

115TH CONGRESS  
1ST SESSION

# H. R. 2933

To promote effective registered apprenticeships, for skills, credentials, and employment, and for other purposes.

---

## IN THE HOUSE OF REPRESENTATIVES

JUNE 16, 2017

Mr. POCAN (for himself, Mr. SCOTT of Virginia, Ms. DELAURO, Mr. ELLISON, Ms. CLARK of Massachusetts, Mr. VISCLOSKY, Mr. KIND, Mr. KILMER, Ms. KAPTUR, Ms. LEE, Mr. KHANNA, Mr. LOWENTHAL, Mr. TAKANO, Mr. JEFFRIES, Ms. NORTON, Mr. CONYERS, Mr. NADLER, Mr. NORCROSS, Mr. KILDEE, Mrs. DAVIS of California, and Mr. DESAULNIER) introduced the following bill; which was referred to the Committee on Education and the Workforce

---

## A BILL

To promote effective registered apprenticeships, for skills, credentials, and employment, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE AND TABLE OF CONTENTS.**

4 (a) SHORT TITLE.—This Act may be cited as the  
5 “Leveraging Effective Apprenticeships to Rebuild Na-  
6 tional Skills Act” or the “LEARNS Act”.

7 (b) TABLE OF CONTENTS.—The table of contents for  
8 this Act is as follows:

- Sec. 1. Short title and table of contents.  
 Sec. 2. Findings and purposes.  
 Sec. 3. Definitions.

TITLE I—PROMOTING REGISTERED APPRENTICESHIPS

- Sec. 101. Promoting registered apprenticeship programs.  
 Sec. 102. Promoting integration with postsecondary education.

TITLE II—PROGRAM DEVELOPMENT AND ENHANCEMENT

- Sec. 201. Expanding registered apprenticeship programs.

1 **SEC. 2. FINDINGS AND PURPOSES.**

2 (a) FINDINGS.—Congress finds the following:

3 (1) A highly skilled workforce is necessary to  
 4 compete in the global economy, support economic  
 5 growth, and maintain the standard of living of the  
 6 United States.

7 (2) The apprenticeship model is a longstanding,  
 8 on-the-job training and education model that pre-  
 9 pares workers for the skill demands of particular oc-  
 10 cupations and employers while, at the same time,  
 11 providing the workers with recognized, portable cre-  
 12 dentials, and wages while in training.

13 (3) The registered apprenticeship program  
 14 model has been successful in skilled trade industries,  
 15 including construction and manufacturing, as well as  
 16 service industries, such as health care, and holds  
 17 great potential for expansion into other industries.

18 (4) Registered apprenticeships are becoming in-  
 19 creasingly innovative and diverse in their designs,  
 20 partnerships, timeframes, and use of emerging con-

1 cepts such as competency-based learning, and will  
2 continue to evolve to meet emerging skill require-  
3 ments, while maintaining high standards and qual-  
4 ity.

5 (5) Registered apprenticeship programs are an  
6 essential element of an effective workforce develop-  
7 ment system and help individuals attain a recognized  
8 postsecondary credential, contributing to their per-  
9 sonal economic sustainability.

10 (6) According to a report from the Georgetown  
11 University Center on Education and the Workforce,  
12 by 2020 the United States will face a shortage of  
13 5,000,000 workers with recognized postsecondary  
14 credentials.

15 (7) According to a 2012 report from the Annie  
16 E. Casey Foundation, youth employment in the  
17 United States has reached the lowest point since  
18 World War II. More than 6,000,000 young people  
19 ages 16 through 24 are disconnected from school  
20 and work.

21 (8) A 2012 evaluation of registered apprentice-  
22 ship programs in 10 States by Mathematica Policy  
23 Research found that—

24 (A) individuals who completed registered  
25 apprenticeship programs earned over \$240,000

1 more over their careers than individuals not  
2 participating in such apprenticeship programs;

3 (B) the estimated social benefits of reg-  
4 istered apprenticeship programs, including addi-  
5 tional productivity of apprentices and the reduc-  
6 tion in governmental expenditures as a result of  
7 reduced use of unemployment compensation and  
8 public assistance, exceeded the costs of the pro-  
9 grams by more than \$49,000 per program; and

10 (C) the tax return on every Federal Gov-  
11 ernment dollar invested in registered appren-  
12 ticeship programs was \$27.

13 (b) PURPOSES.—The purposes of this Act are—

14 (1) to increase the number of highly skilled  
15 workers in the United States, particularly in in-de-  
16 mand industry sectors and occupations;

17 (2) to increase the attainment of recognized  
18 postsecondary credentials by participants;

19 (3) to increase awareness about the value of the  
20 registered apprenticeship program model as an effec-  
21 tive earn-and-learn model for students, workers, and  
22 employers;

23 (4) to support the development and expansion  
24 of registered apprenticeship programs with employ-  
25 ers, joint labor-management partnerships, trade and

1 professional associations, and other program spon-  
2 sors, that offer jobs that lead to economic self-suffi-  
3 ciency;

4 (5) to support the development and expansion  
5 of effective pre-apprenticeship programs that lead to  
6 success in a registered apprenticeship program;

7 (6) to support a closer alignment between reg-  
8 istered apprenticeship programs, the workforce de-  
9 velopment system, career and technical education,  
10 and postsecondary education, including institutions  
11 of higher education; and

12 (7) to support innovative models of effective  
13 work-based learning.

14 **SEC. 3. DEFINITIONS.**

15 In this Act:

16 (1) ADMINISTRATOR.—The term “Adminis-  
17 trator” means the Administrator of the Office of Ap-  
18 prenticeship appointed under section 101(a).

