

116TH CONGRESS  
2D SESSION

# H. R. 7635

To direct the Secretary of Labor to award grants to develop, administer, and evaluate early childhood education apprenticeships, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

JULY 16, 2020

Mr. GUTHRIE (for himself and Ms. WILD) introduced the following bill; which was referred to the Committee on Education and Labor

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## A BILL

To direct the Secretary of Labor to award grants to develop, administer, and evaluate early childhood education apprenticeships, 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. GRANTS FOR EARLY CHILDHOOD EDUCATION**

4 **APPRENTICESHIP PROGRAMS.**

5 (a) ESTABLISHMENT.—The Secretary, in consulta-  
6 tion with the Secretary of Health and Human Services  
7 and the Secretary of Education, shall award grants to  
8 States to develop, administer, and evaluate apprentice-  
9 ships.

1 (b) APPLICATION.—A State seeking a grant under  
2 this Act shall submit an application to the Secretary for  
3 approval at such time, in such manner, and containing  
4 such information as the Secretary may require.

5 (c) USES OF FUNDS.—

6 (1) REQUIRED USES.—A grant under sub-  
7 section (a) shall be used for activities that develop,  
8 administer, and evaluate an apprenticeship, includ-  
9 ing—

10 (A) equipping apprentices with specialized  
11 knowledge, skills, and competencies required to  
12 work in early childhood education;

13 (B) increasing the number of apprentices  
14 (including apprentices that are in areas that are  
15 underserved or rural) with a recognized postsec-  
16 ondary credential, a certificate of completion of  
17 an apprenticeship, or a degree from an institu-  
18 tion of higher education;

19 (C) promoting recruitment and retention of  
20 apprentices;

21 (D) providing a pathway to career ad-  
22 vancement for apprentices by assisting such ap-  
23 prentices in completing an apprenticeship and  
24 tracking the percent of such completions, in-  
25 cluding the apprentices who—

1 (i) attend an institution of higher edu-  
2 cation after completing an apprenticeship;  
3 and

4 (ii) enter into employment that is un-  
5 subsidized after completing an apprentice-  
6 ship;

7 (E) supporting partnerships with institu-  
8 tions of higher education in the State, busi-  
9 nesses, and other entities participating in an  
10 apprenticeship to provide for academic credit  
11 for instruction related to the apprenticeship and  
12 the application of such credit toward a degree  
13 at an institution of higher education; and

14 (F) developing strategies to hire and retain  
15 qualified supervisors for apprentices that sup-  
16 port such apprentices through—

17 (i) professional development;

18 (ii) mentorship;

19 (iii) evaluation; and

20 (iv) training.

21 (2) PERMITTED USES.—In addition to the re-  
22 quirements under paragraph (1), a grant under sub-  
23 section (a) may be used to—

24 (A) coordinate with the State apprentice-  
25 ship agency to determine and disseminate best

1 practices, recommended curricula, or other re-  
2 sources on administering effective apprentice-  
3 ships for businesses, institutions of higher edu-  
4 cation, or other entities participating in an ap-  
5 prenticeship; and

6 (B) establish primary indicators of per-  
7 formance with respect to apprentices and indi-  
8 viduals who have completed an apprenticeship  
9 to be shared on State and national workforce  
10 registries (commonly known as “Registered Ap-  
11 prenticeship Partners Information Data Sys-  
12 tems”), including—

13 (i) the percentage of individuals who  
14 have completed an apprenticeship and re-  
15 main employed full-time in early childhood  
16 education—

17 (I) 6 months after completing  
18 such apprenticeship; and

19 (II) 1 year after completing such  
20 apprenticeship;

21 (ii) the median earnings of individuals  
22 who have completed an apprenticeship and  
23 are employed full-time in early childhood  
24 education within 6 months after com-  
25 pleting such apprenticeship;

1 (iii) the percentage of apprentices who  
2 obtain a recognized postsecondary creden-  
3 tial, a secondary school diploma, or the  
4 recognized equivalent of such diploma  
5 while participating in an apprenticeship;  
6 and

7 (iv) the percentage of individuals who  
8 have completed an apprenticeship and who  
9 begin or obtain a recognized postsecondary  
10 credential or degree, a secondary school di-  
11 ploma, or the recognized equivalent of such  
12 diploma within 1 year after completing an  
13 apprenticeship.

