

116TH CONGRESS
2^D SESSION

H. R. 8294

AN ACT

To amend the National Apprenticeship Act and expand the national apprenticeship system to include apprenticeships, youth apprenticeships, and pre-apprenticeship registered under such Act, to promote the furtherance of labor standards necessary to safeguard the welfare of apprentices, 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.**

4 This Act may be cited as the “National Apprentice-
 5 ship Act of 2020”.

6 **SEC. 2. EFFECTIVE DATE.**

7 This Act, and the amendments made by this Act,
 8 shall take effect beginning on July 1, 2021.

9 **SEC. 3. AMENDMENT.**

10 The Act of August 16, 1937 (commonly referred to
 11 as the “National Apprenticeship Act”; 50 Stat. 664, chap-
 12 ter 663; 29 U.S.C. 50 et seq.), is amended to read as fol-
 13 lows:

14 **“SEC. 1. SHORT TITLE; TABLE OF CONTENTS.**

15 “(a) **SHORT TITLE.**—This Act may be cited as the
 16 ‘National Apprenticeship Act’.

17 “(b) **TABLE OF CONTENTS.**—The table of contents
 18 for this Act is as follows:

“Sec. 1. Short title; table of contents.

“Sec. 2. Definitions.

“Sec. 3. Programs under the national apprenticeship system.

“Sec. 4. Transition provisions.

“Sec. 5. Disaggregation of data.

“Sec. 6. Relation to other laws.

**“TITLE I—PROMOTING PROGRAMS UNDER THE NATIONAL
 APPRENTICESHIP SYSTEM**

**“Subtitle A—The Office of Apprenticeship, State Registration Agency
 Approval Process, and Interagency Agreement**

“Sec. 111. The Office of Apprenticeship.

“Sec. 112. National Advisory Committee on Apprenticeships.

“Sec. 113. State apprenticeship agencies and State Offices of Apprenticeship.

“Sec. 114. Interagency agreement with Department of Education.

“Subtitle B—Process and Standards for the National Apprenticeship System

“Sec. 121. Apprenticeable occupations standards.

“Sec. 122. Quality standards of programs under the national apprenticeship system.

“Sec. 123. Apprenticeship agreements.

“Sec. 124. Registration of programs under the national apprenticeship system.

“Subtitle C—Evaluations and Research

“Sec. 131. Program evaluations.

“Sec. 132. National apprenticeship system research.

“Subtitle D—General Provisions

“Sec. 141. Authorization of appropriations.

“TITLE II—MODERNIZING THE NATIONAL APPRENTICESHIP
SYSTEM FOR THE 21ST CENTURY GRANTS

“Sec. 201. Grant requirements.

“Sec. 202. Uses of Funds.

“Sec. 203. Grant evaluations.

“Sec. 204. Grant appropriations.

1 **“SEC. 2. DEFINITIONS.**

2 “In this Act:

3 “(1) ADMINISTRATOR.—The term ‘Adminis-
4 trator’ means the Administrator of the Office of Ap-
5 prenticeship established under section 111(a).

6 “(2) ADVISORY COMMITTEE.—The term ‘Advi-
7 sory Committee’ means the National Advisory Com-
8 mittee on Apprenticeships established under section
9 112.

10 “(3) APPRENTICE.—The term ‘apprentice’
11 means a program participant in an apprenticeship
12 program.

13 “(4) APPRENTICESHIP AGREEMENT.—The term
14 ‘apprenticeship agreement’ means a written agree-
15 ment under section 123 between—

1 “(A) an apprentice, a youth apprentice, or
2 a pre-apprentice; and

3 “(B) a sponsor.

4 “(5) APPRENTICESHIP HUB.—The term ‘ap-
5 prenticeship hub’ means a regional or sectoral quali-
6 fied intermediary recognized by a State apprentice-
7 ship agency or a State Office of Apprenticeship as
8 organizing and providing activities and services re-
9 lated to the development of programs under the na-
10 tional apprenticeship system.

11 “(6) APPRENTICEABLE OCCUPATION.—The
12 term ‘apprenticeable occupation’ means an occupa-
13 tion that the Administrator has determined meets
14 the requirements of section 121.

15 “(7) APPRENTICESHIP PROGRAM.—The term
16 ‘apprenticeship program’ means a program that
17 meets the standards described in section 122(b) and
18 is registered under this Act.

19 “(8) COMPETENCY.—The term ‘competency’
20 means the attainment of knowledge, skills, and abili-
21 ties in a subject area, as specified by an occupa-
22 tional skill standard and demonstrated by an appro-
23 priate written or hands-on proficiency measurement.

24 “(9) DEPARTMENT.—The term ‘Department’
25 means the Department of Labor.

1 “(10) EDUCATION AND TRAINING PROVIDER.—

2 The term ‘education and training provider’ means—

3 “(A) an area career and technical edu-
4 cation school;

5 “(B) an early college high school;

6 “(C) an educational service agency;

7 “(D) a high school;

8 “(E) a local educational agency or State
9 educational agency;

10 “(F) a Tribal educational agency, Tribally
11 controlled college or university, or Tribally con-
12 trolled postsecondary career and technical insti-
13 tution;

14 “(G) a postsecondary educational institu-
15 tion;

16 “(H) a minority-serving institution (as de-
17 scribed in any of paragraphs (1) through (7) of
18 section 371(a) of the Higher Education Act of
19 1965 (20 U.S.C. 1067q(a)));

20 “(I) a provider of adult education and lit-
21 eracy activities under the Adult Education and
22 Family Literacy Act (29 U.S.C. 3271 et seq.);

23 “(J) a local agency administering plans
24 under title I of the Rehabilitation Act of 1973

1 (29 U.S.C. 720 et seq.), other than section 112
2 or part C of that title (29 U.S.C. 732, 741);

3 “(K) a related instruction provider, includ-
4 ing a qualified intermediary acting as a related
5 instruction provider as approved by a registra-
6 tion agency; or

7 “(L) a consortium of entities described in
8 any of subparagraphs (A) through (K).

9 “(11) ELIGIBLE ENTITY.—

10 “(A) IN GENERAL.—The term ‘eligible en-
11 tity’ means—

12 “(i) a program sponsor;

13 “(ii) a State workforce development
14 board or State workforce agency, or a local
15 workforce development board or local
16 workforce development agency;

17 “(iii) an education and training pro-
18 vider, or a consortium thereof;

19 “(iv) if the applicant is in a State
20 with a State apprenticeship agency, such
21 State apprenticeship agency;

22 “(v) an Indian Tribe or Tribal organi-
23 zation;

24 “(vi) an industry or sector partner-
25 ship, a group of employers, a trade asso-

1 ciation, or a professional association that
2 sponsors or participates in a program
3 under the national apprenticeship system;

4 “(vii) a Governor of a State;

5 “(viii) a labor organization or joint
6 labor-management organization; or

7 “(ix) a qualified intermediary.

8 “(B) SPONSOR REQUIREMENT.—Not fewer
9 than one entity under subparagraph (A) shall
10 be the sponsor of a program under the national
11 apprenticeship system.

12 “(12) INDIAN TRIBE; TRIBAL ORGANIZATION.—
13 The terms ‘Indian Tribe’ and ‘Tribal organization’
14 have the meaning given the terms (without regard to
15 capitalization) in section 4 of the Indian Self-Deter-
16 mination and Education Assistance Act (25 U.S.C.
17 5304).

18 “(13) INTERIM CREDENTIAL.—The term ‘in-
19 terim credential’ means a credential issued by a reg-
20 istration agency, upon request of the appropriate
21 sponsor, as certification of competency attainment
22 by a program participant during participation in a
23 program under the national apprenticeship system.

24 “(14) JOURNEYWORKER.—The term
25 ‘journeyworker’ means a worker who has attained a

1 level of skill, abilities, and competencies recognized
2 within an industry as having mastered the skills and
3 competencies required for the occupation.

