

January 12, 2017



Apprenticeship**USA**

EQUAL EMPLOYMENT OPPORTUNITY

WHAT THE NEW REGULATIONS
MEAN FOR YOU



Presented By:

**USDOL Office of
Apprenticeship**



EMPLOYMENT AND TRAINING ADMINISTRATION
UNITED STATES DEPARTMENT OF LABOR



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Administrator

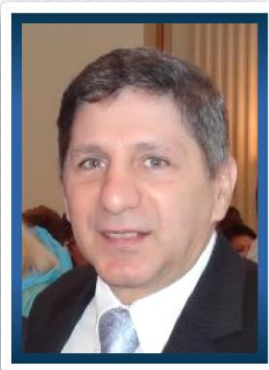
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Today's Agenda



- Welcome
- Benefits of Diversity
- Why New EEO Regulations?
- Overview of New EEO Regulations
- Technical Assistance & Resources
- Q & A
- Wrap-up

BENEFITS OF A DIVERSE WORKFORCE

HOW EEO IS GOOD FOR BUSINESS



How DOL is SUPPORTING DIVERSITY

- Contracted with four National Equity Partners
- \$50.5 million in 37 State Apprenticeship Expansion grants
 - Diversify apprenticeship programs by expanding and marketing apprenticeship to new sectors and underserved populations
- Created guide: *“Pre-Apprenticeship: Pathways for Women into High-Wage Careers”*

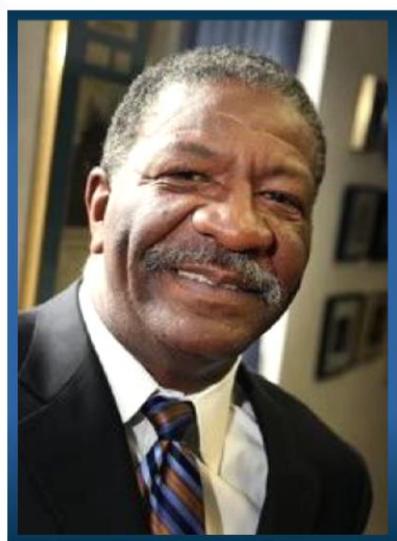
WHY DIVERSITY MATTERS

Quantitative

- Companies in the top 25% for racial and ethnic diversity are **35% more likely to have financial returns** above their respective national industry medians.
- Companies in the top 25% for gender diversity are **15% more likely to have financial returns** above their respective national industry medians.

Qualitative

- Well-managed, diverse teams have the potential to **outperform homogenous teams** as they draw on a greater pool of ideas.
- Workplace diversity translates into **better servicing of customers and markets, increased business competitiveness and success.**

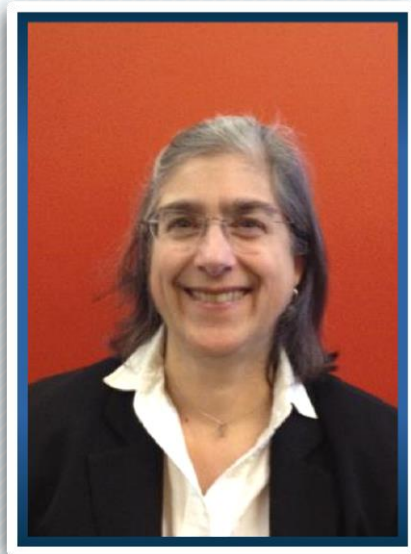


LONNIE COLEMAN

President

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*Member, Advisory Committee on
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CONNIE ASHBROOK

Executive Director

Oregon Tradeswomen, Inc.

*Member, Advisory Committee on
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OREGON TRADESWOMEN, INC.

Oregon Tradeswomen believes that the revised Rule provides Sponsors with improved guidance and standards on providing Registered Apprenticeship opportunities to all populations. Some of the features that our organization thinks are important are:

- Anti-harassment training
- Procedure for resolving complaints
- Greater focus on including people with disabilities
- Recruitment obligations that will help reach out to women

From Roofer to Cement Mason, Carpenter, Laborer and more – women have shown they excel in construction apprenticeships.



WHY IS THE USDOL IMPLEMENTING NEW EEO REGULATIONS?

WHAT YOU CAN EXPECT



WHY DID DOL UPDATE THE EEO REGULATIONS?

- Regulations have **not been updated in 40 years**, despite a large shift in the overall demographics of the country.
- Updating and modernizing the rules will **help employers to attract a larger and more diverse applicant pool**.
- Clarifying and streamlining the regulations will make it **easier for sponsors to comply**.
- These changes will **bring the regulations into accord with the current landscape of civil rights statutes and developing case law**.

KEY CHANGES

- **Simplified and clarified** instructions and expectations
- New apprenticeship programs have **more time** to develop initial affirmative action programs (AAPs)
- All apprenticeship programs have **additional flexibility** in how often they must update their plans
- Creates **a more flexible framework** for providing technical assistance
- **Provides guidance** to work with those apprenticeship programs not meeting their responsibilities in order to bring them back into compliance

AN OVERVIEW OF THE NEW APPRENTICESHIP EEO REGULATIONS

A HIGH-LEVEL VIEW OF THE
APPRENTICESHIP EEO REGULATIONS



WHAT IS NEW/UPDATED IN 29 CFR 30?

- Extends protections against discrimination
- Improves and clarifies affirmative steps to ensure equal opportunity in apprenticeship
- Provides flexibility – new programs up to two years to develop initial AAPs, existing programs will have 2 years to comply with many of the AAP obligations
- Better defines the process for analyzing the talent available and for achieving diversity goals
- Introduces affirmative steps for employing people with disabilities in apprenticeship
- Clarifies the outreach, recruitment, and retention activities expected of sponsors

WHO IS COVERED BY THESE PROTECTIONS?