14 (d) PRIORITY.—The Secretary shall prioritize State  
15 applicants that—

- 16 (1) have developed partnerships with—  
17 (A) Indian Tribes in such State; or  
18 (B) institutions of higher education that  
19 serve minority populations;  
20 (2) have a statewide credit articulation agree-  
21 ment in place that ensures credit transfer between  
22 participating institutions of higher education in the  
23 State and other relevant credential programs; or

1           (3) assure that no less than 25 percent of the  
2           grant funds will be used to support apprenticeships  
3           in underserved or rural communities.

4           (e) GRANT TERM AND LIMITATION.—

5           (1) TERM.—The term of a grant made under  
6           this Act shall be 3 years.

7           (2) LIMITATION.—The Secretary shall award no  
8           greater than 20 grants each fiscal year.

9           (f) COST-SHARING.—

10           (1) IN GENERAL.—The Federal share of the  
11           cost of any activity carried out using a grant made  
12           under this Act shall be not more than 75 percent.

13           (2) IN-KIND CONTRIBUTIONS.—The non-Fed-  
14           eral share of the total cost of any activity carried  
15           out using a grant made under this Act may be in  
16           the form of donations or in-kind contributions of  
17           goods or services fairly valued.

18           (g) STATE EVALUATION AND REPORT TO SEC-  
19           RETARY.—

20           (1) EVALUATION AND REPORT.—Not later than  
21           1 year after receiving a grant under this Act, and  
22           annually thereafter for the duration of the grant, a  
23           State shall submit to the Secretary a report con-  
24           taining an evaluation of the apprenticeships to deter-

1 mine which program strategies made progress to-  
2 ward—

3 (A) increasing the aggregate number of ap-  
4 prentices; and

5 (B) increasing the retention rates of ap-  
6 prentices.

7 (2) RULE FOR REPORTING DATA.—The disag-  
8 gregation of data under this Act shall not be re-  
9 quired when the number of apprentices in a category  
10 is insufficient to yield statistically reliable informa-  
11 tion or when the results would reveal personally  
12 identifiable information about an apprentice.

13 (h) REPORT TO CONGRESS.—Not later than 5 years  
14 after the date of the enactment of this Act, the Secretary  
15 shall submit to Congress a report on the effectiveness of  
16 each State that received a grant under this Act to develop,  
17 administer, and evaluate apprenticeships, including evalu-  
18 ating—

19 (1) an increase in the number of apprentices in  
20 early childhood education;

21 (2) an increase in the retention rates of individ-  
22 uals who work in early childhood education after  
23 completing an apprenticeship;

24 (3) the career path of apprentices and individ-  
25 uals who have completed an apprenticeship; and

1           (4) an increase in the number of credentials  
2           and degrees obtained by apprentices.

3           (i) FUNDING.—To carry out the grant program  
4           under this Act, the Secretary shall use amounts allocated  
5           under section 414(c) of the American Competitiveness and  
6           Workforce Improvement Act of 1998 (29 U.S.C. 3224a).

7           (j) DEFINITIONS.—In this Act:

8           (1) APPRENTICE.—The term “apprentice”  
9           means an individual participating in a registered ap-  
10          prenticeship program focused on early childhood  
11          education as that term is defined under section 103  
12          of the Higher Education Act of 1965 (20 U.S.C.  
13          1003).

14          (2) APPRENTICESHIP.—The term “apprentice-  
15          ship” means a registered apprenticeship program  
16          that trains apprentices.

17          (3) INSTITUTION OF HIGHER EDUCATION.—The  
18          term “institution of higher education” has the  
19          meaning given the term under section 102(a)(1) of  
20          the Higher Education Act of 1965 (20 U.S.C.  
21          1002(a)(1)).

22          (4) REGISTERED APPRENTICESHIP PROGRAM.—  
23          The term “registered apprenticeship program”  
24          means an apprenticeship program registered under  
25          the Act of August 16, 1937 (commonly known as

1 the “National Apprenticeship Act”; 29 U.S.C. 50 et  
2 seq.).

3 (5) SECRETARY.—The term “Secretary” means  
4 the Secretary of Labor.

5 (6) STATE.—The term “State” means each of  
6 the several States, the District of Columbia, and the  
7 Commonwealth of Puerto Rico.

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