19 (2) CAREER PATHWAY.—The term “career  
20 pathway” has the meaning given the term in section  
21 3 of the Workforce Innovation and Opportunity Act  
22 (29 U.S.C. 3102).

23 (3) EDUCATIONAL SERVICE AGENCY.—The  
24 term “educational service agency”—

1 (A) has the meaning given the term in sec-  
2 tion 8101 of the Elementary and Secondary  
3 Education Act of 1965 (20 U.S.C. 7801); and

4 (B) includes a collaborative of those agen-  
5 cies.

6 (4) HIGH SCHOOL.—The term “high school”  
7 means a nonprofit institutional day or residential  
8 school that—

9 (A) provides secondary education, as deter-  
10 mined under State law;

11 (B) grants a diploma, as defined by the  
12 State; and

13 (C) includes, at least, grade 12.

14 (5) IN-DEMAND INDUSTRY SECTOR OR OCCUPA-  
15 TION.—The term “in-demand industry sector or oc-  
16 cupation” has the meaning given the term in section  
17 3 of the Workforce Innovation and Opportunity Act  
18 (29 U.S.C. 3102).

19 (6) LOCAL AND STATE WORKFORCE DEVELOP-  
20 MENT BOARDS.—The terms “local workforce devel-  
21 opment board” and “State workforce development  
22 board” have the meanings given the terms “local  
23 board” and “State board”, respectively, in section 3  
24 of the Workforce Innovation and Opportunity Act  
25 (29 U.S.C. 3102).

1           (7) NATIONAL APPRENTICESHIP SYSTEM.—The  
2 term “national apprenticeship system” means the  
3 collective group of registered apprenticeship pro-  
4 grams and pre-apprenticeship programs in the Na-  
5 tion (including the rules and regulations governing  
6 the 2 types of programs).

7           (8) POSTSECONDARY EDUCATIONAL INSTITU-  
8 TION.—The term “postsecondary educational institu-  
9 tion” means an institution of higher education, as  
10 defined in section 102 of the Higher Education Act  
11 of 1965 (20 U.S.C. 1002).

12           (9) PRE-APPRENTICESHIP PROGRAM.—The  
13 term “pre-apprenticeship program” means a pro-  
14 gram or set of strategies that—

15                   (A) is designed to prepare individuals to  
16 enter and succeed in a registered apprenticeship  
17 program;

18                   (B) is carried out by an eligible entity  
19 (meaning an entity described in section  
20 101(b)(2)(C) that has an application approved  
21 under section 101(b)(3)) that has a documented  
22 partnership with at least 1 sponsor of a reg-  
23 istered apprenticeship program; and

24                   (C) includes each of the following elements:

1 (i) Training (including a curriculum  
2 for the training), aligned with industry  
3 standards and reviewed and approved an-  
4 nually by sponsors of the registered ap-  
5 prenticeships within the documented part-  
6 nership, that will prepare individuals by  
7 teaching the skills and competencies need-  
8 ed to enter one or more registered appren-  
9 ticeship programs.

10 (ii) Provision of hands-on training and  
11 theoretical education to individuals that—

12 (I) accurately simulates the in-  
13 dustry and occupational conditions of  
14 the registered apprenticeship program  
15 described in subparagraph (B);

16 (II) is carried out in a manner  
17 that includes proper observation of su-  
18 pervision and safety protocols; and

19 (III) is carried out in a manner  
20 that does not displace a paid em-  
21 ployee.

22 (iii) A formal agreement with a spon-  
23 sor of a registered apprenticeship program  
24 that would enable participants who suc-  
25 cessfully complete the pre-apprenticeship

1 program to enter directly into the reg-  
2 istered apprenticeship program (if a place  
3 in the program is available), and includes  
4 agreements concerning earning credit rec-  
5 ognized by a postsecondary educational in-  
6 stitution for skills and competencies ac-  
7 quired during the pre-apprenticeship pro-  
8 gram.

9 (10) **RECOGNIZED POSTSECONDARY CREDEN-**  
10 **TIAL.**—The term “recognized postsecondary creden-  
11 tial” has the meaning given the term in section 3 of  
12 the Workforce Innovation and Opportunity Act (29  
13 U.S.C. 3102).

14 (11) **REGISTERED APPRENTICESHIP PRO-**  
15 **GRAM.**—The term “registered apprenticeship pro-  
16 gram” means a program registered under the Act of  
17 August 16, 1937 (commonly known as the “National  
18 Apprenticeship Act”; 50 Stat. 664, chapter 663; 29  
19 U.S.C. 50 et seq.).

20 (12) **SECRETARY.**—Except as provided in sec-  
21 tion 102 or as otherwise modified, the term “Sec-  
22 retary” means the Secretary of Labor, acting  
23 through the Administrator.

24 (13) **SPONSOR.**—The term “sponsor” means an  
25 employer, joint labor-management partnership, trade

1 association, professional association, labor organiza-  
2 tion, or other entity that administers a registered  
3 apprenticeship program.

4 **TITLE I—PROMOTING**  
5 **REGISTERED APPRENTICESHIPS**

6 **SEC. 101. PROMOTING REGISTERED APPRENTICESHIP PRO-**  
7 **GRAMS.**

8 (a) ESTABLISHMENT OF THE OFFICE OF APPREN-  
9 TICESHIP.—

10 (1) OFFICE.—There is established, in the Em-  
11 ployment and Training Administration of the De-  
12 partment of Labor, an Office of Apprenticeship.

