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

Performance.gov

Fiscal Year 2020, Quarter 3

Overview

Goal Statement

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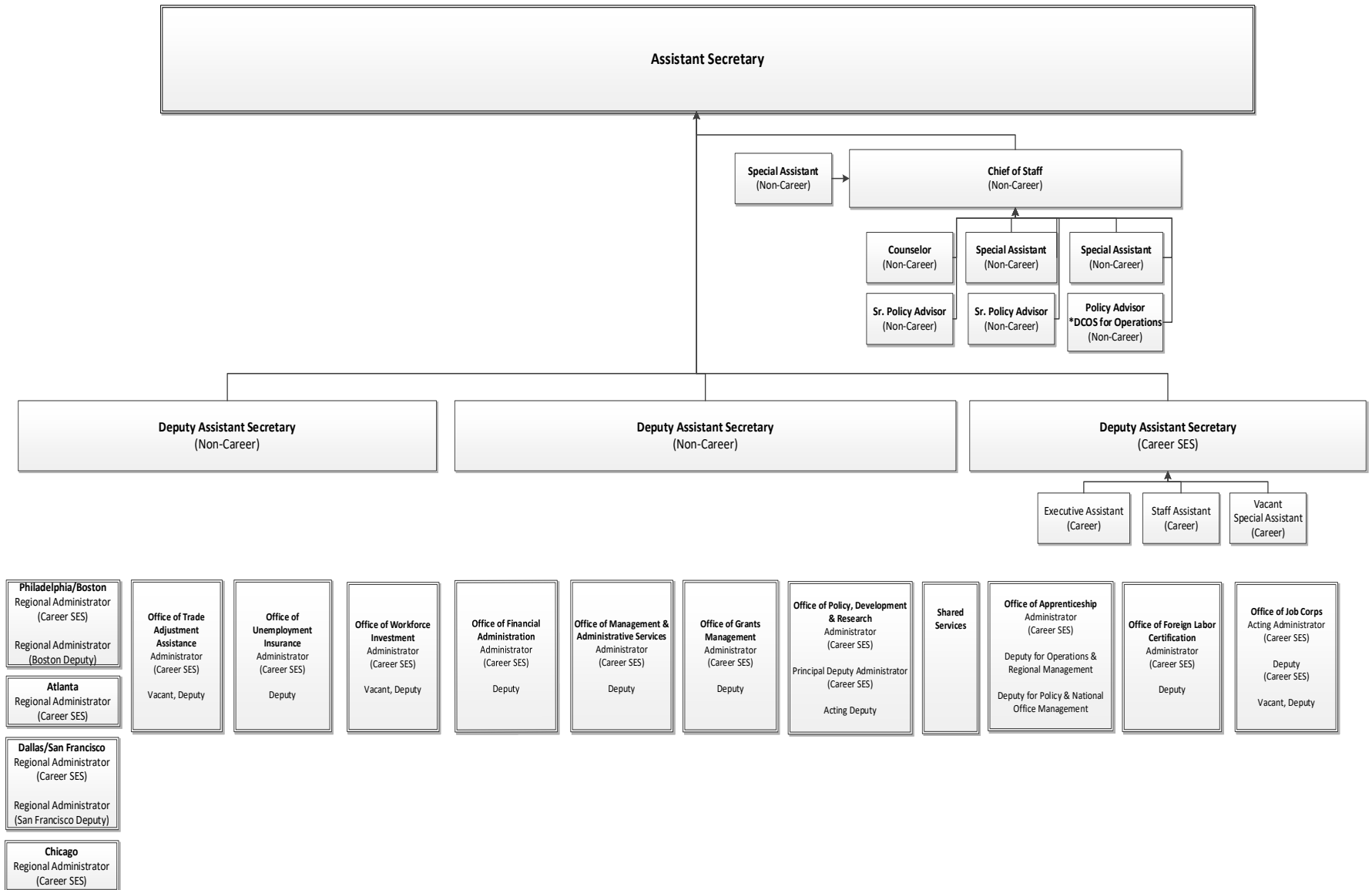
Background

- o 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.
- o 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.