4 “(15) NATIONAL APPRENTICESHIP SYSTEM.—
5 The term ‘national apprenticeship system’ means the
6 apprenticeship programs, youth apprenticeship pro-
7 grams, and pre-apprenticeship programs that meet
8 the requirements of this Act.

9 “(16) NONTRADITIONAL APPRENTICESHIP POP-
10 ULATION.—The term ‘nontraditional apprenticeship
11 population’ means a group of individuals (such as a
12 group of individuals from the same gender or race),
13 the members of which comprise fewer than 25 per-
14 cent of the program participants in an
15 apprenticeable occupation under the national ap-
16 prenticeship system.

17 “(17) NONTRADITIONAL APPRENTICESHIP IN-
18 DUSTRY OR OCCUPATION.—The term ‘nontraditional
19 apprenticeship industry or occupation’ refers to an
20 industry sector or occupation that represents fewer
21 than 10 percent of apprenticeable occupations or the
22 programs under the national apprenticeship system.

23 “(18) OUTLYING AREA.—The term ‘outlying
24 area’ means American Samoa, Guam, the Common-

1 wealth of the Northern Mariana Islands, and the
2 United States Virgin Islands.

3 “(19) PRE-APPRENTICE.—The term ‘pre-ap-
4 prentice’ means a program participant in a pre-ap-
5 prenticeship program.

6 “(20) PRE-APPRENTICESHIP PROGRAM.—The
7 term ‘pre-apprenticeship program’ means a training
8 model or program that—

9 “(A) prepares individuals for acceptance
10 into an apprenticeship program;

11 “(B) meets the standards described in sec-
12 tion 122(c); and

13 “(C) is registered under this Act.

14 “(21) PROGRAM PARTICIPANT.—The term ‘pro-
15 gram participant’ means an apprentice, a pre-ap-
16 prentice, or a youth apprentice.

17 “(22) QUALIFIED INTERMEDIARY.—

18 “(A) IN GENERAL.—The term ‘qualified
19 intermediary’ means an entity that dem-
20 onstrates expertise in building, connecting, sus-
21 taining, and measuring the performance of
22 partnerships described in subparagraph (B) and
23 serves program participants and employers
24 by—

1 “(i) connecting employers to programs
2 under the national apprenticeship system;

3 “(ii) assisting in the design and imple-
4 mentation of such programs, including cur-
5 riculum development and delivery for re-
6 lated instruction;

7 “(iii) supporting entities, sponsors, or
8 program administrators in meeting the
9 registration and reporting requirements of
10 this Act;

11 “(iv) providing professional develop-
12 ment activities such as training to men-
13 tors;

14 “(v) supporting the recruitment, re-
15 tention, and completion of potential pro-
16 gram participants, including nontraditional
17 apprenticeship populations and individuals
18 with barriers to employment;

19 “(vi) developing and providing person-
20 alized program participant supports, in-
21 cluding by partnering with organizations to
22 provide access to or referrals for supportive
23 services and financial advising;

24 “(vii) providing services, resources,
25 and supports for development, delivery, ex-

1 pansion, or improvement of programs
2 under the national apprenticeship system;
3 or

4 “(viii) serving as a program sponsor.

5 “(B) PARTNERSHIPS.—The term ‘partner-
6 ships described in subparagraph (B)’ means
7 partnerships among entities involved in pro-
8 grams under the national apprenticeship sys-
9 tem, including—

10 “(i) industry or sector partnerships;

11 “(ii) partnerships among employers,
12 joint labor-management organizations,
13 labor organizations, community-based or-
14 ganizations, industry associations, State or
15 local workforce development boards, edu-
16 cation and training providers, social service
17 organizations, economic development orga-
18 nizations, Indian Tribes or Tribal organi-
19 zations, one-stop operators, one-stop part-
20 ners, or veterans-service organizations, in
21 the State workforce development system;
22 or

23 “(iii) partnerships among one or more
24 of the entities described in clauses (i) and
25 (ii).

1 “(23) RECOGNIZED POSTSECONDARY CREDEN-
2 TIAL.—The term ‘recognized postsecondary creden-
3 tial’ has the meaning given the term in section 3 of
4 the Workforce Innovation and Opportunity Act (29
5 U.S.C. 3102), except that such term does not in-
6 clude a certificate of completion of an apprentice-
7 ship.

8 “(24) REGISTRATION AGENCY.—The term ‘reg-
9 istration agency’ means the State Office of Appren-
10 ticeship or State apprenticeship agency in a State
11 that is responsible for—

12 “(A) approving or denying applications
13 from sponsors for registration of programs
14 under the national apprenticeship system in the
15 State or area covered by the registration agen-
16 cy; and

17 “(B) carrying out the responsibilities of
18 supporting the youth apprenticeship, pre-ap-
19 prenticeship, or apprenticeship programs reg-
20 istered by the registration agency.

21 “(25) RELATED INSTRUCTION.—The term ‘re-
22 lated instruction’ means an organized and system-
23 atic form of instruction that meets the requirements
24 of section 122(b)(1)(C).

1 “(26) RELATED FEDERAL PROGRAMS.—The
2 term ‘related Federal programs’ means programs or
3 activities under the following:

4 “(A) The Workforce Innovation and Op-
5 portunity Act (29 U.S.C. 3101 et seq.), includ-
6 ing adult education and literacy activities under
7 such Act.

8 “(B) The Wagner-Peyser Act (29 U.S.C.
9 49 et seq.).

10 “(C) The Elementary and Secondary Edu-
11 cation Act of 1965 (20 U.S.C. 6301 et seq.).

12 “(D) The Higher Education Act of 1965
13 (20 U.S.C. 1001 et seq.).

14 “(E) The Individuals with Disabilities
15 Education Act (20 U.S.C. 1400 et seq.).

16 “(F) Title I of the Rehabilitation Act of
17 1973 (29 U.S.C. 720 et seq.).

18 “(G) Title V of the Older Americans Act
19 of 1965 (42 U.S.C. 3056 et seq.).

20 “(H) The postsecondary level under the
21 Carl D. Perkins Career and Technical Edu-
22 cation Act of 2006 (20 U.S.C. 2302).

23 “(I) Chapter 2 of title II of the Trade Act
24 of 1974 (19 U.S.C. 2271 et seq.).

1 “(J) Chapter 41 of title 38, United States
2 Code.

3 “(K) Employment and training activities
4 carried out under the Community Services
5 Block Grant Act (42 U.S.C. 9901 et seq.).

6 “(L) State unemployment compensation
7 laws (in accordance with applicable Federal
8 law).

9 “(M) Section 231 of the Second Chance
10 Act of 2007 (34 U.S.C. 60541).

11 “(N) Part A of title IV of the Social Secu-
12 rity Act (42 U.S.C. 601 et seq.).

13 “(O) Employment and training activities
14 carried out by the Department of Housing and
15 Urban Development, the Department of De-
16 fense, the Department of Commerce, the De-
17 partment of Energy, the Department of Trans-
18 portation, and the Small Business Administra-
19 tion.

20 “(P) Section 6(d)(4) of the Food and Nu-
21 trition Act of 2008 (7 U.S.C. 2015(d)(4)).

22 “(Q) Educational assistance programs
23 under chapters 30 through 36 of title 38,
24 United States Code.

1 “(27) SECRETARY.—The term ‘Secretary’
2 means the Secretary of Labor.

3 “(28) SPONSOR.—The term ‘sponsor’ means an
4 employer, joint labor-management organization,
5 trade association, professional association, labor or-
6 ganization, education and training provider, or quali-
7 fied intermediary that is applying to administer and
8 operate a program under the national apprenticeship
9 system.

10 “(29) STATE.—The term ‘State’—

11 “(A) has the meaning given such term in
12 section 3 of the Workforce Innovation and Op-
13 portunity Act (29 U.S.C. 3102); and

14 “(B) includes each of the outlying areas.

15 “(30) STATE APPRENTICESHIP AGENCY.—The
16 term ‘State apprenticeship agency’ means a State
17 agency recognized as a State apprenticeship agency
18 under section 113.

