

## Quick Guide to Apprenticeship Equal Employment Opportunity Regulations (29 CFR 30)

### WHY GROW AND DIVERSIFY YOUR APPRENTICESHIP PROGRAM?

#### NEW REGULATIONS ARE BETTER FOR THE WORKFORCE

- Extends protections against discrimination to include a broader range of America's workforce, including protections based on disability, age (40 or older), sexual orientation, and genetic information.
- Improves and clarifies the affirmative steps employers and sponsors must take to ensure equal opportunity in apprenticeship.
- Simplifies and clearly defines the process for analyzing the talent available in the labor market to establish clear and achievable goals for diversity in apprenticeship, making it easier for employers and sponsors to comply.

A diverse workplace helps businesses access **all** of our nation's talent.

Apprenticeship sponsors and employers have long been responsible for ensuring a workplace free from discrimination and taking affirmative steps to support diversity by reaching a broader pool.

In 2016, the U.S. Department of Labor released updated Equal Employment Opportunity (EEO) regulations for registered apprenticeship programs to help businesses reach a larger and more diverse pool of workers.

#### NEW REGULATIONS PROVIDE MORE FLEXIBILITY FOR EMPLOYERS

- Provides new apprenticeship programs with additional flexibility, including up to two years to develop initial affirmative action programs.
- Clarifies the outreach, recruitment, and retention activities expected of sponsors by specifying four common-sense required activities, such as advertising openings and partnering with educational institutions to recruit diverse talent.
- Provides effective technical assistance – the Office of Apprenticeship will provide technical assistance to States and work with apprenticeship program sponsors to help them meet their affirmative action responsibilities.

#### Why New Apprenticeship EEO Regulations?

- The EEO regulations for apprenticeship were last published in 1978. Since that time, many aspects of the workplace have changed dramatically.
- The updates reflect the workplace of the 21st century, modern approaches for increasing diversity and protecting against discrimination, and the need for businesses to access all of the nation's talent in order to thrive.



#### Timeline to consider:

The rule is effective 30 days after the date of publication, but allows for phased-in compliance beyond this period to provide a smooth and easy transition.

Sponsors will have 180 days after the publication of the rule to come into compliance with the new non-discrimination protections, and up to two years to come into compliance with obligations related to their Affirmative Action Programs (AAPs). More information is available at:

[https://doleta.gov/OA/eoo/pdf/Implementation\\_Timeline.pdf](https://doleta.gov/OA/eoo/pdf/Implementation_Timeline.pdf)

#### Updated Apprenticeship EEO Regulation Goals:

- To open more doors to apprenticeship for all workers, including women, minorities, and individuals with disabilities.
- To help employers and other apprenticeship sponsors build the skilled and diverse workforce needed to compete in the global economy.
- To help communities benefit from this proven model to develop talent pipelines for high-growth industries.
- To support strong partnerships among industry, labor, education, and workforce organizations to design apprenticeship programs that provide highly-skilled workers for businesses and new opportunities for workers in jobs that pay well and advance their careers.

## WHO ARE THE WIAAI PARTNERS, AND WHAT ROLE DO THEY PLAY?

### MULTICULTURAL MEDIA, TELECOM AND INTERNET COUNCIL (MMTC)

MMTC is a nonprofit organization with a 30-year track record of increasing diversity in media and telecommunications access, ownership, and employment.

MMTC develops and implements the curriculum, technical assistance, and training and marketing material for DOL-approved occupations under the WIAAI Consortium, and conducts program evaluation.

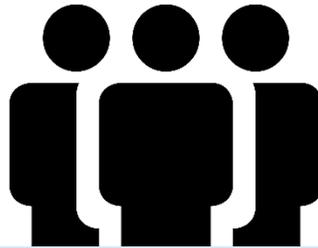
<http://mmtconline.org>

### NATIONAL URBAN LEAGUE (NUL)

**NUL is a historic civil rights organization dedicated to economic empowerment in order to elevate the standard of living in historically underserved communities.**

**NUL serves as the WIAAI lead partner and will cultivate apprenticeship opportunities in the areas of seven of its Regional Affiliates.**

[www.nul.org](http://www.nul.org)



### WIRELESS INFRASTRUCTURE ASSOCIATION (WIA)

WIA is the principal trade association representing over 230 companies that build, own, upgrade, and maintain the U.S. wireless communications network.

WIA's role in the Consortium is to provide access to Registered Apprenticeships through identified and committed employers.

<http://wia.org>

#### Registered Apprenticeships benefit states, regions, and communities by:

Creating a stable and diverse workforce • Strengthening local, state, and regional economies.

**To learn more about Registered Apprenticeships in telecommunications infrastructure, plan to attend:**

### WIA's Wireless Infrastructure Show and Supplier Diversity Summit

May 22-25, 2017  
Orlando, FL

*The Wireless Infrastructure Show is the premier national event for mobile network solutions. Features nearly 3000 attendees, 150+ exhibits, world-class keynotes, unparalleled networking and collaboration in a focused environment. One of WIA's most popular sessions centers around workforce development strategies which would include the apprenticeship model. Apprenticeships within the wireless industry brings a richness of experiences, expertise and backgrounds which are fundamental to our industry.*

*The Supplier Diversity Summit is a day-long event (held on May 24<sup>th</sup> in conjunction with the Wireless Infrastructure Show) which seeks to connect diverse groups of businesses to major wireless companies and to facilitate productive discussions focused on the role diversity and inclusion plays in the wireless industry.*

**Website:** <https://wirelessinfrastructureshow.com/>