

Executive Summary

Equal Employment Opportunity Regulations for Apprenticeships: Demographic Utilization Analyses

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Under the 2016 revisions to the Equal Employment Opportunity regulations for apprenticeship programs, most apprenticeship sponsors registered with the Office of Apprenticeship (OA) with five or more apprentices are required to develop an Affirmative Action Plans (AAPs). This requirement goes into effect as of January 18, 2019 (or two years from their registration dates, whichever is later).

One of the hallmarks of AAPs is the required analyses of the demographics of both a sponsor's apprenticeship program and of the population in the sponsor's recruitment area. By comparing these analyses, sponsors determine whether they need to set goals for the participation of women, Hispanics, or any racial minority groups in their programs.

This webinar will demonstrate:

- how to do these demographic analyses;
- explain which sponsors need to conduct such analyses;
- the analyses components;
- how to find the information necessary to conduct the analyses; and
- how to evaluate their results.

This webinar will also introduce a newly-developed online Demographic Analysis Tool that OA staff will use to assist sponsors with the most challenging aspects of conducting these analyses.

Run of Show

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