19 “(31) STATE APPRENTICESHIP COUNCIL.—The
20 term ‘State apprenticeship council’ means an entity
21 established under section 113(b)(3) to assist the
22 State apprenticeship agency.

23 “(32) STATE OFFICE OF APPRENTICESHIP.—
24 The term ‘State office of apprenticeship’ means the
25 office designated by the Administrator to administer

1 programs under the national apprenticeship system
2 in such State and meets the requirements of section
3 111(b)(3).

4 “(33) STATE OR LOCAL WORKFORCE DEVELOP-
5 MENT BOARDS.—The terms ‘State workforce devel-
6 opment board’ and ‘local workforce development
7 board’ have the meanings given the terms ‘State
8 board’ and ‘local board’, respectively, in section 3 of
9 the Workforce Innovation and Opportunity Act (29
10 U.S.C. 3102).

11 “(34) STATE WORKFORCE AGENCY.—The term
12 ‘State workforce agency’ means the State agency
13 with responsibility for workforce investment activi-
14 ties under chapters 2 and 3 of subtitle B of title I
15 of the Workforce Innovation and Opportunity Act
16 (29 U.S.C. 3121 et seq., 3131 et seq.).

17 “(35) CTE TERMS.—The terms ‘area career
18 and technical education school’, ‘articulation agree-
19 ment’, ‘credit transfer agreement’, ‘postsecondary
20 educational institution’, ‘Trially controlled college
21 or university’, ‘Trially controlled postsecondary ca-
22 reer and technical institution’, and ‘work-based
23 learning’ have the meanings given in section 3 of the
24 Carl D. Perkins Career and Technical Education
25 Act of 2006 (20 U.S.C. 2302).

1 “(36) ESEA TERMS.—The terms ‘dual or con-
2 current enrollment program’, ‘early college high
3 school’, ‘education service agency’, ‘high school’,
4 ‘local educational agency’, ‘paraprofessional’, and
5 ‘State educational agency’ have the meanings given
6 in section 8101 of the Elementary and Secondary
7 Education Act of 1965 (20 U.S.C. 7801).

8 “(37) TRIBAL EDUCATIONAL AGENCY.—The
9 term ‘Tribal educational agency’ has the meaning
10 given the term in section 6132 of the Elementary
11 and Secondary Education Act of 1965 (20 U.S.C.
12 7452).

13 “(38) WIOA TERMS.—The terms ‘career path-
14 way’, ‘in-demand industry sector or occupation’, ‘in-
15 dividual with a barrier to employment’, ‘industry or
16 sector partnership’, ‘labor market area’, ‘local area’,
17 ‘one-stop center’, ‘one-stop operator’, ‘one-stop part-
18 ner’, ‘supportive services’ and ‘workforce develop-
19 ment system’ have the meanings given in section 3
20 of the Workforce Innovation and Opportunity Act
21 (29 U.S.C. 3102).

22 “(39) YOUTH APPRENTICE.—The term ‘youth
23 apprentice’ means a participant in a youth appren-
24 ticeship program.

1 “(40) YOUTH APPRENTICESHIP PROGRAM.—
2 The term ‘youth apprenticeship program’ means a
3 model or program that meets the standards de-
4 scribed in section 122(d) and is registered under this
5 Act.

6 **“SEC. 3. PROGRAMS UNDER THE NATIONAL APPRENTICE-**
7 **SHIP SYSTEM.**

8 “Any funds appropriated under this Act shall only
9 be used for, or provided to, programs under the national
10 apprenticeship system, including any funds awarded for
11 the purposes of grants, contracts, or cooperative agree-
12 ments, or the development, implementation, or administra-
13 tion, of program under the national apprenticeship system.

14 **“SEC. 4. TRANSITION PROVISIONS.**

15 “The Secretary shall take such steps as are necessary
16 to provide for the orderly transition to the authority of
17 this Act (as amended by the National Apprenticeship Act
18 of 2020) from any authority under the Act of August 16,
19 1937 (commonly referred to as the ‘National Apprentice-
20 ship Act’; 50 Stat. 664, chapter 663; 29 U.S.C. 50 et
21 seq.), as in effect on the day before the date of enactment
22 of the National Apprenticeship Act of 2020.

23 **“SEC. 5. DISAGGREGATION OF DATA.**

24 “The disaggregation of data under this Act shall not
25 be required when the number of program participants in

1 a category is insufficient to yield statistically reliable infor-
2 mation or when the results would reveal personally identi-
3 fiable information about a program participant or would
4 reveal such information when combined with other re-
5 leased information.

6 **“SEC. 6. RELATION TO OTHER LAWS.**

7 “Nothing in this Act shall invalidate or limit the rem-
8 edies, rights, and procedures under any Federal law or
9 the law of any State or political subdivision of any State
10 or jurisdiction that provides greater or equal protection
11 for individuals based on race, color, religion, national ori-
12 gin, sex, sexual orientation, age, genetic information, or
13 disability than are afforded by this Act.

14 **“TITLE I—PROMOTING PRO-**
15 **GRAMS UNDER THE NA-**
16 **TIONAL APPRENTICESHIP**
17 **SYSTEM**

18 **“Subtitle A—The Office of Appren-**
19 **ticeship, State Registration**
20 **Agency Approval Process, and**
21 **Interagency Agreement**

22 **“SEC. 111. THE OFFICE OF APPRENTICESHIP.**

23 “(a) ESTABLISHMENT OF THE OFFICE OF APPREN-
24 TICESHIP.—There is established, in the Employment and
25 Training Administration of the Department of Labor, an

1 Office of Apprenticeship (referred to in this section as the
2 ‘Office’), which shall be directed by an Administrator who
3 has demonstrated knowledge of the national apprentice-
4 ship system necessary to head the Office.

5 “(b) RESPONSIBILITIES.—The Administrator shall be
6 responsible for the administration of this Act, including:

7 “(1) PROMOTION AND AWARENESS ACTIVI-
8 TIES.—The Administrator shall carry out promotion
9 and awareness activities, including the following:

10 “(A) Supporting the development or scal-
11 ing of apprenticeship models nationally, pro-
12 moting the effectiveness of youth apprentice-
13 ship, pre-apprenticeship, and apprenticeship
14 programs, and providing promotional materials
15 to State apprenticeship agencies, State work-
16 force development systems or local workforce
17 development systems, State educational agen-
18 cies or local educational agencies, employers,
19 trade associations, professional associations, in-
20 dustry groups, labor organizations, joint labor-
21 management organizations, education and
22 training providers, Federal and State correc-
23 tional facilities, veterans-service organizations,
24 and prospective apprentices in such programs.

1 “(B) Promoting greater diversity in the
2 national apprenticeship system including by—

3 “(i)(I) promoting outreach to non-
4 traditional apprenticeship populations;

5 “(II) engaging minority-serving insti-
6 tutions and employers from nontraditional
7 apprenticeship industries or occupations;
8 and

9 “(III) engaging small, medium-size,
10 women-owned, and minority-owned busi-
11 nesses, and employers in high-skill, high-
12 wage, and in-demand industry sectors and
13 occupations that are nontraditional ap-
14 prenticeship industries or occupations; and

15 “(ii) supporting the participation and
16 retention of apprentices and employers de-
17 scribed in clause (i) in the national appren-
18 ticeship system.