13 (2) ADMINISTRATOR.—The Office shall be  
14 headed by an Administrator of the Office of Appren-  
15 ticeship appointed by the Assistant Secretary for  
16 Employment and Training. The Assistant Secretary  
17 shall appoint an individual who has the dem-  
18 onstrated knowledge of registered apprenticeship  
19 programs necessary to serve as the Administrator.

20 (3) RESPONSIBILITIES.—The Administrator,  
21 through the Office of Apprenticeship, shall carry out  
22 responsibilities including—

23 (A) determining whether an apprenticeship  
24 program meets the requirements to become a  
25 registered apprenticeship program and main-

1 tains the standards necessary to remain a reg-  
2 istered apprenticeship program;

3 (B) managing the national apprenticeship  
4 system;

5 (C) carrying out activities under subsection  
6 (b) to promote effective pre-apprenticeship pro-  
7 grams;

8 (D) promoting awareness about registered  
9 apprenticeship programs, including carrying out  
10 activities under subsection (c);

11 (E) engaging in regular updates of the reg-  
12 istration process, ensuring that such process is  
13 easily accessible and efficient for use by spon-  
14 sors of registered apprenticeship programs;

15 (F) regularly engaging with the National  
16 Advisory Committee on Apprenticeships and en-  
17 sure that the required reports of the Committee  
18 are submitted to the Secretary and transmitted  
19 to Congress;

20 (G) promoting greater diversity in reg-  
21 istered apprenticeship programs and pre-ap-  
22 prenticeship programs, including by promoting  
23 outreach to underrepresented populations,  
24 youth, and veterans and supporting the develop-  
25 ment of apprenticeship models;

1 (H) providing for evaluations and research,  
2 as described in subsection (e);

3 (I) providing technical assistance to spon-  
4 sors of registered apprenticeship programs, en-  
5 tities who are interested in developing and be-  
6 coming sponsors of registered apprenticeship  
7 programs, and eligible entities carrying out pre-  
8 apprenticeship programs; and

9 (J) coordinating and aligning registered  
10 apprenticeship programs with other Federal  
11 education and training programs, including  
12 those authorized under the Workforce Innova-  
13 tion and Opportunity Act (29 U.S.C. 3101 et  
14 seq.) and the Carl D. Perkins Career and Tech-  
15 nical Education Act of 2006 (20 U.S.C. 2301  
16 et seq.).

17 (b) SUPPORTING THE DEVELOPMENT OF PRE-AP-  
18 PRENTICESHIP PROGRAMS.—

19 (1) SUPPORT.—The Secretary shall support the  
20 development of pre-apprenticeship programs.

21 (2) GRANTS.—

22 (A) IN GENERAL.—Using funds available  
23 under subsection (f), the Secretary shall make  
24 grants on a competitive basis to eligible entities  
25 to provide the Federal share of the cost of car-

1           rying out projects that support that develop-  
2           ment.

3           (B) PERIOD.—The Secretary shall make  
4           initial grants under this paragraph for periods  
5           of not more than 3 years, except that if an eli-  
6           gible entity demonstrates satisfactory perform-  
7           ance under paragraph (6) by the end of that  
8           third year, the Secretary may extend the grant  
9           period up to an additional 1 year for that enti-  
10          ty.

11          (C) ELIGIBLE ENTITY.—To be eligible to  
12          receive a grant from the Secretary under this  
13          subsection, an entity shall be a public-private  
14          partnership consisting of—

15               (i) a local educational agency, high  
16               school, area career and technical school (as  
17               defined in section 3 of the Carl D. Perkins  
18               Career and Technical Education Act of  
19               2006 (20 U.S.C. 2302)), educational serv-  
20               ice agency (as defined in section 8101 of  
21               the Elementary and Secondary Education  
22               Act of 1965 (20 U.S.C. 7801)), 2- or 4-  
23               year postsecondary educational institution,  
24               or collaborative of such entities;

1 (ii) in a State with a State entity rec-  
2 ognized by the Secretary of Labor to reg-  
3 ister apprenticeship programs in that  
4 State, that entity;

5 (iii) an industry or business, con-  
6 sisting of an employer, a group of employ-  
7 ers, a trade association, a professional as-  
8 sociation, or an entity that sponsors a reg-  
9 istered apprenticeship program;

10 (iv) a State workforce development  
11 board or local workforce development  
12 board; and

13 (v) to the maximum extent prac-  
14 ticable—

15 (I) a labor organization associ-  
16 ated with the industry or occupation  
17 related to the pre-apprenticeship pro-  
18 gram involved; and

19 (II) a community-based organiza-  
20 tion that provides pre-apprenticeship  
21 programs, as appropriate.