Leadership

Assistant Secretary

Special Assistant
(Non-Career)

Chief of Staff
(Non-Career)

Counselor
(Non-Career)

Special Assistant
(Non-Career)

Special Assistant
(Non-Career)

Sr. Policy Advisor
(Non-Career)

Sr. Policy Advisor
(Non-Career)

Policy Advisor
***DCOS for Operations**
(Non-Career)

Deputy Assistant Secretary
(Non-Career)

Deputy Assistant Secretary
(Non-Career)

Deputy Assistant Secretary
(Career SES)

Executive Assistant
(Career)

Staff Assistant
(Career)

Vacant
Special Assistant
(Career)

Philadelphia/Boston
Regional Administrator
(Career SES)

Regional Administrator
(Boston Deputy)

Atlanta
Regional Administrator
(Career SES)

Dallas/San Francisco
Regional Administrator
(Career SES)

Regional Administrator
(San Francisco Deputy)

Chicago
Regional Administrator
(Career SES)

Office of Trade Adjustment Assistance
Administrator
(Career SES)

Vacant, Deputy

Office of Unemployment Insurance
Administrator
(Career SES)

Deputy

Office of Workforce Investment
Administrator
(Career SES)

Vacant, Deputy

Office of Financial Administration
Administrator
(Career SES)

Deputy

Office of Management & Administrative Services
Administrator
(Career SES)

Deputy

Office of Grants Management
Administrator
(Career SES)

Deputy

Office of Policy, Development & Research
Administrator
(Career SES)

Principal Deputy Administrator
(Career SES)

Acting Deputy

Shared Services

Office of Apprenticeship
Administrator
(Career SES)

Deputy for Operations & Regional Management

Deputy for Policy & National Office Management

Office of Foreign Labor Certification
Administrator
(Career SES)

Deputy

Office of Job Corps
Acting Administrator
(Career SES)

Deputy
(Career SES)

Vacant, Deputy

Strategies

Expanding Apprenticeship Opportunities

- o **Industry-Recognized Apprenticeship Program**
    - Finalize the regulatory framework, begin outreach efforts, and establish supporting processes to launch IRAPs.
    - Announce the first round of IRAP SREs.

- o **Modernize and Expand Registered Apprenticeship Program (RAP)**
    - Streamline the approvals process and paperwork required for RAP by implementing an electronic standards builder.
    - Implement policy on virtual apprenticeship to increase program design options during COVID-19 and beyond.
    - 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.
    - Further expand RAP model to nontraditional industries and sectors, while encouraging greater involvement from underrepresented populations.

- o **Youth and Pre-Apprenticeship**
    - Award Youth Grants (completed).
    - Create new workforce preparation pathways that meet employer needs, reduce stigmatization, and attract new participants.
    - Coordinate pre-apprenticeship strategies with the Department of Education.

Strategies, Cont'd.

- o **Technical Assistance, Technology, and E-Tools**
  - Assist employers and sponsors in launching new programs or expanding existing ones.
  - Launch the IRAPs Application Portal (completed).
  - Host virtual apprenticeship forums to advance SRE leads and expand the number of future applicants.
  - 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.
  - Improve apprenticeship data technology and tools, including enhancements and improvements to the Registered Apprenticeship Partners Information Data System (RAPIDS) case management system.

- o **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.
  - Showcase innovative apprenticeship models during National Apprenticeship Week 2020.

Strategies, Cont'd.

- o **Employer Engagement**
  - Engage industry leaders and employers to expand apprenticeship into new industries.
  - Discuss additional apprenticeship improvements with employers.

- o **Strategic Investment**
  - Award Industry Intermediary contracts and State Expansion grants.
  - Invest in partnerships, technologies, marketing, and program support to expand apprenticeship.

- o **Strategic Partnerships**
  - Coordinate with federal, state, and local governments and other external stakeholders 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.

- o **Diversity and Inclusion**
  - Leverage private sector interest in apprenticeship for tapping underutilized talent pools.