PROTECTED POPULATIONS/GROUPS

- The previous rule prohibited discrimination in the recruitment, selection, employment and training of apprentices on the basis of race, color, religion, national origin, and sex.
- The updated final rule expands protected groups to include disability, age, sexual orientation, and genetic information.



ALL SPONSORS' GENERAL OBLIGATIONS TO ENSURE EQUAL OPPORTUNITY

- Assign responsibility to an individual(s) to oversee EEO efforts
- Distribute the EEO policy and conducting orientation and information sessions
- Conduct outreach and recruitment and providing notice about openings
- Keep the workplace free from harassment, intimidation, and retaliation (anti-harassment training and complaint procedures)
- Conduct outreach and recruitment and providing notice about openings



SPONSOR AAP OBLIGATIONS (SPONSORS WITH 5 OR MORE APPRENTICES)



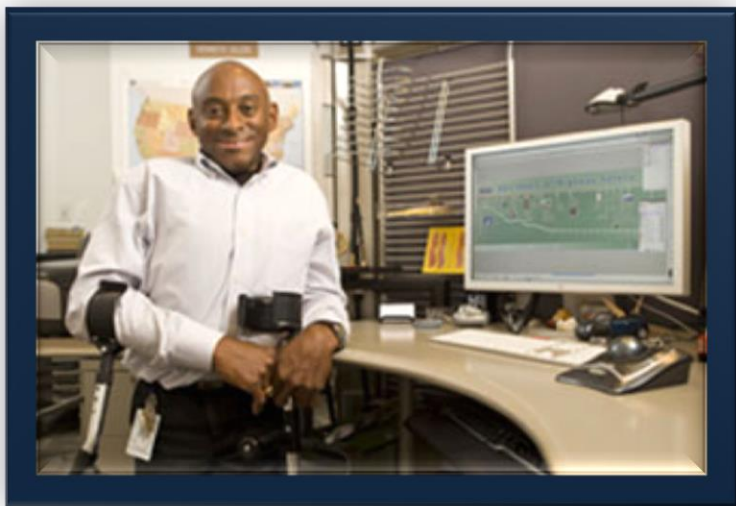
- Similar to the previous rule, larger sponsors work with registration agencies to develop affirmative action plans (AAPs) to ensure equal opportunity in recruitment, selection, employment, and training of apprentices.
- The final rule allows new program sponsors up to 2 years to establish initial AAPs.
- Existing sponsors will have 2 years from the effective date to develop an AAP in line with the new rule.

UTILIZATION ANALYSES AND GOALS FOR RACE/SEX/ETHNICITY

- Structure and function similar to previous regulations: sponsors work with registration agencies to perform a utilization analysis (comparing their apprenticeship workforce to the qualified individuals available in the relevant labor market).
- Technical Assistance and an electronic tool will be provided.
- Set utilization goals if underutilized
- Engage in targeted outreach, recruitment, and retention activities, if underutilized.



NEW FOCUS ON APPRENTICESHIPS FOR INDIVIDUALS WITH DISABILITIES



- Final rule adds disability as an element of sponsors' affirmative action programs.
- Establishes an aspirational utilization goal that seven percent of programs' apprentices be individuals with disabilities.
- Sponsors will invite apprentice applicants and hires to self-ID as having a disability, use this data to measure its outreach and recruitment efforts.

STATE APPRENTICESHIP AGENCY PLANS

- Within 1 year of the effective date, SAAs must submit to OA a State EEO plan that:
 - Includes, at a minimum, draft State apprenticeship authorizing language or legislation corresponding to the requirements of 29 CFR part 30; and
 - Requires all apprenticeship programs registered with the State to comply with the State's EEO plan within 180 days from approval of the State plan



TECHNICAL ASSISTANCE & RESOURCES

HOW DOL CAN HELP YOU MEET THE
NEW REQUIREMENTS



TECHNICAL ASSISTANCE

Phase 1

- Winter 2017: Information Sharing
- General Technical Assistance
- Fact Sheets

Phase 2

- Spring 2017: Guidance and Support
- Priority Policy Guidance
- Launch of Clearinghouse of Resources and E-Tools

Phase 3

- Summer/Fall 2017: Specialized TA
- Specialized Technical Assistance
- Support

APPRENTICESHIPUSA EEO WEBSITE

The place to find all of the latest guidance on the new Equal Employment Opportunity regulations around Registered Apprenticeship

➤ www.doleta.gov/oa/eo/

WHAT'S ON THE WEBSITE?

APPRENTICESHIP EEO FAQs

Answers to frequently asked questions on the new Apprenticeship EEO regulations

APPRENTICESHIP EEO OVERVIEW FACT SHEET

Get the facts on the new Apprenticeship EEO regulations

PRE-APPRENTICESHIP: PATHWAYS FOR WOMEN INTO HIGH-WAGE CAREERS

Information and resources to help community-based organizations and other workforce intermediaries build and sustain quality pre-apprenticeship programs

APPRENTICESHIP EEO FINAL RULE

The final approved language of the new EEO regulations.

SCREEN SHARE

IMPLEMENTATION TIMELINE

KEY DATES for Apprenticeship Program Sponsors:

JANUARY 2017

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Effective Date of Regulations

JANUARY 18th, 2017

Updated apprenticeship EEO regulations go into effect,

JULY 2017

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

180 Days after Effective Date

JULY 18th, 2017

Non-discrimination and equal employment opportunity requirements provisions go into effect.

JANUARY 2019

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Within Two Years of Effective Date

JANUARY 18th, 2019

**Final round of requirements go into effect.
Sponsors AAP Obligations go into effect.**

ANY QUESTIONS? >

Enter your questions in the Chat window
(lower left of screen)





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