

Regulations Development Process

In 2006, the Advisory Committee on Apprenticeship (ACA) and other stakeholder groups submitted recommendations to DOL regarding revisions to Title 29 CFR part 29. Based on these recommendations, DOL developed a proposal to update the regulations. On December 13, 2007, DOL's Employment and Training Administration (ETA) published a Notice of Proposed Rulemaking to solicit public comment on the proposed regulatory revisions. After the comment period closed on March 12, 2008, DOL reviewed all comments and in many cases, modified the revised regulations to accommodate commenter concerns before issuing the final rule.

DOL collaboration with **ACA**

The Secretary of Labor's Advisory Committee on Apprenticeship (ACA) developed recommendations to revise the National Apprenticeship System regulations Title, 29 C.F.R. part 29. The ACA submitted the recommendations to DOL.



DOL engages the **Apprenticeship Community**

Using the ACA's recommendations, DOL developed and published a Notice of Proposed Rule Making, (NPRM) to solicit comments from the public on proposed changes.



Apprenticeship Community comments to DOL

DOL received 2,660 comments about the proposed changes. All comments were reviewed, discussed and resulted in several changes.



DOL publishes final rule for **Apprenticeship Community**

DOL issued the final rule to update the regulations that implement the National Apprenticeship Act of 1937.



Apprenticeship Community receives final rule from DOL

Apprenticeship Community – Employer Associations, Labor Unions, Apprentices, State Apprenticeship Agency

ACA – Advisory Committee on Apprenticeship

Web Resources

DOL is committed to helping stakeholders understand and implement the changes outlined in the revised regulations. More information about the changes to the National Apprenticeship System regulations, as well as information on training and additional guidance, can be found online at the following sites:

<http://www.doleta.gov/oa/regulations.cfm> – A comprehensive guide to the new regulations and what they mean to you.

<http://www.doleta.gov/OA> – The official site of DOL's Office of Apprenticeship.

www.regulations.gov – The source for all rulemakings issued by U.S. government agencies.

You also can reach the Office of Apprenticeship at (202) 693-2796 or via email at Regs.Apprenticeship@dol.gov.

Regulations Effective Date

The revised regulations take effect on December 29, 2008, and provide State Apprenticeship Agencies (SAAs) with up to an additional two years from the effective date to implement necessary changes.



United States Department of Labor
200 Constitution Avenue, NW
Washington, DC 20210
www.dol.gov



21ST CENTURY APPRENTICESHIP

How the Revised Regulations Strengthen the National Apprenticeship System



For over 70 years, the National Apprenticeship System has provided millions of Americans with rigorous, employer-driven job training and concurrent employment in a variety of industries. In 1977, the Department of Labor (DOL) promulgated regulations for operation of the System. Since then, the evolving 21st century economy, with its technological advances and shifting demographics, requires updated regulations to support a more flexible National Apprenticeship System. The newly revised regulations position Registered Apprenticeship to expand employment opportunities for millions of workers by providing the skills and training needed to succeed in today's growing and emerging industries.

The revised regulations:

- ★ Increase the flexibility within the Registered Apprenticeship model and align the National Apprenticeship System with the interests of a new generation of workers and the demands of a broad range of employers from traditional industries to emerging occupations.
- ★ Protect the welfare of apprentices while offering flexible career pathways and long-term economic security.
- ★ Promote apprenticeship as a critical talent development strategy, improving the nation's economic competitiveness and furthering the growth of today's regional economies.
- ★ Provide consistency and continuity across administration and management of the System to enhance program quality and performance.

How the Revised Regulations Benefit Registered Apprenticeship

For program sponsors, a flexible, modernized apprenticeship system:

- ★ Program sponsors can now offer three different approaches for apprentices to complete a program: competency-based, time-based and a hybrid of the two approaches. The regulations also explicitly incorporate the use of electronic media and other tools to support technology-based and distance learning options. The regulations streamline the program registration and review process by establishing provisional registration and 90-day time frames for registration agencies to process sponsor requests.