22 (3) APPLICATIONS.—To be eligible to receive a  
23 grant from the Secretary under this subsection, an  
24 entity shall submit an application to the Secretary at

1 such time, in such manner, and containing such in-  
2 formation as the Secretary may require, including—

3 (A) a description of the training and cur-  
4 riculum described in section 3(9)(C)(i), and how  
5 the proposed pre-apprenticeship program makes  
6 individuals who successfully complete the pre-  
7 apprenticeship program qualified to enter into  
8 an established registered apprenticeship pro-  
9 gram;

10 (B) evidence that there are or will be suffi-  
11 cient openings available in the registered ap-  
12 prenticeship program referenced in subpara-  
13 graph (A) to enable the registered apprentice-  
14 ship program sponsor to place into a cor-  
15 responding registered apprenticeship those indi-  
16 viduals who successfully complete the pre-ap-  
17 prenticeship program;

18 (C) information about the entity that dem-  
19 onstrates the existence of an active, advisory  
20 partnership between the partners described in  
21 paragraph (2)(C) and the capacity, of a train-  
22 ing and education provider in the entity, to pro-  
23 vide the training and education services nec-  
24 essary for a pre-apprenticeship program; and

1 (D) information about the proposed pre-  
2 apprenticeship program that demonstrates—

3 (i) that the program is in an in-de-  
4 mand industry or occupation in the region  
5 in which the project is located;

6 (ii) the use of integrated work-based  
7 and academic learning that may include  
8 training in the workplace;

9 (iii) the inclusion of career exploration  
10 focused activities, such as job shadowing,  
11 career information activities, and résumé  
12 preparation, in the program;

13 (iv) if the entity carrying out the  
14 project includes a high school, that the  
15 model to be used for the program leads to  
16 a high school diploma for participants  
17 without such a diploma;

18 (v) how the pre-apprenticeship pro-  
19 gram is aligned with and leverages re-  
20 sources of career and technical education  
21 programs, programs and services author-  
22 ized under the Workforce Innovation and  
23 Opportunity Act (29 U.S.C. 3101 et seq.),  
24 or activities of entities that provide sup-

1 portive services for participants in pre-ap-  
2 prenticeship programs; and

3 (vi) that the project aligns with an es-  
4 tablished registered apprenticeship pro-  
5 gram, including that the model used for  
6 the program leads to the attainment of  
7 skills and competencies necessary for en-  
8 trance into the registered apprenticeship  
9 program for participants.

10 (4) USE OF FUNDS.—

11 (A) IN GENERAL.—An eligible entity that  
12 receives a grant under this subsection shall use  
13 the grant funds to carry out a project that im-  
14 plements a pre-apprenticeship program.

15 (B) REQUIRED ACTIVITIES.—The eligible  
16 entity shall use the grant funds—

17 (i) to pay for the cost of training or  
18 education associated with the pre-appren-  
19 ticeship program;

20 (ii) for curriculum development that  
21 align with the requirements of the appro-  
22 priate registered apprenticeship programs  
23 and learning assessments;

1 (iii) to maintain a connection between  
2 the pre-apprenticeship program and reg-  
3 istered apprenticeship program;

4 (iv) for assessments of potential par-  
5 ticipants for, and enrollment of the partici-  
6 pants in, the pre-apprenticeship program;  
7 and

8 (v) to conduct evaluations described in  
9 paragraph (6)(B).

10 (C) ALLOWABLE ACTIVITIES.—The eligible  
11 entity may use the grant funds for—

12 (i) teacher training, including pro-  
13 viding externship opportunities for teachers  
14 to learn about the skill needs of the indus-  
15 try or occupation that the pre-apprentice-  
16 ship program focuses on;

17 (ii) stipends for participants during  
18 work-based training in the program; or

19 (iii) coordination of activities under  
20 this subsection with activities carried out  
21 under the Carl D. Perkins Career and  
22 Technical Education Act of 2006 (20  
23 U.S.C. 2301 et seq.) or the Workforce In-  
24 novation and Opportunity Act (29 U.S.C.  
25 3101 et seq.).

1 (5) FEDERAL SHARE.—

2 (A) IN GENERAL.—The Federal share of  
3 the cost described in paragraph (2)(A) shall be  
4 75 percent.

5 (B) NON-FEDERAL SHARE.—The eligible  
6 entity may contribute the non-Federal share of  
7 the cost in cash or in-kind, fairly evaluated, in-  
8 cluding plant, equipment, or services.

9 (6) PERFORMANCE.—

10 (A) MEASURES.—The Secretary shall iden-  
11 tify a set of common measures that, at a min-  
12 imum, include measures of entry into a reg-  
13 istered apprenticeship program and that are  
14 aligned with performance accountability meas-  
15 ures described in section 116(c) of the Work-  
16 force Innovation and Opportunity Act (29  
17 U.S.C. 3141(c)) for the local workforce develop-  
18 ment area (meaning a local area, as defined in  
19 section 3 of that Act) and with corresponding  
20 measures under the Carl D. Perkins Career and  
21 Technical Education Act of 2006 (20 U.S.C.  
22 2301 et seq.), as appropriate.

23 (B) EVALUATIONS.—Each eligible entity  
24 that receives a grant to carry out a project  
25 under this subsection shall arrange for another

1 qualified entity to conduct an evaluation, or  
2 shall participate in a Department of Labor  
3 sponsored evaluation, of the project using the  
4 identified common measures, and shall, to the  
5 extent practicable, cooperate with the evaluator  
6 in any evaluations of activities carried out  
7 under this section.

8 (C) EXTENSIONS.—The Secretary shall  
9 use the results of an evaluation for a project to  
10 determine whether to extend the grant period,  
11 or renew a grant, for the project under para-  
12 graph (2)(B).

13 (c) PROMOTING AWARENESS OF REGISTERED AP-  
14 PRENTICESHIP PROGRAMS.—

15 (1) IN GENERAL.—To promote awareness about  
16 registered apprenticeship programs, the Secretary,  
17 in cooperation with the Secretary of Education and  
18 the Secretary of Commerce, shall ensure that timely,  
19 current information about the value of registered ap-  
20 prenticeship programs in the labor market is made  
21 available through a range of widely accessible for-  
22 mats and venues. The information shall be made  
23 available to businesses, trade associations, profes-  
24 sional associations, students, parents, workers, edu-  
25 cational institutions, workforce and economic devel-

1       opment organizations, and State and local elected of-  
2       ficials.