19 “(2) TECHNICAL ASSISTANCE ACTIVITIES.—The
20 Administrator shall carry out technical assistance
21 activities, including the following:

22 “(A) Providing technical assistance to—

23 “(i) assist State apprenticeship agen-
24 cies and sponsors in complying with the re-
25 quirements of this Act, including devel-

1 oping the state plan in section 113(c), the
2 process and standards described in subtitle
3 B, and the evaluation and research re-
4 quirements described in subtitle C;

5 “(ii) receive and resolve comments or
6 complaints from youth apprentices, pre-ap-
7 prentices, or apprentices, sponsors, employ-
8 ers, State apprenticeship agencies, State
9 local workforce agencies or local workforce
10 agencies, State educational agencies or
11 local educational agencies, qualified inter-
12 mediaries, labor organizations, joint labor-
13 management organizations, or other stake-
14 holders;

15 “(iii) assist sponsors, employers,
16 qualified intermediaries, and education and
17 training or related instruction providers, or
18 other entities interested in becoming spon-
19 sors, or seeking support for developing pro-
20 grams under the national apprenticeship
21 system or effectively carrying out such pro-
22 grams, including providing assistance for
23 remote or virtual learning or training, as
24 necessary;

1 “(iv) assist those applying for or car-
2 rying out grants under title II; and

3 “(v) share, through a national appren-
4 ticeship system clearinghouse, high-quality
5 materials for programs under the national
6 apprenticeship system, such as related in-
7 struction or training materials, in user-
8 friendly formats and languages that are
9 easily accessible, as determined by the Ad-
10 ministrator.

11 “(B) Cooperating with the—

12 “(i) Secretary of Education in—

13 “(I) providing technical assist-
14 ance for the development and imple-
15 mentation of related instruction under
16 the national apprenticeship system
17 that is aligned with State education
18 systems and education and training
19 providers; and

20 “(II) supporting the stackability
21 and portability of academic credit and
22 credentials earned as part of such
23 programs, including through articula-
24 tion agreements and career pathways;
25 and

1 “(ii) State workforce development sys-
2 tems to promote awareness of opportuni-
3 ties under the national apprenticeship sys-
4 tem.

5 “(3) STATE OFFICES OF APPRENTICESHIP.—

6 “(A) ESTABLISHMENT OF OFFICES.—

7 “(i) IN GENERAL.—The Administrator
8 shall establish and operate a State Office
9 of Apprenticeship in a State described in
10 clause (ii) to serve as the registration
11 agency for such State.

12 “(ii) APPLICABLE STATES.—A State
13 described in this clause is a State—

14 “(I) in which, as of the day be-
15 fore the date of enactment of the Na-
16 tional Apprenticeship Act of 2020,
17 there is no State Office of Apprentice-
18 ship; and

19 “(II) that has not applied for
20 recognition as a State apprenticeship
21 agency under section 113, or for
22 which such recognition has not pro-
23 vided or has been withdrawn by the
24 Administrator under such section.

1 “(B) STATE PLAN REQUIREMENT.—Each
2 State Office of Apprenticeship shall be adminis-
3 tered by a State Director who shall prepare and
4 submit a State plan that meets the require-
5 ments of section 113(c).

6 “(C) VACANCIES.—Subject to the avail-
7 ability of appropriations, in the case of a State
8 Office of Apprenticeship with a vacant position,
9 the Administrator shall—

10 “(i) make information on such va-
11 cancy available on a publicly accessible
12 website; and

13 “(ii) report to the Committee on Edu-
14 cation and Labor of the House of Rep-
15 resentatives and the Committee on Health,
16 Education, Labor, and Pensions of the
17 Senate, on the status and length of such
18 vacancy if such vacancy is not filled not
19 later than 90 days after such position has
20 become vacant.

21 “(D) RULE OF CONSTRUCTION.—Nothing
22 in this paragraph shall be construed to prohibit
23 any State described in subparagraph (A)(ii)
24 from establishing an agency or entity to pro-
25 mote programs under the national apprentice-

1 ship system in such State, in coordination with
2 the State Office of Apprenticeship operating in
3 the State, so long as such agency or entity does
4 not act as the registration agency in such State.

5 “(4) QUALITY STANDARDS, APPRENTICESHIP
6 AGREEMENT, AND REGISTRATION REVIEW.—In order
7 for the Secretary, acting through the Administrator,
8 to support the formulation and furtherance of labor
9 standards necessary to safeguard the welfare of pro-
10 gram participants, and to extend the application of
11 such standards in apprenticeship agreements, not
12 later than 1 year after the effective date of the Na-
13 tional Apprenticeship Act of 2020, and at least every
14 3 years thereafter, the Administrator shall review,
15 and where appropriate, update the process for meet-
16 ing the requirements of subtitle B, including applica-
17 ble regulations and subregulatory guidance to ensure
18 that such process is easily accessible and efficient to
19 bring together employers and labor as sponsors or
20 potential sponsors of programs under the national
21 apprenticeship system.

22 “(5) APPRENTICEABLE OCCUPATIONS.—

23 “(A) EXISTING APPRENTICEABLE OCCUPA-
24 TIONS.—The Administrator shall regularly re-
25 view and update the requirements for each

1 apprenticeable occupation to ensure that such
2 requirements are in compliance with require-
3 ments under this Act.

4 “(B) NEW APPRENTICEABLE OCCUPA-
5 TION.—

6 “(i) IN GENERAL.—The Administrator
7 shall review and make a determination on
8 whether to approve an occupation as an
9 apprenticeable occupation not later than
10 45 days after receiving an application from
11 a person seeking such approval from the
12 Administrator.

13 “(ii) ESTIMATED TIMELINE.—If such
14 determination is not made within 45 days,
15 the Administrator shall provide the appli-
16 cant with a written explanation for the
17 delay and offer an estimated timeline for a
18 determination that does not to exceed 90
19 days after the date of such written expla-
20 nation.

21 “(C) INDUSTRY RECOGNIZED OCCUPA-
22 TIONAL STANDARDS.—

23 “(i) IN GENERAL.—From the funds
24 appropriated under section 141(a), the Ad-
25 ministrators shall convene, on an ongoing

1 basis and taking into consideration rec-
2 ommendations of the Advisory Committee
3 under section 112(d)(4), the industry sec-
4 tor leaders and experts described in clause
5 (ii) for the purposes of establishing or up-
6 dating specific frameworks of industry rec-
7 ognized occupational standards for
8 apprenticeable occupations (including po-
9 tential apprenticeable occupations) that—

10 “(I) meet the requirements of
11 this Act; and

12 “(II) describe program scope and
13 length, related instruction, on-the-job
14 training, recognized postsecondary
15 credentials, and competencies, and rel-
16 evant timelines for review of such
17 frameworks.

18 “(ii) INDUSTRY SECTOR LEADERS AND
19 EXPERTS.—The industry sector leaders
20 and experts are employers, industry asso-
21 ciations, joint labor-management organiza-
22 tions, labor organizations, education and
23 training providers, credential providers,
24 program participants, national qualified
25 intermediaries, including those supporting

1 increased participation of nontraditional
2 apprenticeship populations and nontradi-
3 tional apprenticeship industries or occupa-
4 tions, and other stakeholders relevant to
5 the sector or occupation for which the
6 frameworks are being established or up-
7 dated, as determined by the Administrator.

8 “(iii) PRIORITY INDUSTRY RECOG-
9 NIZED APPRENTICEABLE OCCUPATIONS.—

10 In establishing frameworks under clause
11 (i) for the first time after the effective date
12 of the National Apprenticeship Act of
13 2020, the Administrator shall prioritize the
14 establishment of such standards in high-
15 skill, high-wage, or in-demand industry
16 sectors and occupations.

17 “(D) REGULATIONS.—Not later than 1
18 year after the date of the enactment of the Na-
19 tional Apprenticeship Act of 2020, the Sec-
20 retary shall issue regulations that outline a
21 process for proactively establishing and approv-
22 ing standards and requirements for
23 apprenticeable occupations in consultation with
24 the industry sector leaders and experts de-
25 scribed in subparagraph (C)(ii).

1 “(E) NONTRADITIONAL APPRENTICESHIP
2 POPULATIONS.—The Administrator shall regu-
3 larly evaluate the participation of the nontradi-
4 tional apprenticeship populations for each of
5 the approved apprenticeable occupations, such
6 as women, minorities, long-term unemployed,
7 individuals with a disability, individuals with
8 substance abuse issues, veterans, military
9 spouses, individuals experiencing homelessness,
10 individuals impacted by the criminal or juvenile
11 justice system, and foster and former foster
12 youth.