For apprentices, increased program quality and portable interim credentials:

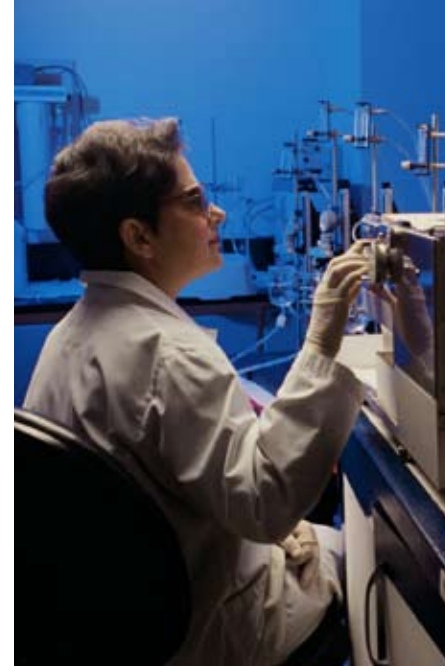
- ★ The revised regulatory framework protects the welfare of the apprentice by enhancing performance evaluation methods and standards that focus on improving overall program quality. The regulations also align with the needs of new workers by providing for interim credentials, which offer active apprentices recognition of accomplishments and enable them to demonstrate to employers their proficiency in critical skills and competencies.

For the National Apprenticeship System, enhanced consistency and accountability:

- ★ The revised regulations include provisions that increase consistency across the National Apprenticeship System and establish clear accountability between the DOL and the state agency that oversees apprenticeship for Federal purposes. These measures create a stronger framework for the use of the Registered Apprenticeship model in emerging high-growth industries across various geographic regions.

For the public workforce system, a framework that supports expanded partnerships:

- ★ The evolving 21st century economy demands new approaches to build a skilled, competitive workforce. The revised apprenticeship regulations respond to these demands by providing flexible options to both employers and workers that emphasize developing industry-driven, transferable skills. With this increased flexibility, the revised regulations provide for more integration of apprenticeship with the public workforce system to expand career opportunities in changing economic conditions.



New Regulation Highlights

The changes outlined in the revised regulations benefit and strengthen the apprenticeship model by creating a system that can grow and adapt to the needs of an evolving economy. In doing so, the System builds on its rich history of putting Americans on the path to stable, high-salary employment and expands its role as a highly successful training and career option.

Apprenticeship Completion

Three methods for apprentices to progress through an apprenticeship program to completion.

- Provides program sponsors with the option to offer any of three different pathways which best serves the apprentice's or employer's needs:
- ★ The traditional, time-based approach, which requires the apprentice to complete a specific number of On-the-Job Learning (OJL) and Related Technical Instruction (RTI) hours;
- ★ A competency-based approach, which requires the apprentice to demonstrate competency in defined subject areas and requires OJL and RTI.
- ★ A hybrid approach, which requires the apprentice to complete a minimum number of OJL and RTI hours and demonstrate competency in the defined subject areas.

Interim Credentials

Provides for Registration Agencies to issue interim credentials to active apprentices for recognized components of an apprenticeable occupation. Programs that choose to issue interim credentials must clearly identify those credentials in the program standards.

- ★ Offers portable recognition of apprentices' accomplishments.
- ★ Enables apprentices to demonstrate to employers their proficiency in particular required skills and competencies.
- ★ Meets the needs of high growth industries that value and utilize certifications.

Technology-based Learning

Defines electronic media and explicitly allows for its use in the provision of related technical instruction.

- ★ Provides for flexibility in the delivery of related technical instruction.
- ★ Supports distance learning and broader uses of technology in related technical instruction.

Program Performance Standards

Establishes a new section on performance standards to increase program quality and enhance accountability.

- ★ Introduces completion rates as a critical factor in evaluation of program quality.
- ★ Emphasizes the existing process of using quality assurance assessments and Equal Employment Opportunity Compliance Reviews to evaluate program performance.

Provisional Registration

Introduces provisional registration. After one year, provisionally approved programs are reviewed for quality, and may receive full recognition, continue provisional registration through the first training cycle, or be recommended for derecognition if not operating or conforming to regulations.

- ★ Increases quality and success rates by providing for newly registered programs to be reviewed at the end of the provisional registration year.
- ★ Provides program sponsors with enhanced opportunities for technical assistance during provisional registration.

