

Executive Summary

Equal Employment Opportunity Regulations for Apprenticeship: Final Phase-in of Requirements

9/14/18

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January 18, 2019, marks the final phase-in of provisions adopted in the Apprenticeship Equal Employment Opportunity regulations issued in December 2016. Most of these final provisions focus on different aspects of the Affirmative Action Plans (AAP) required by sponsors of apprenticeship programs with five or more apprentices.

AAPs have several components, including an annual review of personnel practices; inviting applicants and apprentices to self-identify as having a disability; demographic analyses by race, sex, ethnicity, and disability; and targeted outreach and recruitment efforts if needed.

In June, the National Office of Apprenticeship (OA) held a webinar on the self-identification invitation requirement, and last month, OA held one on the demographic analyses that are part of AAPs. This webinar will briefly review that information, focus on the other elements of the plans, and clarify who, exactly, needs to do what when. Participants will also have an opportunity to ask questions about any of the upcoming requirements and the tools and resources developed by OA to assist sponsors in meeting them.

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Components of the AAP	8:27
Utilization Goals	13:27
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Targeted Outreach, Recruitment and Retention	22:31
Annual Review of Personnel Practices	30:00
Examples of Personnel Practices Reviews	32:10
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Evaluating Compliance with AAP Requirements	35:20
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