3               (2) INFORMATION FOR STATE AND LOCAL  
4       WORKFORCE DEVELOPMENT BOARDS.—To promote  
5       awareness about registered apprenticeship programs  
6       within the workforce development system, the Sec-  
7       retary shall disseminate information on the value of  
8       registered apprenticeship programs, to State and  
9       local workforce development boards described in sub-  
10      section (b)(2)(C)(iv), which information shall in-  
11      clude—

12                   (A) a list of registered apprenticeship pro-  
13                   grams in the State involved;

14                   (B) guidance for training staff of the  
15                   workforce development system within the State  
16                   on the value of registered apprenticeship pro-  
17                   grams, including relevant placement, retention  
18                   and earnings information, as a training option  
19                   for participants;

20                   (C) guidance on how individual training  
21                   accounts under section 134(e)(3) of the Work-  
22                   force Innovation and Opportunity Act (29  
23                   U.S.C. 3174(e)(3)) could be used by partici-  
24                   pants for a registered apprenticeship program;  
25                   and

1 (D) guidance on how performance account-  
2 ability measures under section 116 of the  
3 Workforce Innovation and Opportunity Act (29  
4 U.S.C. 3141) apply to participants in registered  
5 apprenticeship programs, including relevant  
6 placement, retention and earnings information.

7 (3) INFORMATION FOR EMPLOYERS, TRADE AS-  
8 SOCIATIONS, PROFESSIONAL ASSOCIATIONS, INDUS-  
9 TRY GROUPS AND LABOR ORGANIZATIONS.—To pro-  
10 mote awareness about registered apprenticeship pro-  
11 grams to workers and employers, the Secretary, in  
12 cooperation with the Secretary of Commerce, shall  
13 provide information about the value of registered ap-  
14 prenticeship programs, including relevant placement,  
15 retention and earnings information, through the one-  
16 stop delivery systems described in section 121 of the  
17 Workforce Innovation and Opportunity Act (29  
18 U.S.C. 3151), to employers, trade associations, pro-  
19 fessional associations, industry groups, and labor or-  
20 ganizations, which information shall include, at a  
21 minimum—

22 (A) a list of registered apprenticeship pro-  
23 grams in the State;

24 (B) information on how to develop a reg-  
25 istered apprenticeship program; and

1 (C) information on financial resources  
2 available to assist with the establishment and  
3 implementation of registered apprenticeship  
4 programs.

5 (4) INFORMATION FOR STUDENTS AND  
6 SCHOOLS.—To promote awareness about registered  
7 apprenticeship programs among students and school  
8 staff, the Secretary, in cooperation with the Sec-  
9 retary of Education, shall disseminate information  
10 on the value of registered apprenticeship programs,  
11 including relevant placement, retention and earnings  
12 information, to high schools, area career and tech-  
13 nical education schools (as defined in subsection  
14 (b)(2)(C)(i)), 2- and 4-year postsecondary edu-  
15 cational institutions, and educational service agen-  
16 cies, to enable, at a minimum—

17 (A) parents to understand registered ap-  
18 prenticeship programs and their value in post-  
19 secondary education and career pathways;

20 (B) students to understand registered ap-  
21 prenticeship programs and their value in career  
22 pathways;

23 (C) career and academic counselors to un-  
24 derstand registered apprenticeship programs as  
25 a valuable postsecondary education option for

1 students leading to job placement in in-demand  
2 industries and occupations; and

3 (D) school administrators, workforce and  
4 economic development coordinators, and teach-  
5 ers and faculty to assist with the development,  
6 implementation, and continuation of registered  
7 apprenticeship programs.

8 (d) SECRETARY'S NATIONAL ADVISORY COMMITTEE  
9 ON APPRENTICESHIPS.—

10 (1) ESTABLISHMENT.—

11 (A) IN GENERAL.—There is established in  
12 the Department of Labor a National Advisory  
13 Committee on Apprenticeships, referred to in  
14 this section as the “Advisory Committee”.

15 (B) COMPOSITION.—The Advisory Com-  
16 mittee shall have—

17 (i) 21 voting members appointed by  
18 the Secretary, composed of—

19 (I) 7 representatives of employers  
20 who participate in a registered ap-  
21 prenticeship program, including em-  
22 ployers who participate in a registered  
23 apprenticeship program sponsored by  
24 a joint labor-management partnership;

1 (II) 7 representatives of labor or-  
2 ganizations who have responsibility  
3 for the administration of a registered  
4 apprenticeship program sponsored by  
5 a joint labor-management partnership;

6 (III) 7 representatives of State  
7 apprenticeship agencies, community  
8 organizations with significant experi-  
9 ence with a registered apprenticeship  
10 program, and 2- or 4-year postsec-  
11 ondary educational institutions with  
12 at least one articulation agreement  
13 with the entity administering a reg-  
14 istered apprenticeship program; and

15 (ii) members who are ex officio non-  
16 voting representatives from the Depart-  
17 ments of Labor, Commerce, Education,  
18 Energy, Housing and Urban Development,  
19 and Health and Human Services.

20 (C) QUALIFICATIONS.—The members shall  
21 be selected upon the basis of their experience  
22 and competence concerning apprenticeships.

23 (D) TERMS.—The Secretary shall appoint  
24 the members for terms of 4 years.

1           (2) CHAIRPERSON.—The Secretary shall des-  
2           ignate one of the members of the Advisory Com-  
3           mittee to serve as Chairperson of the Advisory Com-  
4           mittee.

