



Agency Priority Goal Action Plan

Job Creation: Apprenticeship Expansion

Goal Leaders:

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Overview

Goal Statement

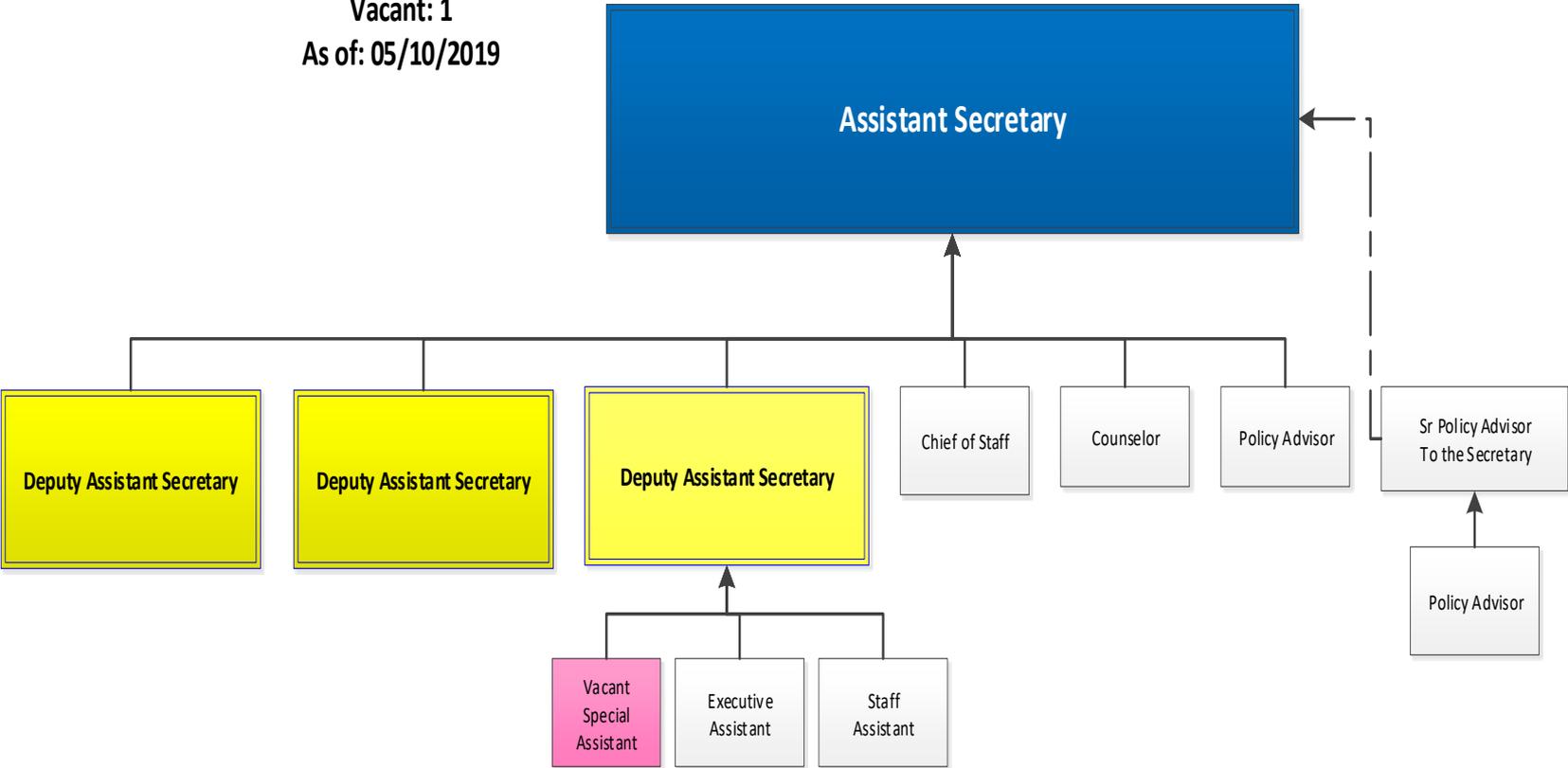
- Enroll 1 million new apprentices (including registered programs, industry-recognized apprenticeships, and other non-registered programs) over the next five years to enable more Americans to obtain jobs that pay a family-sustaining wage through high quality earn-and-learn opportunities. By September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