Summary of Progress – FY 2020, Quarter 3

o **Apprenticeship Growth.** Since January 2017, Registered Apprenticeship Programs have added over 764,000* _new_ apprentices, with 20,567* coming in the third quarter (Q3) of FY 2020. During the same timeframe, 269,192 apprentices completed their apprenticeship. In total, there are 632,895* _active_ apprentices (i.e., individuals currently enrolled in a program) in 26,119* Registered Apprenticeship Programs (RAPs) nationwide.* OA continues to monitor impacts of COVID-19; numbers of new apprentices are trending lower for the quarter compared to recent trends and projected levels. For example, new apprentices in RAPIDS are down 24 percent for the first three quarters of FY 2020 compared with FY 2019 and down 48 percent in the third quarter of FY 2020 compared with the third quarter FY 2019.

o **IRAPs.** The Final Rule for expanding apprenticeships in the United States by establishing Industry-Recognized Apprenticeship Programs was implemented on May 11, including the Apprenticeship.gov web portal for Standards Recognition Entities (SREs) to apply for recognition.

o **Youth Apprenticeships.** On June 30, the Department awarded $42.2 million in Youth Apprenticeship Readiness grants to 14 lead organizations of youth apprenticeship partnerships to support the enrollment of youth apprentices (16-24 years, in and out of school) into new or existing RAPs.

o **State Expansion.** On June 30, the Department awarded more than $80 million to 42 states and U.S. territories for State Apprenticeship Expansion Grants. This funding supports statewide Registered Apprenticeship expansion by helping states address local apprenticeship needs while enhancing the focus on employer engagement, performance, and positive outcomes for apprentices.

*Information represents preliminary data for Q3. Data will be updated once all state data is received.
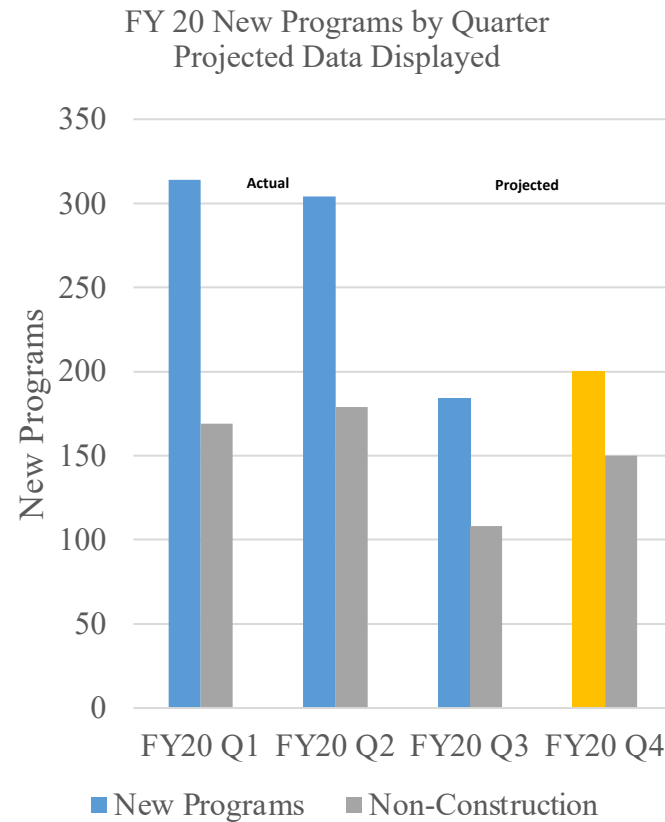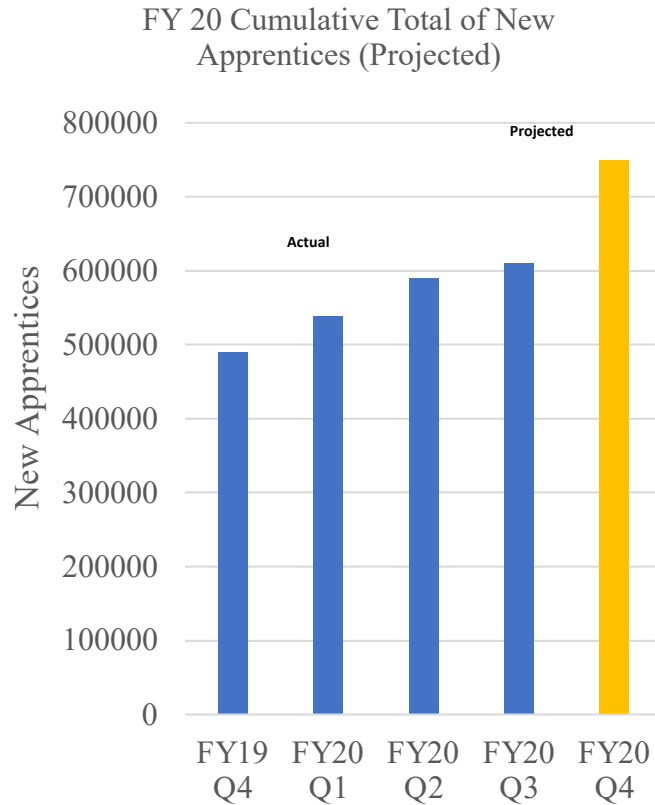
Key Milestones