5           (3) MEETINGS.—The Advisory Committee shall  
6           hold not fewer than 2 meetings during each calendar  
7           year. All meetings of the Advisory Committee shall  
8           be open to the public. A transcript shall be kept of  
9           each meeting and made available for public inspec-  
10          tion.

11          (4) DUTIES.—The Advisory Committee shall  
12          advise, consult with, and make recommendations to  
13          the Secretary on matters relating to the administra-  
14          tion of this title and the Act of August 16, 1937  
15          (commonly known as the “National Apprenticeship  
16          Act”; 50 Stat. 664, chapter 663; 29 U.S.C. 50 et  
17          seq.).

18          (5) PERSONNEL.—

19                (A) PROCUREMENT.—

20                   (i) IN GENERAL.—The Chairperson of  
21                   the Advisory Committee may procure the  
22                   temporary and intermittent services of vot-  
23                   ing members of the Advisory Committee  
24                   under section 3109(b) of title 5, United  
25                   States Code, at rates for individuals that

1 do not exceed the daily equivalent of the  
2 annual rate of basic pay prescribed for  
3 level V of the Executive Schedule under  
4 section 5316 of such title.

5 (ii) OFFICERS OR EMPLOYEES OF THE  
6 UNITED STATES.—All members of the Ad-  
7 visory Committee who are officers or em-  
8 ployees of the United States shall serve  
9 without compensation in addition to that  
10 received for their services as officers or  
11 employees of the United States.

12 (B) STAFF.—The Secretary shall supply  
13 the Committee with an executive secretary and  
14 provide such secretarial, clerical, and other  
15 services as the Secretary determines to be nec-  
16 essary to enable the Advisory Committee to  
17 conduct its business.

18 (6) PERMANENT COMMITTEE.—Section 14 of  
19 the Federal Advisory Committee Act (5 U.S.C.  
20 App.) shall not apply to the advisory committee.

21 (e) EVALUATIONS AND RESEARCH.—

22 (1) EVALUATIONS OF PROGRAMS AND ACTIVI-  
23 TIES CARRIED OUT UNDER THIS TITLE.—For the  
24 purpose of improving the management and effective-  
25 ness of the programs and activities carried out

1 under this title, the Secretary shall provide for the  
2 continuing evaluation, by an independent entity, of  
3 the programs and activities, including activities car-  
4 ried out under subsection (a)(3)(C). Such evalua-  
5 tions shall address—

6 (A) the general effectiveness of such pro-  
7 grams and activities in relation to their cost, in-  
8 cluding the extent to which the programs and  
9 activities—

10 (i) improve the skill and employment  
11 competencies of participants in comparison  
12 to comparably situated individuals who did  
13 not participate in such programs and ac-  
14 tivities; and

15 (ii) to the extent feasible, increase the  
16 level of total employment and recognized  
17 postsecondary credential attainment over  
18 the level that would have existed in the ab-  
19 sence of such programs and activities;

20 (B) the impact of the programs and activi-  
21 ties for the participants, sponsors, and employ-  
22 ers;

23 (C) the return on investment of Federal,  
24 State, local, sponsor, employer, and other fund-  
25 ing for registered apprenticeships to capture the

1 full level of investment in, and impact of, reg-  
2 istered apprenticeships;

3 (D) the longitudinal outcomes for partici-  
4 pants in the programs and activities; and

5 (E) the impact of specific policies on the  
6 general effectiveness of such programs and ac-  
7 tivities.

8 (2) RESEARCH.—The Secretary may conduct,  
9 through an independent entity, research on best  
10 practices in registered apprenticeship programs and  
11 pre-apprenticeship programs and other issues relat-  
12 ing to such programs.

13 (3) TECHNIQUES.—Evaluations and research  
14 conducted under this subsection shall utilize appro-  
15 priate methodology and research designs.

16 (4) REPORTS.—The independent entity carrying  
17 out the evaluations described in paragraph (1) or re-  
18 search described in paragraph (2) shall prepare and  
19 submit to the Secretary a final report containing the  
20 results of the evaluations or research, respectively,  
21 and including policy recommendations. The final re-  
22 port shall be made available for public inspection.  
23 Not later than 36 months after the date of enact-  
24 ment of this Act, the Secretary shall produce a final

1 report related to the return on investment described  
2 in paragraph (1)(C).

3 (5) REPORTS TO CONGRESS.—Not later than  
4 60 days after the completion of all the final reports  
5 described in paragraph (4), the Secretary shall  
6 transmit the final reports to the Committee on Edu-  
7 cation and the Workforce of the House of Rep-  
8 resentatives and the Committee on Health, Edu-  
9 cation, Labor, and Pensions of the Senate.

10 (6) PUBLIC ACCESS.—The Secretary shall de-  
11 velop a mechanism to make research developed  
12 under this title publically available in a timely man-  
13 ner.

14 (f) RESERVATION.—The Secretary shall reserve not  
15 less than 10 percent of the funds appropriated under sub-  
16 section (g) for each fiscal year for grants to States. A  
17 State that receives such a grant shall use the grant funds  
18 for the purpose of assisting the Administrator in carrying  
19 out the activities under this section, and may use the grant  
20 funds to support the voluntary establishment of a State  
21 apprenticeship office, if no such office exists in the State.

22 (g) AUTHORIZATION OF APPROPRIATIONS.—There is  
23 authorized to be appropriated to carry out this section  
24 \$75,000,000 for fiscal year 2018 and each subsequent  
25 year.

