



## Development of the Revised Regulations for the National Apprenticeship System

The National Apprenticeship System has numerous stakeholders and partners. From apprentices and program sponsors, to employer associations and labor unions, to the public workforce and education systems, to State Apprenticeship Agencies (SAAs) and the Employment and Training Administration's (ETA) Office of Apprenticeship (OA). Each stakeholder and partner plays a unique and important role in promoting Registered Apprenticeship and leading the National Apprenticeship System.

In the more than 30 years since the Federal regulations for Registered Apprenticeship were issued, technological advances, demographic shifts and globalization have significantly changed our nation's economy and workforce. Recognizing this critical juncture, the Department of Labor (DOL), and the Secretary's Advisory Committee on Apprenticeship (ACA) supported the need to update the regulations governing the National Apprenticeship System. The membership of the ACA is drawn from the numerous stakeholders in the apprenticeship community, with representatives from the employer, labor and public sectors.

### ENGAGING APPRENTICESHIP STAKEHOLDERS

ETA engaged the apprenticeship community to revise the regulatory framework for Registered Apprenticeship, codified at Title 29, Code of Federal Regulations (CFR) part 29.

SEPTEMBER 2005 - JUNE 2006: The ACA established guiding principles for 21st century Registered Apprenticeship that emphasized the welfare of the apprentice, high quality program standards, flexibility and the need to provide workforce development solutions responsive to the needs of employers. Based on these principles, the ACA's Work Group on Regulations and Competency-Based Apprenticeship developed recommendations to revise the regulations.

JUNE - AUGUST 2006: The ACA voted unanimously to adopt the Work Group recommendations and forwarded them to the Department.

SEPTEMBER 2006 - NOVEMBER 2007: DOL relied upon advice from the ACA and ultimately agreed with the recommendations, which focused on apprenticeship program standards, and registration and deregistration of apprenticeship programs. For the provisions that directly affect States and the



relationship between the National government and the States, the proposed changes were based on DOL's experience with overseeing the National Apprenticeship System and on consultations with the National Association of State and Territorial Apprenticeship Directors (NASTAD). In response to a request from OA, the President of NASTAD submitted a letter on behalf of the NASTAD membership in December 2006, which identified areas of concern in the current regulatory framework regarding State Apprenticeship Councils (SACs). DOL considered this input in developing the related portions of the proposed rule and has adopted most of NASTAD's recommendations.

DECEMBER 2007: DOL published a Notice of Proposed Rulemaking (NPRM) to solicit comments from the public on the proposed changes (72 FR 71020, Dec. 13, 2007). The comment period initially closed on February 12, 2008. After receiving requests from commenters to extend the comment period, DOL extended the comment period by 30 days (73 FR 7693, Feb. 11, 2008). The comment period closed on March 12, 2008.

The NPRM generated 2,660 responses. All comments were reviewed and non-repetitive comments were posted on [www.regulations.gov](http://www.regulations.gov), a source for all rulemakings issued by U.S. government agencies. DOL reviewed all comments and in many cases, modified the revised regulations to accommodate commenter concerns.

OCTOBER 29, 2008: DOL issued the final rule to update regulations that implement the National Apprenticeship Act of 1937 (73 FR 64402, Oct. 28, 2008). The updated regulations are the product of a collaborative effort between the OA, the ACA, employer associations, labor unions, state agencies and other stakeholders that have been engaged throughout the process.

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

## NEXT STEPS

Through the implementation of the revised regulations, DOL is committed to helping stakeholders understand and implement the changes outlined in the final rule. OA has developed a comprehensive engagement strategy to collaborate with stakeholders by:



- Hosting a series of webinars on specific areas of the revised regulations.
- Providing updated information on its regulations' Web site:  
<http://www.doleta.gov/oa/regulations.cfm>
- Offering an opt-in electronic newsletter with updates to information available on the regulations' Web site.
- Issuing a Solicitation for Grant Applications (SGA) to engage national stakeholders in developing national guideline standards that incorporate new elements and to provide technical assistance to membership, affiliates and partners.
- Conducting face-to-face training and regional dialogues on key issues in conjunction with a series of Action Clinics designed to support integration between Registered Apprenticeship and the public workforce system. These clinics will provide an opportunity to present the new regulatory framework to a broad range of potential new partners.

For more information about the revised regulations, please contact the Office of Apprenticeship at (202) 693-2796 or [Regs.Apprenticeship@dol.gov](mailto:Regs.Apprenticeship@dol.gov). To register for the opt-in newsletter, please visit for <http://devdti.haverstick.biz/apprenticeship/>.