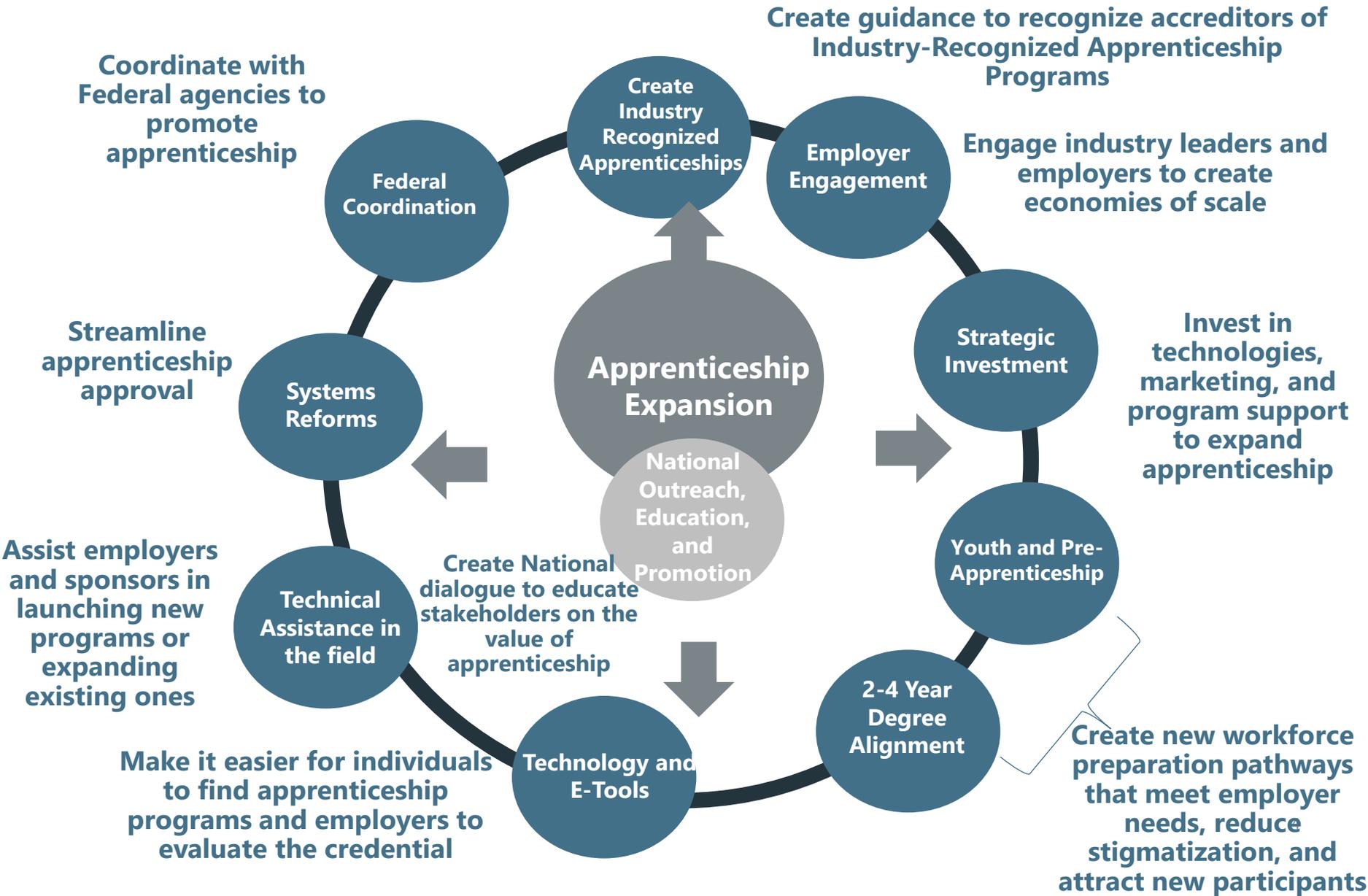
Employment and Training Administration

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

HR Specialist:
On Board: 12
Vacant: 1
As of: 05/10/2019



Goal Structure & Strategies



Summary of Progress – FY19 Q 1 & 2

- **Apprenticeship Growth.** Since January 2017, the apprenticeship system has added 495,083 new apprentices through March 31, 2019, with 49,060 in FY19 Q1 and 53,871 in the second quarter. In total, there are 594,544 active apprentices and 24,126 apprenticeship programs nationwide.
- **Apprenticeship.Gov.** In FY19 Q1&2, DOL enhanced the Apprenticeship Finder tool on Apprenticeship.gov with new data providers, thus providing users with access to over 20,000 apprenticeship jobs. Additional Apprenticeship Finder enhancements included new personalization features to highlight listings trending locally and nationally, default location searches, and instructions for employers to post their apprenticeship jobs.
- **IRAP Accreditors.** In FY19 Q1&2, DOL developed a proposed application and related online IRAP Accreditor application tool, which is planned for release later this year. The portal will allow for the collection and processing of applications from prospective IRAP accreditors seeking a determination from DOL that it is qualified to act as an accreditor. The release is contingent upon final approval of the Paperwork Reduction Act (PRA) package for IRAP accreditation.
- **AACC Virtual Apprenticeship Network.** In FY19 Q2, DOL awarded the American Association of Community Colleges (AACC) a cooperative agreement to implement the AACC Virtual Apprenticeship Network. The partnership will first identify, validate, and promote highly successful apprenticeship models and work-based learning programs that can be rapidly ramped up into full Registered Apprenticeship Programs (RAPs). The partnership also will use funding to create a web-based Virtual Apprenticeship Network to connect employees and community colleges.
- **National Apprenticeship Week (NAW).** NAW is a national celebration that offers leaders in business, labor, education, and other critical partners a chance to demonstrate their support for apprenticeship. In FY19 Q1, these partners held over 1,100 events nationwide.