13 “(6) PROGRAM OVERSIGHT AND EVALUA-
14 TION.—The Administrator shall—

15 “(A) monitor State apprenticeship agen-
16 cies, State Offices of Apprenticeship, grantees,
17 and sponsors of programs under the national
18 apprenticeship system to ensure compliance
19 with the requirements of this Act;

20 “(B) provide technical assistance to assist
21 such entities with such compliance or program
22 performance;

23 “(C) conduct research and evaluation in
24 accordance with subtitle C; and

1 “(D) require regular reports on the per-
2 formance of state agencies, including on efforts
3 state agencies make to increase employer
4 awareness of apprenticeship programs for em-
5 ployers who have not participated.

6 “(7) PROMOTING DIVERSITY IN THE NATIONAL
7 APPRENTICESHIP SYSTEM.—The Administrator shall
8 promote diversity and ensure equal opportunity to
9 participate in programs for apprentices, youth ap-
10 prentices, and pre-apprentices, including—

11 “(A) taking steps necessary to promote di-
12 versity in apprenticeable occupations under the
13 national apprenticeship system, especially in
14 high-skill, high-wage, or in-demand industry
15 sectors and occupations in areas with high per-
16 centages of low-income individuals;

17 “(B) ensuring programs under the national
18 apprenticeship system—

19 “(i) adopt and implement policies to
20 provide for equal opportunity in such pro-
21 grams, as described in section 30.3 of title
22 29, Code of Federal Regulations (as in ef-
23 fect on January 31, 2020);

24 “(ii) do not engage in intimidation or
25 retaliation as prohibited under section

1 30.17 of title 29, Code of Federal Regula-
2 tions (as in effect on January 31, 2020);
3 and

4 “(iii) are subject, for any violation of
5 clauses (i) or (ii), to enforcement action
6 under this Act; and

7 “(C) supporting the recruitment, employ-
8 ment, and retention of nontraditional appren-
9 ticeship populations in programs under the na-
10 tional apprenticeship system in high-skill, high-
11 wage, and in-demand industry sectors and occu-
12 pations, including women, people of color, indi-
13 viduals with disabilities, low-income participants
14 in related Federal programs, individuals im-
15 pacted by the criminal and juvenile justice sys-
16 tem, and individuals with barriers to employ-
17 ment, as applicable.

18 “(8) GRANT AWARDS.—The Administrator shall
19 award grants under title II.

20 “(9) NATIONAL ADVISORY COMMITTEE.—The
21 Administrator shall—

22 “(A) regularly consult with the National
23 Advisory Committee on Apprenticeships under
24 section 112; and

1 “(B) ensure that the required rec-
2 ommendations and other reports of the Advi-
3 sory Committee are submitted to the Secretary
4 and transmitted to the Committee on Education
5 and Labor of the House of Representatives and
6 the Committee on Health, Education, Labor,
7 and Pensions of the Senate.

8 “(10) COORDINATION.—The Administrator
9 shall coordinate and align programs under the na-
10 tional apprenticeship system with related Federal
11 programs, to better promote participation in the na-
12 tional apprenticeship program.

13 “(c) INFORMATION COLLECTION AND DISSEMINA-
14 TION.—The Administrator shall provide for data collection
15 and dissemination of information regarding programs
16 under the national apprenticeship system, including—

17 “(1) not later than 1 year after the date of the
18 enactment of the National Apprenticeship Act of
19 2020, establishing and supporting a single informa-
20 tion technology infrastructure to support data collec-
21 tion and reporting from State apprenticeship agen-
22 cies, State Offices of Apprenticeship, grantees under
23 title II, program sponsors, and program administra-
24 tors under the national apprenticeship system by
25 providing for a data infrastructure that—

1 “(A) is developed and maintained by the
2 Administrator, with input from national data
3 and privacy experts, is informed by best prac-
4 tices on public provision of credential informa-
5 tion, and to the extent practicable, aligns with
6 the technology infrastructure for related Fed-
7 eral programs, such as the technology infra-
8 structure used under the Workforce Innovation
9 and Opportunity Act (29 U.S.C. 3101 et seq.);

10 “(B) best meets the needs of the national
11 apprenticeship system stakeholders reporting
12 data to the Administrator or State apprentice-
13 ship agencies, including through the provision
14 of technical assistance and financial assistance
15 as necessary to ensure reporting systems are
16 equipped to report into a single information
17 technology infrastructure; and

18 “(C) is aligned with data from the per-
19 formance reviews under section 131(b)(1)(A);

20 “(2) providing for data sharing that includes
21 making nonpersonally identifiable apprenticeship
22 data available on a publicly accessible website that
23 is searchable and comparable, through the use of
24 common, linked, open-data description language,
25 such as the credential transparency description lan-

1 guage or a substantially similar resource, so that in-
2 terested parties can become aware of apprenticeship
3 opportunities and of program outcomes that best
4 meets the needs of youth apprentices, pre-appren-
5 tices, and apprentices, employers, education and
6 training providers, program sponsors, and relevant
7 stakeholders, including—

8 “(A) information on program offerings
9 under the national apprenticeship system based
10 on geographical location and apprenticeable oc-
11 cupation;

12 “(B) information on education and train-
13 ing providers providing opportunities under
14 such system, including whether programs under
15 such system offer dual or concurrent enrollment
16 programs, articulation agreements, and recog-
17 nized postsecondary credentials as part of the
18 program offerings;

19 “(C) information about the educational
20 and occupational credentials and related com-
21 petencies of programs under such system; and

22 “(D) information based on the most recent
23 data available to the Office that is consistent
24 with national standards and practices.

1 **“SEC. 112. NATIONAL ADVISORY COMMITTEE ON APPREN-**
2 **TICESHIPS.**

3 “(a) ESTABLISHMENT.—

4 “(1) IN GENERAL.—There is established, in the
5 Department of Labor, a National Advisory Com-
6 mittee on Apprenticeships.

7 “(2) COMPOSITION.—

8 “(A) APPOINTMENTS.—The Advisory Com-
9 mittee shall consist of 27 voting members de-
10 scribed in subparagraph (B) appointed by the
11 Secretary.

12 “(B) LIST OF INDIVIDUALS.—The individ-
13 uals described in this subparagraph are—

14 “(i) 9 representatives of employers or
15 industry associations who participate in an
16 apprenticeship program (at least 1 of
17 which represents a women, minority, or
18 veteran-owned business), including rep-
19 resentatives of employers representing non-
20 traditional apprenticeship industries or oc-
21 cupations, and other high-skill, high-wage,
22 or in-demand industry sectors or occupa-
23 tions, as applicable;

24 “(ii) 9 representatives of labor organi-
25 zations or joint labor-management organi-
26 zations who have responsibility for the ad-

1 ministration of an apprenticeship program
2 (including those sponsored by a joint labor-
3 management organization and from non-
4 traditional apprenticeship industries or oc-
5 cupations), at least 1 of which represent
6 employees primarily in the building trades
7 and construction industry;

8 “(iii) 1 representative of each from—

9 “(I) a State apprenticeship agen-
10 cy;

11 “(II) a State or local workforce
12 development board with significant ex-
13 pertise in supporting a program under
14 the national apprenticeship system;

15 “(III) a community organization
16 with significant expertise supporting
17 such a program;

18 “(IV) an area career and tech-
19 nical education school or local edu-
20 cational agency;

21 “(V) a State apprenticeship
22 council;

23 “(VI) a State or local postsec-
24 ondary education and training pro-
25 viders that administers, or has not

1 less than 1 articulation agreement
2 with an entity administering, a pro-
3 gram under the national apprentice-
4 ship system;

5 “(VII) a provider of an industry-
6 recognized credential;

7 “(VIII) a national qualified inter-
8 mediary, including a national qualified
9 intermediary that supports increased
10 participation of nontraditional appren-
11 ticeship populations and nontradi-
12 tional apprenticeship industries or oc-
13 cupations; and

14 “(IX) a program participant.

