

OA UPDATE

From the Administrator

-Anthony Swoope-

I am pleased to say that our Office of Apprenticeship (OA) team has surpassed the previous years' accomplishments, making 2007 another outstanding year! Through our partnership efforts, we have reached our goals; and results from around the country reflect those high aspirations. Thanks to our dedicated staff and our partners in State Apprenticeship Agencies (SAA) for your commitment to advancing Registered Apprenticeship.

2007 marks the 70th Anniversary of the National Apprenticeship Act. Throughout the year, the OA team, our SAA partners, the Secretary's Advisory Committee on Apprenticeship (ACA), and many program sponsors have commemorated this special event across the country. As we reflect on the foundations of Registered Apprenticeship and its growth over the past seven decades, we honor a flexible, innovative system. With our continuing efforts to expand Registered Apprenticeship into new industries and occupations and to strengthen partnerships with the public workforce system, apprenticeship will continue to play a significant role in the talent development of the 21st century American workforce.

2007 also marks the end of my tenure as the Administrator of OA. I would like to take this opportunity to thank you for the honor and privilege of working with you and the apprenticeship community. Your outstanding work, dedication, and valued expertise have made a difference every year as we sought to advance apprenticeship. This 70th Anniversary year has been exceptional, and in the midst of all of the changes and new directions, you have performed and met every challenge in an outstanding fashion. I also extend a special note of thanks and gratitude to our SAA partners, the Executive Board for the National Association of State and Territorial Apprenticeship Directors (NASTAD), and the members of the ACA. These individuals and organizations have provided valuable contributions and support throughout this exciting year. Our successes in 2007, and throughout the 70 years of Registered Apprenticeship, stem from the partnerships that are the core of Registered Apprenticeship. Although I am retiring from Federal service, I look forward to your continuing efforts to advance Registered Apprenticeship.

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Employment and Training Administration, Office of Apprenticeship

2007- A Year in Review

National Apprenticeship System (State and Federal Partners)

The National Apprenticeship System continues to grow through efforts of OA staff and our SAA partners. Over 212,000 new apprentices (Federal only) and more than 468,000 active apprentices (systemwide) were added to the system along with over 3,200 newly registered programs. OA also tracked performance outcomes of the apprentices registered by OA staff using the Common Measures of retention rate, hourly wage gain, and efficiency (cost per participant). Nationally, the retention rate for FY 2007 for apprentices registered by OA staff was 83 percent, the average hourly wage gain was \$1.50, and the average cost per registered apprentice was \$74. In addition, OA developed and exceeded performance goals in support of the President's High Growth Job Training Initiative that produced over 700 new programs and over 32,000 apprentices (*see scorecard on p. 4*).

FY 2008 Goals

OA's goals for the next year build on our existing efforts to align Registered Apprenticeship for the 21st century. We will continue to focus on integration with the public workforce investment system, revisions to Title 29, Code of Federal Regulations (CFR) part 29, including training on proposed changes; and support for the ACA. Continuing expansion into high growth industries and occupations also remains a strategic priority, as we seek to link Registered Apprenticeship with ETA's Workforce Innovation in Regional Economic Development (WIRED) Initiative.

Secretary's Advisory Committee on Apprenticeship (ACA) Activities

The ACA's activities in 2007 continue to demonstrate the members' commitment and dedication to advancing Registered Apprenticeship. In February, the Secretary of Labor renewed the ACA's charter for another two years, providing support for the ACA's activities through February 20, 2009. Thirty-one members accepted invitations for re-appointment, including Chairman Thomas Hartnett and the NASTAD president. The ACA has actively promoted several activities and encouraged the Department to commemorate the 70th Anniversary of the National Apprenticeship Act. Additionally, the ACA submitted recommendations to revise Title 29 CFR part 29, which the Department has incorporated in a Notice of Proposed Rulemaking (NPRM). Further, ETA has engaged McNeely Pigott & Fox, a public relations firm, to develop innovative education and outreach strategies, based on the ACA's recommendations.