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 Industry Intermediary Contracts	8/2020	Rescheduled	+2 months	ETA	Rescheduled due to a strategic decision to use PY 19 money for other high-demand funding opportunities and push instead to PY 20.
Award Youth Apprenticeship Readiness Grants	6/30/2020	Complete	N/A	ETA	N/A
Award State Apprenticeship Expansion Grants	6/30/2020	Complete	N/A	ETA	N/A
Develop Guidance on Revised Apprenticeability Determination Process	9/30/2020	In Progress	N/A	ETA	N/A
Registered Apprenticeship Marketing Campaign Launch	9/30/2020	Delayed	N/A	ETA	Delayed due to global coronavirus pandemic.
Announce first IRAP SREs	9/7/2020	In Progress	N/A	ETA	N/A
Finalize IRAP Paperwork Reduction Act (PRA) Reporting Implementation	9/30/2020	In Progress	N/A	ETA	N/A
Implement apprenticeship grant OMB-approved PRA data collection in WIPs	9/30/2020	In Progress	N/A	ETA	N/A

Key Indicators

FY 20 Cumulative Total of New Apprentices (Projected)

New Apprentices (y-axis: 0 to 800000)

- FY19 Q4: ~490000 (Actual)
- FY20 Q1: ~540000
- FY20 Q2: ~590000
- FY20 Q3: ~610000
- FY20 Q4: ~750000 (Projected)

FY 20 New Programs by Quarter Projected Data Displayed

New Programs (y-axis: 0 to 350)

Quarter	New Programs	Non-Construction
FY20 Q1 (Actual)	~313	~168
FY20 Q2	~305	~178
FY20 Q3	~183	~108
FY20 Q4 (Projected)	~200	~150

■ New Programs   ■ Non-Construction

Note: RAP Data is made available through RAPIDS 2.0.

Note: Data displayed is projected but will be updated with actual data as quarterly data becomes available.

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. FY 2020 Q3 data is preliminary and subject to revision. FY 2020 Q1 and Q2 New Programs data has been revised.

Note: Information represents preliminary data for Q3 in both charts.

Key Indicators, Cont'd.

FY 2020 Q3   Apprenticeship Results

Fiscal Year	New Apprentices	New Programs
2020	20,567*	307*

FY 2020 Q2   Apprenticeship Results

Fiscal Year	New Apprentices	New Programs
2020	51,510[r]	770[r]

FY 2020 Q1   Apprenticeship Results

Fiscal Year	New Apprentices	New Programs
2020	47,565	896

FY 2019   Apprenticeship Results (Total Year)

Fiscal Year	New Apprentices	New Programs
2019	252,271	3,133

*Information represents preliminary data for Q3. Data will be updated once all state data is received.
[r] Information represents final data for Q2 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.[1] 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 develop a plan requiring all states to begin using RAPIDS and/or provide disaggregated data into RAPIDS by September 30, 2021. This plan will include OA's continued technical support for those states opting into RAPIDS; a data sharing Memorandum of Understanding (under review); and batch uploading features 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.

- **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 conducing state grant monitoring (i.e., performance and financial).

[1] 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

Contributing Programs

Organizations:
- o Taskforce on Apprenticeship Expansion (completed)

Program Activities:
- o Industry-Recognized Apprenticeship Programs
- o Registered Apprenticeship Programs
- o State Apprenticeship grantees
- o New H-1B grants focused on apprenticeship training strategies
- o Expansion and Modernization Fund contracts
- o Youth Intermediary contracts
- o American Apprenticeship grantees
- o National public awareness campaign
- o Apprenticeship.gov

Relevant Authorities:
- o The National Apprenticeship Act
- o Presidential Executive Order Expanding Apprenticeship in America
- o Registered Apprenticeship Programs, Code of Federal Regulations 29.29 and 29.30

Other:
- o Cross-agency efforts to promote apprenticeships