15 “(C) EX OFFICIO NONVOTING MEMBERS.—

16 The Advisory Committee shall consist of ex offi-
17 cio nonvoting members from each of the fol-
18 lowing departments, selected by the applicable
19 Secretary—

20 “(i) the Department of Labor;

21 “(ii) the Department of Commerce;

22 “(iii) the Department of Education;

23 “(iv) the Department of Energy;

24 “(v) the Department of Housing and
25 Urban Development;

1 “(vi) the Department of Transpor-
2 tation;

3 “(vii) the Department of Veterans Af-
4 fairs;

5 “(viii) the Department of Health and
6 Human Services;

7 “(ix) the Department of Justice;

8 “(x) the Department of Defense; and

9 “(xi) the Federal Communications
10 Commission.

11 “(D) RECOMMENDATIONS.—The Speaker
12 of the House of Representatives, the Minority
13 Leader of the House of Representatives, the
14 Majority Leader of the Senate, and the Minor-
15 ity Leader of the Senate may each recommend
16 to the Secretary an individual described in
17 clause (i) or (ii) of subparagraph (B) for ap-
18 pointment under subparagraph (A) who shall be
19 subject to the requirements of paragraph (3).

20 “(3) QUALIFICATIONS.—An individual shall be
21 selected under paragraph (1) on the basis of the ex-
22 perience and competence of such individual with re-
23 spect to programs under the national apprenticeship
24 system.

25 “(4) TERMS.—

1 “(A) IN GENERAL.—Each voting member
2 of the Advisory Committee shall be appointed
3 for a term of 4 years, except as provided in
4 subparagraphs (B) through (D).

5 “(B) TERMS OF INITIAL APPOINTEES.—

6 “(i) IN GENERAL.—The appointments
7 of the initial members of the Advisory
8 Committee shall be made not later than 90
9 days after the effective date of the Na-
10 tional Apprenticeship Act of 2020.

11 “(ii) STAGGERING OF TERMS.—As
12 designated by the Secretary at the time of
13 the appointment, of the members first ap-
14 pointed—

15 “(I) half of such members shall
16 serve a 2-year term; and

17 “(II) half of such members shall
18 serve a 4-year term.

19 “(C) VACANCIES.—Any member appointed
20 to fill a vacancy occurring before the expiration
21 of the term for which the member’s predecessor
22 was appointed shall be appointed only for the
23 remainder of that term. A member may serve
24 after the expiration of that member’s term until
25 a successor has taken office. A vacancy in the

1 Advisory Committee shall be filled in the man-
2 ner in which the original appointment was
3 made, except that such appointment shall be
4 made not later than 90 days after the date of
5 the vacancy. A member who fulfilled a partial
6 term as the result of a vacancy may, at the end
7 that term, be appointed to a full term.

8 “(D) MULTIPLE TERMS.—A voting mem-
9 ber of the Advisory Committee may serve not
10 more than 2 full terms on the Advisory Com-
11 mittee.

12 “(b) CHAIRPERSON.—The Advisory Committee mem-
13 bers shall designate by vote one of the voting members
14 described in subsection (a)(2)(A) of the Advisory Com-
15 mittee to serve as Chairperson of the Advisory Committee.

16 “(c) MEETINGS.—

17 “(1) IN GENERAL.—The Advisory Committee
18 shall meet at the call of the Chairperson and hold
19 not fewer than 4 meetings during each calendar
20 year.

21 “(2) OPEN ACCESS.—All meetings of the Advi-
22 sory Committee shall be open to the public. A tran-
23 script shall be kept of each meeting and made avail-
24 able for public inspection within 30 days of the
25 meeting.

1 “(d) DUTIES.—The Advisory Committee shall, at a
2 minimum—

3 “(1) advise, consult with, and make rec-
4 ommendations to the Administrator on matters re-
5 lating to the administration of this Act, including
6 recommendations on regulations and policies related
7 to the administration of this Act;

8 “(2) annually prepare a set of recommendations
9 for the Administrator, to be shared with the Com-
10 mittee on Education and Labor of the House of
11 Representatives and the Committee on Health, Edu-
12 cation, Labor and Pensions of the Senate, to im-
13 prove the registration process under subtitle B to
14 make the process easily accessible and efficient for
15 use by sponsors while maintaining the requirements
16 under subtitle B;

17 “(3) make recommendations on expanding par-
18 ticipation of nontraditional apprenticeship popu-
19 lations in programs under the national apprentice-
20 ship system;

21 “(4) review apprenticeable occupations and,
22 based on reviews of labor market trends and
23 changes, make recommendations to the Adminis-
24 trator on whether to—

1 “(A) make updates to apprenticeable occu-
2 pations under section 111(b)(5)(A); or

3 “(B) convene sector leaders and experts
4 under section 111(b)(5)(C) for the establishing
5 specific frameworks of industry recognized oc-
6 cupational standards; and

7 “(5) make recommendations on the develop-
8 ment of demonstrations projects as described in sec-
9 tion 132(f).

10 “(e) PERSONNEL.—

11 “(1) COMPENSATION OF MEMBERS.—

12 “(A) IN GENERAL.—A member of the Ad-
13 visory Committee who is not an officer or em-
14 ployee of the Federal Government shall be com-
15 pensated at a rate equal to the daily equivalent
16 of the annual rate of basic pay prescribed for
17 level IV of the Executive Schedule under section
18 5315 of title 5, United States Code, for each
19 day (including travel time) during which the
20 member is engaged in the performance of the
21 duties of the Advisory Committee.

22 “(B) OFFICERS OR EMPLOYEES OF THE
23 UNITED STATES.—Members of the Advisory
24 Committee who are officers or employees of the
25 United States may not receive additional pay,

1 allowances, or benefits by reason of their service
2 on the Advisory Committee.

3 “(2) STAFF.—The Secretary shall supply the
4 Advisory Committee with an executive Secretary and
5 provide such secretarial, clerical, and other services
6 as the Secretary determines to be necessary to en-
7 able the Advisory Committee to carry out the duties
8 described in subsection (d).

9 “(3) DATA REQUESTS.—The Advisory Com-
10 mittee through its Chairperson may request data
11 from the Secretary as determined necessary by the
12 Advisory Committee to carry out its functions as de-
13 scribed in this section.

14 “(f) PERMANENT COMMITTEE.—The Federal Advi-
15 sory Committee Act (5 U.S.C. App.) (other than section
16 14 of such Act) shall apply to the Advisory Committee.

17 **“SEC. 113. STATE APPRENTICESHIP AGENCIES AND STATE**
18 **OFFICES OF APPRENTICESHIP.**

19 “(a) RECOGNITION OF STATE APPRENTICESHIP
20 AGENCIES.—

21 “(1) IN GENERAL.—The Administrator shall
22 recognize a State agency as a State apprenticeship
23 agency in accordance with this section and cooperate
24 with such State apprenticeship agency regarding the

1 formulation and promotion of standards of appren-
2 ticeship under subtitle B.

3 “(2) APPLICATION.—A State desiring to have a
4 State agency recognized as a State apprenticeship
5 agency under this section shall submit an application
6 at such time, in such manner, and containing such
7 information as the Administrator may require, in-
8 cluding—

9 “(A) the initial State plan described in
10 subsection (c)(2)(A)(i);

11 “(B) a description of how the State ap-
12 prenticeship agency will meet the State plan re-
13 quirements of subsection (c); and

14 “(C) a description of the linkages and co-
15 ordination of the State’s proposed standards,
16 criteria, and requirements with the State’s eco-
17 nomic development strategies and workforce de-
18 velopment system and the State’s secondary,
19 postsecondary, and adult education systems.

20 “(3) REVIEW AND RECOGNITION.—

21 “(A) IN GENERAL.—Not later than 90
22 days after the date on which a State submits an
23 application under paragraph (2), the Secretary
24 shall notify the State regarding whether the

1 agency of the State is recognized as a State ap-
2 prenticeship agency under this section.