Revisions to Regulations for Registered Apprenticeship

With much support and assistance from the ACA and the Office of the Solicitor (SOL), ETA published an NPRM to revise Title 29, CFR part 29. Using the ACA's recommendations for revising Title 29, CFR part 29, OA coordinated closely with SOL and the Office of Policy Development and Research (OPDR) to prepare a formal proposal. The NPRM was published in the Federal Register on December 13, 2007. Public comments on the NPRM will be accepted until February 11, 2008. Once the Department receives and analyzes the comments on proposed rule, OA will begin the process of developing a final rule that would implement the revised regulations.

Active
Apprentices
468,000

Retention Rate
2007
83%

New Registered
Apprentices
212,000 *

Hourly Wage
Gain
\$1.50/hr.

* Federal workload

continued on page 2

2007 - A Year in Review (continued)

RAIS Redesign to RAPIDS

Building on stakeholder meetings and concept design phases that were completed in FY 2006, OA continued efforts to re-engineer the information management system for the National System (RAIS). The newly designed state-of-the-art Registered Apprenticeship Partners Information Data System (RAPIDS) was unveiled at the National Apprenticeship System Technical Training Conference held in September 2007. Five workgroups comprised of employers, unions and SAAs, OA field and national office staff were established to ensure stakeholder input and involvement throughout the process. The new system will provide improved efficiencies and feature a new electronic program registration component. Phase 2 of the redesign will cover additional enhancements to develop an electronic portal that will provide the ability for SAAs to input state data. These enhancements will also address the recommendations from the August 2005 report by the Government Accountability Office to use the database to track and report program outcomes more effectively, and improve data collection from state apprenticeship partners.



OA-NASTAD Partnership Team

In October 2006, OA invited the NASTAD Executive Board to reconstitute the OA/NASTAD partnership team to discuss issues and develop strategies to improve the National Apprenticeship System. The team held four in-person meetings and several conference calls to focus on key issues including integration of Registered Apprenticeship with the public workforce investment system, RAIS re-engineering, revisions to Title 29, CFR and commemorative activities for the 70th Anniversary of the National Apprenticeship Act. FY 2007 efforts culminated in the jointly sponsored National Apprenticeship System Technical Training Conference held in Chantilly, Virginia on September 25 – 27, 2007.

OA Participating States

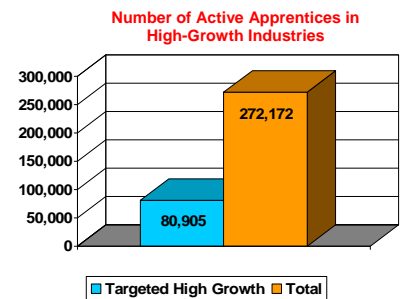
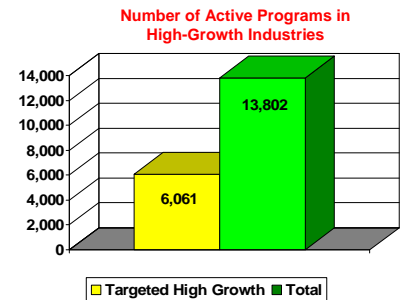
During FY 2007, we added two new OA States as registration agencies for Federal purposes, California and New Hampshire. This brings the total of RAPIDS participating OA states to 25. The addition of these two states will enhance our efforts in moving the American workforce into the 21st century.

OA Registered High-Growth Programs and Apprentices

Thanks to OA staff, we continue to successfully advance apprenticeship into new high-growth industries. This year, 44% (6,061 of 13,802) of all programs registered by OA are in the targeted high-growth industries. Active apprentices in high-growth industries account for 30% (80,905 of 272,172) of all active apprentices. Active high-growth programs average a little more than 13 apprentices per program while all active programs (including construction) average a little more than 20 apprentices.

