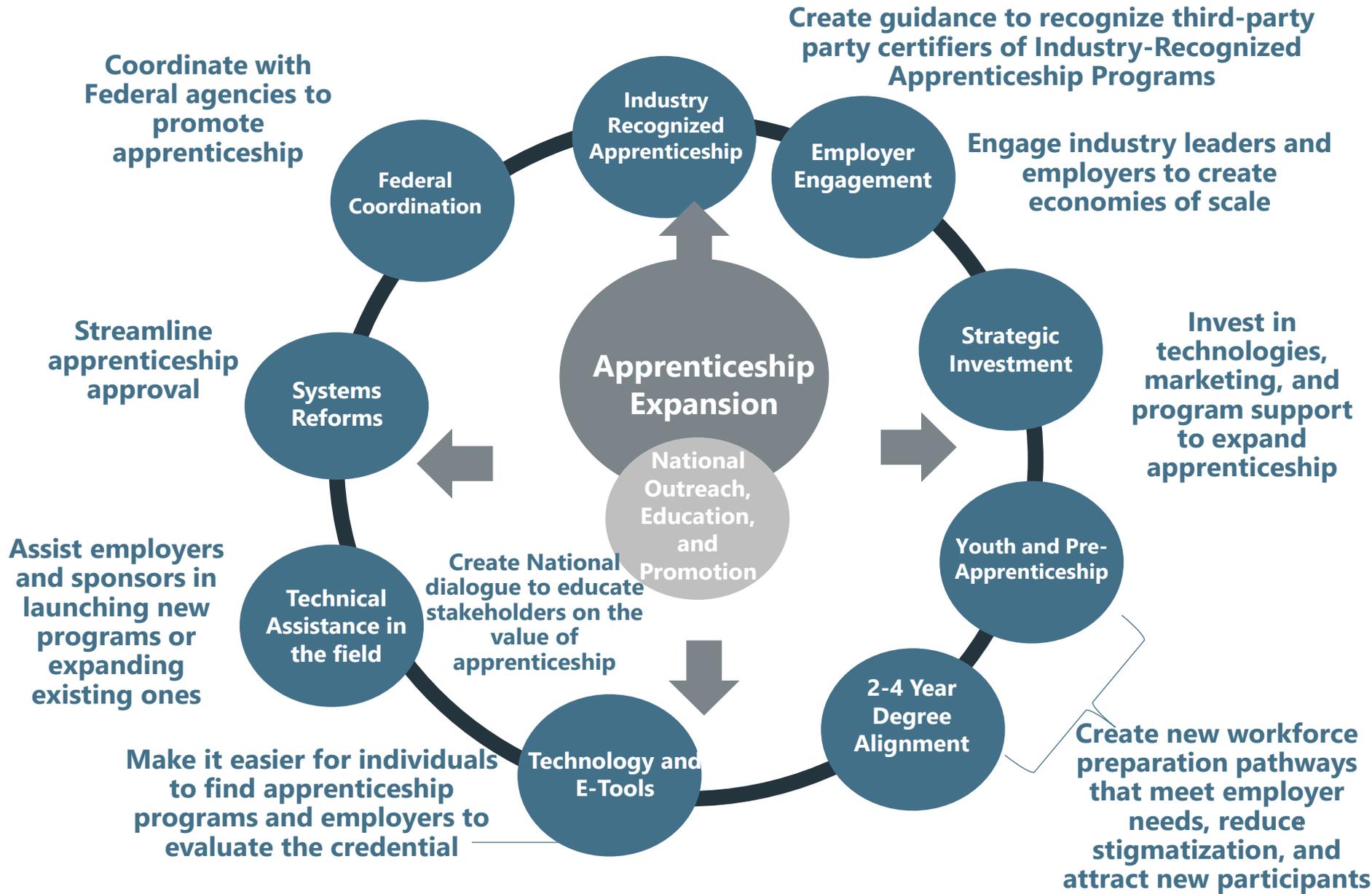
- Enroll 1 million new apprentices (including registered programs, industry-recognized apprenticeships, and other non-registered programs) over the next five years to enable more Americans to obtain jobs that pay a family-sustaining wage through high quality earn-and-learn opportunities. By September 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 apprenticeships by recognizing third-party certifiers 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 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



Goal Structure & Strategies



Summary of Progress – FY18 Q3

- **Apprenticeship Growth** – Since January 2017, the apprenticeship system has added 303,157 new apprentices, with 61,165 coming in the third quarter of 2018. In total, there are 556,495 active apprentices and 23,126 apprenticeship programs nationwide.
- **Task Force on Apprenticeship Expansion.** On May 10, 2018, Task Force issued a Final Report to the President of the United States which can be found at: <https://www.dol.gov/apprenticeship/docs/task-force-apprenticeship-expansion-report.pdf>. The report details a number of critical recommendations to modernize apprenticeship, organized by the following four topic areas: (1) Education and Credentialing; (2) Attracting Business to Apprenticeship; (3) Expanding Access, Equity, and Career Awareness; and (4) Administrative and Regulatory Strategies to Expand Apprenticeship.
- **Apprenticeship.Gov Splash Page Launch.** On June 15, 2018, U.S. DOL launched a splash page that over time will offer diverse stakeholders – including potential and existing apprentices, employers, higher-education institutions, training providers, parents, and high school counselors – with information, resources, and tools to learn more about apprenticeships, how to establish them, and how to access open opportunities.
- **Scaling Apprenticeship Through Sector-Based Strategies.** Over the course of the third quarter, the U.S. DOL finalized a proposal for \$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 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 occurred early in FY18 Q4 and can be found at the following hyperlink: <https://www.dol.gov/newsroom/releases/eta/eta20180718>
- **Apprenticeship Funding Appropriated by Congress.** The U.S. DOL fully obligated \$95 million in apprenticeship funding which invested resources in a number of strategic initiatives, including: state apprenticeship expansion grants; technology modernization to scale apprenticeship and pre-apprenticeship opportunities; and improved marketing, public awareness, and business outreach.

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.
- Launched Apprenticeship.Gov Splash Page on June 15, 2018.
- Eclipsed 300k apprentices enrolled since January 1, 2017.
- Announced a new \$150 million H-1B FOA to scale apprenticeship through sector-based strategies.
- Fully obligated \$95 million in strategic investments aimed at apprenticeship expansion.
- Launched National Apprenticeship Week - November 2018.

Milestones In Progress

- Publish Industry-Recognized Apprenticeships guidance document. (Deadline: August 30, 2018)
- Launch the apprenticeship job finder tool as part of DOL's new digital platform. (Deadline: September 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)
- Award apprenticeship training grants to prepare workers for high skill jobs. (Deadline: December 30, 2018)
- Implement Industry-Recognized Apprenticeships for a minimum of five industry sector certifiers. (Deadline: June 30, 2019).
- DOL is developing a Notice of Proposed Rulemaking, Apprenticeship Programs, Labor Standards for Registration, Amendment of Regulations.

Key Indicators

FY 2018 Q3 Apprenticeship Results**

Fiscal Year	New Apprentices	New Programs
2018	61,165	850

**Preliminary FY 2018 Q3 results

FY 2018 Q2 Apprenticeship Results

Fiscal Year	New Apprentices	New Programs
2018	44,426	729

FY 2018 Q1 Apprenticeship Results

Fiscal Year	New Apprentices	New Programs
2018	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) = 5,874

Data Accuracy and Reliability

- 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. Upon final approval of the guidance, DOL will assess the impact on new information collections.

Additional Information

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 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 (DRAFT)

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.