- **Scaling Apprenticeship Through Sector-Based Strategies.** In FY19 Q1, U.S. DOL closed the competition and began reviewing proposals for the \$150 million in H-1B funds to support sector-based approaches to expanding apprenticeships on a national scale in key industry sectors. U.S. DOL expects to announce awards during FY19.

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 Training and Employment Notice (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.
- Coordinated National Apprenticeship Week (November 2018) with over 1100 events nationwide.
- Issued proposed data collection instrument and PRA package for Industry-Recognized Apprenticeship Programs Accrediting Entity Information pending OMB approval.
- Eclipsed 499,000 apprentices enrolled since January 1, 2017.
- Developed a consensus-based, industry-developed, occupational framework to provide “off-the-shelf” apprenticeship standards for 15 occupations.
- Award State grants.

Milestones In Progress

- Award apprenticeship training grants to prepare workers for high skill jobs. (Deadline: FY 2019)
- Launch brand and marketing campaign. (Deadline: FY 2019)
- Launch online IRAP Accreditor application tool. (Deadline: TBD)
- Develop a Notice of Proposed Rulemaking, Apprenticeship Programs, Labor Standards for Registration, Amendment of Regulations. (Deadline: TBD)
- Implement IRAPs with a minimum of five accreditors. (Deadline: TBD)
- Apprenticeship Expansion Awards Program. (Deadline June 2019)

Key Indicators

FY 2019 Apprenticeship Results (Year to Date)

Fiscal Year	New Apprentices	New Programs
2019	102,931	1,370

FY 2019 Q2 Apprenticeship Results

Fiscal Year	New Apprentices	New Programs
2019	53,871	672

FY 2019 Q1 Apprenticeship Results

Fiscal Year	New Apprentices	New Programs
2019	49,060	698

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

Employer Engagement Contacts (since January 1, 2018) = 11,764

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:

- Registered Apprenticeships
- Industry Recognized Apprenticeships
- State Apprenticeship Expansion grantees
- American Apprenticeship grantees
- Contract Industry and Equity Intermediaries
- Contractual Business Development Team to identify existing 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
- Registered Apprenticeships
- Industry Recognized Apprenticeship Guidance
- Other Federal Activities:
 - Cross-agency efforts to promote apprenticeships