New Occupations

In addition to increases in the number of programs and apprentices in high-growth industries, apprenticeable occupations are continuing to grow in the Health Care, Manufacturing, Biotechnology, and Homeland Security industries. By providing apprentices with industry-recognized credentials that are sanctioned by the Department, the National Apprenticeship System continues to play a vital role in developing the skilled U.S. workforce necessary for economic growth.



Integration and Collaboration with Workforce Investment System

OA has coordinated closely with numerous workforce investment programs and initiatives as well as several Federal agencies to provide demand-driven solutions. This year, OA has supported publication development of two advisories to support integration, including Training and Employment Notice (TEN) 17-06 "Vision for a 21st Century Apprenticeship," signed on November 22, 2007; and the Training and Employment Guidance Letter (TEGL) 2-07, "Leveraging Registered Apprenticeship as a Workforce Development Strategy for the Workforce Investment System," signed on July 12, 2007.

Other Highlights

- National Apprenticeship System Technical Training Conference at the Westfields Marriot in Chantilly, Virginia
- National survey of apprenticeship program sponsors (mailed over 1,700 letters to apprenticeship program sponsors)
- OA staff served as panelists for a webinar entitled "Connecting YouthBuild Sites to Registered Apprenticeship Sponsors" and provided input for Solicitation for Grant Applications (SGAs) for youth-related grants.



Education and Outreach/Workforce Innovations and Beyond

Education and Outreach Strategies

In conjunction with NASTAD and our ACA partners, OA developed a comprehensive, long-term plan to raise awareness about Registered Apprenticeship through a series of activities to commemorate the National Apprenticeship Act of 1937. The OA staff developed strategies and activities on objectives recommended by the Secretary's ACA workgroup on the 70th Anniversary. Key events and activities range from the 70th Anniversary Banquet hosted by the International Foundation of Employee Benefit Plans, an Apprenticeship Town Hall meeting, various Learning Labs, a cake cutting ceremony with the Assistant Secretary at Workforce Innovations 2007, and a national education and outreach strategy.



Workforce Innovations 2007: 70th Celebration

Based on recommendations from the ACA's 70th Anniversary workgroup, Workforce Innovations 2007 featured many celebrations and events honoring Registered Apprenticeship. OA staff actively participated in eight Learning Labs at Workforce Innovations 2007 by recruiting speakers, designing the sessions, and moderating the actual labs. Through relationships with employer sponsors in the National Apprenticeship System, OA staff facilitated significant exhibits by 19 apprenticeship program sponsors or partnerships in the Apprenticeship Talent Plaza in the Conference Exhibit Hall. OA staff also developed a comprehensive, long-term plan to raise awareness about Registered Apprenticeship through a series of activities to commemorate the National Apprenticeship Act of 1937, including a professionally produced video highlighting the past, present, and future of Registered Apprenticeship and a number of proclamations recognizing Registered Apprenticeship (see list below-left).



Proclamations/Commendations Recognizing Registered Apprenticeship (as of December, 2007)

1. Alaska
2. Arizona
3. Colorado
4. City and County of Denver, Colorado
5. City and County of Honolulu, Hawaii
6. Iowa
7. City of Davenport, Iowa
8. Kansas
9. Massachusetts
10. Nevada
11. New Hampshire
12. North Dakota
13. Rhode Island
14. Vermont
15. Virginia



Collaborations and Partnerships

Military Spouses and Wounded Veteran Programs Link to Apprenticeship Program

The Medical Transcription Industry Association (MTIA) has registered an apprenticeship program to help address the industry's need for 25,000 recruits over the next few years. OA has also identified two potential sources for new recruits: military spouses and wounded and severely injured veterans. Instruction and on-the-job learning for medical transcription can be done remotely because all transactions are completed over the Internet. For that reason, the medical transcription program lends itself to the military lifestyle of frequent relocations as service members and their families are deployed to new areas around the country and world or adapt to injured veterans who need to work from home.