1 **SEC. 102. PROMOTING INTEGRATION WITH POSTSEC-**  
2 **ONDARY EDUCATION.**

3 (a) DEFINITIONS.—In this section:

4 (1) COLLABORATIVE.—The term “Collabo-  
5 rative” means the Registered Apprenticeship-College  
6 Collaborative established under subsection (b)(1).

7 (2) SECRETARIES.—The term “Secretaries”  
8 means the Secretary of Labor, acting through the  
9 Administrator, working jointly with the Secretary of  
10 Education, acting through the Assistant Secretary  
11 for the Office of Career, Technical, and Adult Edu-  
12 cation.

13 (b) COLLABORATIVE WITH 2- AND 4-YEAR POSTSEC-  
14 ONDARY EDUCATIONAL INSTITUTIONS.—

15 (1) ESTABLISHMENT.—The Secretaries shall  
16 establish and maintain a voluntary Registered Ap-  
17 prenticeship-College Collaborative. The Collaborative  
18 shall consist of the sponsors carrying out registered  
19 apprenticeship programs, 2- or 4-year postsecondary  
20 educational institutions, and organizations that rep-  
21 resent such programs or institutions, that agree to  
22 meet certain criteria in order to support the pur-  
23 poses described in paragraph (2).

24 (2) PURPOSES.—The Collaborative shall sup-  
25 port the purposes of—

1 (A) promoting stronger connections be-  
2 tween the registered apprenticeship programs  
3 involved and participating 2- and 4-year post-  
4 secondary educational institutions;

5 (B) promoting the translation of experi-  
6 ence in a registered apprenticeship program to  
7 academic credit at participating 2- and 4-year  
8 postsecondary educational institutions;

9 (C) facilitating the enrollment of an indi-  
10 vidual who has completed a registered appren-  
11 ticeship program (referred to in this section as  
12 an “apprentice”) at a participating 2- or 4-year  
13 postsecondary educational institution for the  
14 purpose of attaining academic credit toward an  
15 associate’s or more advanced degree;

16 (D) advancing the attainment of associ-  
17 ate’s and more advanced degrees by appren-  
18 tices;

19 (E) promoting the attainment of recog-  
20 nized postsecondary credentials with value in  
21 the labor market; and

22 (F) expanding awareness about the value  
23 of registered apprenticeship programs as a  
24 postsecondary education option.

1           (3) PARTICIPANT REQUIREMENTS.—The Secre-  
2           taries shall establish criteria that any interested 2-  
3           or 4-year postsecondary educational institution or  
4           sponsor shall meet in order to participate in the Col-  
5           laborative, which criteria shall include, at a min-  
6           imum—

7                   (A) for a 2- or 4-year postsecondary edu-  
8                   cational institution—

9                           (i) agreement to recognize and accept  
10                           the academic credit (as assessed under  
11                           subparagraph (B)(i)) earned by an appren-  
12                           tice for, and the assessment of the appren-  
13                           tice’s learning in, a registered apprentice-  
14                           ship program at another participating in-  
15                           stitution;

16                           (ii) agreement to have a formal ar-  
17                           ticulation agreement with a participating  
18                           sponsor of a registered apprenticeship pro-  
19                           gram, other than a 2- or 4-year postsec-  
20                           ondary educational institution; and

21                           (iii) agreement to provide certain in-  
22                           formation, as determined by the Secre-  
23                           taries, to the Collaborative; and

24                   (B) for a sponsor—

1 (i) agreement to participate in third-  
2 party evaluations of the quality and rigor  
3 of the program offerings in order to deter-  
4 mine the value of academic credit for  
5 learning during a registered apprenticeship  
6 program;

7 (ii) agreement to have a formal ar-  
8 ticulation agreement with a participating  
9 2- or 4-year postsecondary educational in-  
10 stitution; and

11 (iii) agreement to provide certain in-  
12 formation, as determined by the Secre-  
13 taries, to the Collaborative.

14 (4) MEMORANDUM OF UNDERSTANDING.—

15 (A) IN GENERAL.—In order to participate  
16 in the Collaborative, interested 2- or 4-year  
17 postsecondary educational institutions and  
18 sponsors shall agree to meet certain conditions  
19 determined by the Secretaries.

20 (B) CONDITIONS.—Such conditions shall  
21 address, at a minimum—

22 (i) how learning during a registered  
23 apprenticeship program, including related  
24 instruction and on-the-job training, will be  
25 assessed for academic credit;

1 (ii) how programs and procedures, es-  
2 pecially those related to admissions, credit  
3 transfer, and recognition of such learning  
4 will be structured to support accessibility  
5 for apprentices;

6 (iii) how the structure and scheduling  
7 of courses will be developed in a way that  
8 supports the matriculation of apprentices;  
9 and

10 (iv) how residency requirements will  
11 support the transferability of credit earned  
12 by apprentices.

13 (5) PUBLICLY AVAILABLE INFORMATION.—The  
14 Secretaries shall maintain a publicly accessible  
15 website identifying, at a minimum—

16 (A) the participating members of the Col-  
17 laborative in each State;

18 (B) a model for articulation agreements,  
19 and copies of some exemplary articulation  
20 agreements for illustrative purposes; and

21 (C) such other information as the Secre-  
22 taries determine to be necessary to promote  
23 awareness of the Collaborative and its members.

24 (6) USE OF FUNDS.—

1           (A) ADMINISTRATIVE.—The Secretaries  
2 shall use 30 percent of the funds appropriated  
3 under subsection (c) to establish and maintain  
4 the Collaborative and the website referred to in  
5 paragraph (5), to support the advisory com-  
6 mittee referred to in paragraph (6), and for  
7 technical assistance, evaluation, and research  
8 activities.