3 “(B) DURATION OF RECOGNITION.—

4 “(i) DURATION.—The recognition of a
5 State apprenticeship agency shall be for a
6 4-year period beginning on the date the
7 State apprenticeship agency is notified
8 under subparagraph (A).

9 “(ii) NOTIFICATION.—

10 “(I) IN GENERAL.—The Sec-
11 retary shall notify a State apprentice-
12 ship agency not later than 180 days
13 before the last day of the 4-year pe-
14 riod regarding whether the State ap-
15 prenticeship agency is in compliance
16 with this section.

17 “(II) COMPLIANCE.—In the case
18 of a State apprenticeship agency that
19 is in compliance with this section, the
20 agency’s recognition under this section
21 shall be renewed for an additional 4-
22 year period and the notification under
23 subclause (I) shall include notification
24 of such renewal.

1 “(III) NONCOMPLIANCE.—In the
2 case of a State apprenticeship agency
3 that is not in compliance with this
4 section, the notification shall—

5 “(aa) specify the areas of
6 noncompliance;

7 “(bb) require corrective ac-
8 tion; and

9 “(cc) offer technical assist-
10 ance.

11 “(iii) RENEWAL AFTER CORREC-
12 TION.—If the Administrator determines
13 that a State apprenticeship agency has
14 corrected the identified areas of noncompli-
15 ance under this subparagraph not later
16 than 180 days of notification of noncompli-
17 ance, the State apprenticeship agency’s
18 recognition under this section shall be re-
19 newed for an additional 4-year period.

20 “(C) TRANSITION PERIOD FOR STATE
21 AGENCIES.—

22 “(i) IN GENERAL.—Not later than 1
23 year after the effective date of the Na-
24 tional Apprenticeship Act of 2020, a State
25 agency that, as of the day before the date

1 of enactment of such Act, was recognized
2 by the Secretary for purposes of reg-
3 istering apprenticeship programs in accord-
4 ance with this Act shall submit an applica-
5 tion under paragraph (2).

6 “(ii) TRANSITION PERIOD.—A State
7 agency described in clause (i) shall be rec-
8 ognized as a State apprenticeship agency
9 under this section for a 4-year period be-
10 ginning on the date on which the Secretary
11 approves the application submitted by the
12 State agency under paragraph (2).

13 “(b) AUTHORITY OF A STATE APPRENTICESHIP
14 AGENCY.—

15 “(1) IN GENERAL.—For the period during
16 which a State apprenticeship agency is recognized
17 under subsection (a) and to maintain such recogni-
18 tion, the State apprenticeship agency shall carry out
19 the requirements of this Act.

20 “(2) PROGRAM RECOGNITION.—With respect to
21 a State with a State apprenticeship agency, the
22 State apprenticeship agency shall have sole authority
23 to recognize and register a pre-apprenticeship, youth
24 apprenticeship, or apprenticeship program in such
25 State, which shall include—

1 “(A) determining whether such program is
2 in compliance with the standards for such pro-
3 gram under section 122;

4 “(B) in the case of such a program that is
5 in compliance with such standards, recognizing
6 the program and providing a certificate of rec-
7 ognition for such program;

8 “(C) providing technical assistance to cur-
9 rent or potential sponsors; and

10 “(D) in the case of such a program that
11 fails to meet the requirements of this Act, pro-
12 viding for the withdrawal of recognition of the
13 program in accordance with section 131(b).

14 “(3) STATE APPRENTICESHIP COUNCIL.—

15 “(A) IN GENERAL.—A State apprentice-
16 ship agency shall establish and continue to use
17 a State apprenticeship council, which shall oper-
18 ate in compliance with the requirements of this
19 Act under the direction of the State apprentice-
20 ship agency.

21 “(B) COMPOSITION.—A State apprentice-
22 ship council may be regulatory or advisory in
23 nature, and shall—

24 “(i) be composed of persons familiar
25 with apprenticeable occupations; and

1 “(ii) be fairly balanced, with an equal
2 number of—

3 “(I) representatives of employer
4 organizations, including from non-
5 traditional apprenticeship industries
6 or occupations;

7 “(II) representatives of labor or-
8 ganizations or joint labor-management
9 organizations, including from non-
10 traditional apprenticeship industries
11 or occupations; and

12 “(III) public members; and

13 “(iii) to the extent practicable, have
14 not less than 1 member who is a member
15 of the State workforce board.

16 “(C) SPECIAL RULE.—A State apprentice-
17 ship council shall not be eligible for recognition
18 as a State apprenticeship agency.

19 “(c) STATE PLAN.—

20 “(1) IN GENERAL.—For a State apprenticeship
21 agency to be eligible to receive allotments under sub-
22 section (f) and to be recognized under this section,
23 the State apprenticeship agency shall submit to the
24 Secretary a State plan that meets the requirements
25 of this subsection.

1 “(2) APPROVAL OF STATE PLAN.—

2 “(A) SUBMISSION.—

3 “(i) INITIAL PLAN.—The first State
4 plan of a State apprenticeship agency shall
5 be submitted to the Administrator not
6 later than 120 days prior to the com-
7 mencement of the first full program year
8 of the State apprenticeship agency, which
9 shall include—

10 “(I) a description of any State
11 laws, policies, or operational proce-
12 dures relating to the process of recog-
13 nizing programs under the national
14 apprenticeship system that is incon-
15 sistent with, or imposes requirements
16 in addition to, the requirements of
17 this Act;

18 “(II) an assurance that the State
19 will notify the Administrator if there
20 are any changes to the State laws (in-
21 cluding regulations), policies, or pro-
22 cedures described in subclause (I) that
23 occur after the date of submission of
24 such plan; and

1 “(III) an assurance that the
2 State will make available on a publicly
3 available website a description of any
4 laws (including regulations), policies,
5 and operational procedures relating to
6 the process of recognizing programs
7 under the national apprenticeship sys-
8 tem that are inconsistent with, or im-
9 pose requirements in addition to, the
10 requirements of this Act.

11 “(ii) SUBSEQUENT PLANS.—Except as
12 provided in clause (i), a State plan shall be
13 submitted to the Administrator not later
14 than 120 days prior to the end of the 4-
15 year period covered by the preceding State
16 plan.

17 “(B) APPROVAL.—A State plan shall be
18 subject to the approval of the Administrator
19 and shall be considered to be approved at the
20 end of the 90-day period beginning on the date
21 that the plan is submitted under this para-
22 graph, unless the Administrator, during the 90-
23 day period, provides the State apprenticeship
24 agency, in writing—

1 “(i) an explanation for why the State
2 plan is inconsistent with the requirements
3 of this Act; and

4 “(ii) an opportunity for an appeal of
5 such determination to an Administrative
6 Law Judge for the Department of Labor
7 not later than 30 days after receipt of the
8 notice of denial from the Administrator.

9 “(C) MODIFICATIONS.—

10 “(i) MODIFICATIONS.—At the end of
11 the first 2-year period of any 4-year State
12 plan, the State may submit modifications
13 to the State plan to reflect changes in
14 labor market and economic conditions or
15 other factors affecting the implementation
16 of the State plan.

17 “(ii) APPROVAL.—A modified State
18 plan submitted for review under clause (i)
19 shall be subject to the approval require-
20 ments described in subparagraph (B).

21 “(3) TECHNICAL ASSISTANCE.—Each State
22 Plan shall describe how the State apprenticeship
23 agency will provide technical assistance for—

24 “(A) potential sponsors, employers, labor
25 organizations, joint labor-management organi-

1 zations, qualified intermediaries, apprentices,
2 education and training providers, credentialing
3 bodies, eligible entities, industry associations, or
4 any potential program participant in the na-
5 tional apprenticeship system in the State for
6 the purposes of recruitment, retention, program
7 development, expansion, or implementation, in-
8 cluding supporting remote or virtual learning or
9 training, as necessary;

10 “(B) sponsors of programs registered in
11 the State, including sponsors that are not meet-
12 ing performance goals under subtitle C, for pur-
13 poses of assisting sponsors in meeting or ex-
14 ceeding such goals; and

15 “(C) sponsors of programs registered in
16 that State for purposes of assisting such spon-
17 sors in achieving State goals in diversity and
18 equal opportunity in apprenticeships in accord-
19 ance with paragraph (5).