Women's Bureau: Women in Apprenticeship and Nontraditional Occupations (WANTO)

OA continues to collaborate with the Women's Bureau, now celebrating its 87th anniversary, to issue WANTO grants. In February 2007, ETA published an SGA inviting potential grantees to submit proposals. In June 2007, three grants were awarded to:

1. Hard Hatted Women, (HHW) Inc. in Cleveland, Ohio, for a statewide project entitled "Women in Ohio Roadways Construction Consortium";
2. Apprenticeship and Nontraditional Employment for Women in Seattle, Washington, for the "Pacific Northwest WANTO Program"; and
3. Playa Vista Job Opportunities and Business Services in Los Angeles County, California, for its countywide "Women in Apprenticeship and Nontraditional Occupations Program."

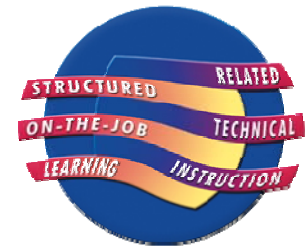
**Celebrating 70 Years
of Outstanding Service
in Preparing America's
Workforce**

Questions ? Comments?

If staff have any questions or comments about the information provided, please contact your state or regional director.

Performance Scorecard - FY2007

NATIONAL RESULTS										
CATEGORIES	Q1	Q2	Q3	Q4	Total	Preliminary	Adjusted Final			
New Programs	376	492	342	366	1576	1576	1576			
Active Programs	12647	13115	13443	13802	13802	13802	13802			
New High Growth Programs	160	176	143	237	716	716	716			
Active High Growth Programs	5526	5694	5831	6061	6061	6061	6061			
New Apprentices	21393	22781	51941	31606	127721	127721	127721			
Active Apprentices	225239	229163	260697	272172	272172	272172	272172			
New High Growth Apprentices	7526	8188	9720	6553	31987	31987	31987			
Active High Growth Apprentices	75632	77342	80201	80905	80905		80905			
REGIONAL RESULTS: PROGRAM TARGETS										
REGIONS	1	2	3	4	5	6	Regional Total	National Office	USMAP	Total
EEO Compliance Reviews Productivity	59	124	112	147	292	63	797	2	0	799
EEO Compliance Reviews Targets	41	85	109	132	249	53	669			
% Performance on Targets	144%	146%	103%	111%	117%	119%	119%			
Quality Assessments Productivity	173	321	231	345	623	169	1862	1	0	
Quality Assessment Targets	82	170	218	264	498	106	1338			
% Performance on Targets	211%	189%	106%	131%	125%	159%	139%			
HGJTI New Programs Productivity	57	132	60	154	269	59	731	3	0	
HGJTI New Program Targets	49	119	84	133	238	63	686			
% Performance on Targets	116%	111%	71%	116%	113%	94%	107%			
New AERs Productivity	2749	1202	6601	11894	32394	37348	92188	2964	0	
New Apprentice Productivity	4759	7911	8417	14282	42750	43264	121383	4414	0	125797
New AER Target: 50%	116%	30%	157%	167%	152%	173%	152%	134%		151%
REGIONAL RESULTS: GPRA INDICATORS										
REGIONS	1	2	3	4	5	6	Regional Total	National Office	USMAP	Total
1 st Quarter Registrants	1129	2194	1877	2492	9576	3026	20294	19094		39,388
1 st Quarter Retained	1030	1933	1605	1863	6083	2769	15283	17213		32,496
1 st Quarter Retention Rate	91%	88%	86%	75%	64%	92%		90%		83%
1 st Quarter Average Starting Wage	14.10	13.76	11.32	11.35	12.65	13.89		14.65		\$12.82
1 st Quarter Average Current Wage	15.07	14.44	12.23	12.27	14.35	17.30		15.82		\$14.32
Wage Gain	.97	.68	.91	.92	1.70	3.41		0.58		\$1.50



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