9           (B) FOR PROGRAM PARTICIPANTS.—The  
10 Secretaries shall use 70 percent of the appro-  
11 priated funds to carry out, directly or by grant  
12 or contract with an eligible entity, activities  
13 consisting of—

14           (i) providing funding to Collaborative  
15 participants to support the development of  
16 articulation agreements with other Collabo-  
17 rative participants;

18           (ii) providing funding to the Collabo-  
19 rative to support the assessment of learn-  
20 ing during a registered apprenticeship pro-  
21 gram, for academic credit;

22           (iii) providing funding to the Collabo-  
23 rative to support third-party evaluations of  
24 the quality and rigor of program offerings,  
25 referred to in paragraph (3)(B)(i), which

1 evaluations shall be conducted by an entity  
2 that meets minimum criteria as established  
3 by the Secretaries;

4 (iv) providing curriculum develop-  
5 ment, for participating institutions and  
6 sponsors; and

7 (v) carrying out other purposes that  
8 will help participating 2- and 4-year post-  
9 secondary educational institutions and  
10 sponsors meet the requirements of para-  
11 graphs (3) and (4).

12 (C) ELIGIBLE ENTITIES.—To be eligible to  
13 receive a grant or contract under subparagraph  
14 (B), an entity shall be a partnership comprised  
15 of—

16 (i) at least 1-, 2-, or 4-year postsec-  
17 ondary educational institution participating  
18 in the Collaborative; and

19 (ii) at least 1 sponsor of a registered  
20 apprenticeship program participating in  
21 the Collaborative.

22 (c) AUTHORIZATION OF APPROPRIATIONS.—There is  
23 authorized to be appropriated to carry out this section  
24 \$5,000,000 for fiscal year 2018 and each subsequent year.

1 **TITLE II—PROGRAM DEVELOP-**  
2 **MENT AND ENHANCEMENT**

3 **SEC. 201. EXPANDING REGISTERED APPRENTICESHIP PRO-**  
4 **GRAMS.**

5 (a) IN GENERAL.—The Secretary shall provide pay-  
6 ments of assistance for eligible sponsors of new (as of the  
7 date of submission of an application under subsection (b))  
8 registered apprenticeship programs, or for eligible spon-  
9 sors of existing registered apprenticeship programs that  
10 add employers as new (as of such date) partners, which  
11 may include joint labor-management registered appren-  
12 ticeship programs.

13 (b) APPLICATIONS.—To be eligible to receive pay-  
14 ments under this section for a registered apprenticeship  
15 program, a sponsor shall submit an application to the Sec-  
16 retary including information demonstrating that (as of the  
17 date of submission)—

18 (1)(A) for a new registered apprenticeship pro-  
19 gram, the program received recognition as a reg-  
20 istered apprenticeship program within the 36  
21 months preceding that date; or

22 (B) for an existing registered apprenticeship  
23 program (which may include joint labor-management  
24 registered apprenticeship programs), employers were

1 added as new partners within the 36 months pre-  
2 ceding that date;

3 (2) the sponsor offered jobs that lead to eco-  
4 nomic self-sufficiency, as determined by a local  
5 workforce development board located in the same  
6 local workforce development area (meaning a local  
7 area, as defined in section 3 of the Workforce Inno-  
8 vation and Opportunity Act (29 U.S.C. 3102));

9 (3) the sponsor has demonstrated success in en-  
10 rolling, instructing, advancing, and graduating indi-  
11 viduals in the relevant registered apprenticeship pro-  
12 gram, and in the employment of such individuals  
13 after completion of the program; and

14 (4) the sponsor had not received a payment  
15 under subsection (d) for that registered apprentice-  
16 ship program.

17 (c) USE OF FUNDS.—In providing assistance under  
18 this section, the Secretary shall arrange to provide pay-  
19 ments as described in subsection (a) for eligible sponsors,  
20 as funds are available under this section. Funds made  
21 available through such a payment shall be used to reim-  
22 burse an eligible sponsor for the allowable costs of estab-  
23 lishing or expanding the registered apprenticeship pro-  
24 gram involved. The maximum total payment to any one

1 sponsor may not exceed \$25,000 or 50 percent of the al-  
2 lowable costs.

3 (d) DISBURSEMENT.—The Secretary shall enter into  
4 arrangements with State workforce development boards to  
5 make disbursements through the local workforce develop-  
6 ment boards described in subsection (b)(2) to provide the  
7 payments to the eligible sponsors.

8 (e) EVALUATIONS.—Sponsors receiving grants under  
9 this section shall, to the extent practicable, cooperate with  
10 the Secretary in the conduct of evaluations of the activities  
11 carried out under this section.

12 (f) AUTHORIZATION OF APPROPRIATIONS.—

13 (1) IN GENERAL.—There is authorized to be  
14 appropriated to carry out this section \$20,000,000  
15 for fiscal year 2018 and each subsequent year.

16 (2) RESERVATION.—The Secretary may reserve  
17 5 percent of the amount appropriated under para-  
18 graph (1) for a fiscal year for distribution to the  
19 State workforce development boards and local work-  
20 force development boards, to pay for the costs of the  
21 boards associated with making determinations under  
22 subsection (b)(2) and disbursements under sub-  
23 section (d), and as funds remain available, other

- 1 costs of administration and management, technical
- 2 assistance, research, and evaluation under this Act.

○