20 “(4) RECIPROCITY.—Each State plan shall de-
21 scribe how the State apprenticeship agency, in the
22 case of a program recognized by a registration agen-
23 cy in another State, shall recognize such program in
24 the State of such agency for purposes of this Act by
25 not later than 30 days after receipt of an application

1 for such recognition from a program sponsor, as
2 long as such program meets the wage and hour pro-
3 visions of the State granting reciprocity.

4 “(5) PROMOTING DIVERSITY IN THE NATIONAL
5 APPRENTICESHIP SYSTEM.—Each State plan shall
6 include a plan for how the State apprenticeship
7 agency will—

8 “(A) promote diversity in apprenticeable
9 occupations offered throughout the State, and a
10 description of how such agency will promote the
11 addition of apprenticeable occupations in high-
12 skill, high-wage, or in-demand industry sectors
13 and occupations, and in nontraditional appren-
14 ticeship occupations and sectors; and

15 “(B) promote diversity and equal oppor-
16 tunity in programs under the national appren-
17 ticeship system by uniformly adopting and im-
18 plementing the requirements of subparagraphs
19 (B) and (C) of section 111(b)(7).

20 “(6) COMPLAINTS.—

21 “(A) IN GENERAL.—Subject to subpara-
22 graph (B), each State plan shall include a de-
23 scription of the system for the State apprentice-
24 ship agency to receive and resolve complaints
25 submitted by program participants, the pro-

1 gram participant’s authorized representative,
2 sponsors, employers, or nonprofit compliance
3 organizations, such as complaints concerning
4 equal employment opportunity or discrimina-
5 tion, violations of the apprenticeship agreement,
6 or violations of requirements under this Act.

7 “(B) COLLECTIVE BARGAINING AGREE-
8 MENTS.—Any controversy arising under an ap-
9 prenticeship agreement which is covered by a
10 collective bargaining agreement shall not be
11 subject to the system described in subparagraph
12 (A), except that complaints concerning discrimi-
13 nation or any matters described in subpara-
14 graph (5)(B) shall be subject to such system.

15 “(7) STATE APPRENTICESHIP HUBS.—Each
16 State plan shall describe how the State will support,
17 in a manner that takes into consideration geographic
18 diversity, the creation and implementation of ap-
19 prenticeship hubs throughout the State that shall
20 work with industry and sector partnerships to ex-
21 pand programs under the national apprenticeship
22 system, and apprenticeable occupations, in the State.

23 “(8) STATE APPRENTICESHIP PERFORMANCE
24 OUTCOMES.—Each State plan shall—

1 “(A) in coordination with the Adminis-
2 trator, establish annual State performance goals
3 for the programs registered by the State ap-
4 prenticeship agency for the indicators de-
5 scribed—

6 “(i) in subparagraph (A) of section
7 131(b)(1); and

8 “(ii) in subparagraph (B)(ii) of sec-
9 tion 131(b)(1); and

10 “(B) describe how the State apprenticeship
11 agency will collect performance data from pro-
12 grams registered by the agency; and

13 “(C) annually report on the outcomes of
14 each such program in relation to the State es-
15 tablished goals under subparagraph (A).

16 “(9) USES OF FUNDS.—Each State plan shall
17 include a description of the uses described in sub-
18 section (d) of the allotment received by the State ap-
19 prenticeship agency under subsection (f).

20 “(10) ALIGNMENT OF WORKFORCE ACTIVI-
21 TIES.—Each State plan shall include a summary of
22 State-supported workforce development activities (in-
23 cluding education and training) in the State, includ-
24 ing—

1 “(A) a summary of the apprenticeship pro-
2 grams on the list of eligible providers of train-
3 ing services under section 122(d) of the Work-
4 force Innovation and Opportunity Act (29
5 U.S.C. 3152(d));

6 “(B) the degree to which the programs
7 under the national apprenticeship system in the
8 State are aligned with and address the skill
9 needs of the employers in the State identified
10 by the State workforce development board; and

11 “(C) a description of how apprenticeship
12 programs will receive expedited consideration to
13 be included on the list of eligible providers of
14 training services under section 122(d) of the
15 Workforce Innovation and Opportunity Act (29
16 U.S.C. 3152(d)).

17 “(11) STATE STRATEGIC VISION.—Each State
18 plan shall include a summary of the State’s strategic
19 vision and set of goals for preparing an educated
20 and skilled workforce and for meeting the skilled
21 workforce needs of employers, including in existing
22 and emerging in-demand industry sectors and occu-
23 pations as identified by the State, and how the pro-
24 grams registered by the State apprenticeship agency
25 in the State will help to meet such goals.

1 “(12) STRATEGY FOR ANY JOINT PLANNING,
2 ALIGNMENT, COORDINATION, AND LEVERAGING OF
3 FUNDS.—Each State plan shall provide a description
4 of the State apprenticeship agency’s strategy for
5 joint planning, alignment, coordination, and
6 leveraging of funds—

7 “(A) with the State’s workforce develop-
8 ment system, to achieve the strategic vision and
9 goals described in paragraph (11), including the
10 core programs defined in section 3 of the Work-
11 force Innovation and Opportunity Act (29
12 U.S.C. 3102) and the elements related to sys-
13 tem alignment under section 102(b)(2)(B) of
14 such Act (29 U.S.C. 3112(b)(2)(B));

15 “(B) for programs under the national ap-
16 prenticeship system in the State with other
17 Federal education programs, including pro-
18 grams under—

19 “(i) the Elementary and Secondary
20 Education Act of 1965;

21 “(ii) the Individuals with Disabilities
22 Education Act;

23 “(iii) the Carl D. Perkins Career and
24 Technical Education Act of 2006; and

1 “(iv) the Higher Education Act of
2 1965; and

3 “(C) to provide information about access
4 to available State assistance or assistance under
5 related Federal programs, including such assist-
6 ance under—

7 “(i) section 6(d) of the Food and Nu-
8 trition Act of 2008;

9 “(ii) subsection (c)(1) of section 3672
10 of title 38, United States Code;

11 “(iii) section 231 of the Second
12 Chance Act of 2007 (34 U.S.C. 60541);
13 and

14 “(iv) the State Temporary Assistance
15 for Needy Families programs under part A
16 of title IV of the Social Security Act.

17 “(13) STATE APPRENTICESHIP COUNCIL.—
18 Each State plan shall provide for a description of
19 the composition, roles, and responsibility of the
20 State apprenticeship council, and how the Council
21 will comply with the requirements of subsection
22 (b)(3).

23 “(d) STATE APPRENTICESHIP AGENCY FUNDING.—
24 A State apprenticeship agency shall use funds received

1 under clauses (i) and (ii) of subsection (f)(1)(A) according
2 to the following requirements:

3 “(1) PROGRAM ADMINISTRATION.—The State
4 apprenticeship agency shall use such funds to sup-
5 port the administration of programs under the na-
6 tional apprenticeship system across the State, in-
7 cluding for—

8 “(A) staff and resources;

9 “(B) oversight and evaluation as required
10 under this Act;

11 “(C) technical assistance to program spon-
12 sors, program participants, employers, labor or-
13 ganizations, joint labor-management organiza-
14 tions, education and training providers, and
15 qualified intermediaries;

16 “(D) pre-apprenticeship, youth, and ap-
17 prenticeship program recruitment and develop-
18 ment, including for—

19 “(i) engaging potential providers of
20 such programs such as employers, qualified
21 intermediaries, related instruction pro-
22 viders, and potential program participants;

23 “(ii) publicizing apprenticeship oppor-
24 tunities and benefits; and

1 “(iii) engaging State workforce and
2 education systems for collaboration and
3 alignment across systems;

4 “(E) supporting the enrollment and ap-
5 prenticeship certification requirements to allow
6 veterans and other individuals eligible for the
7 educational assistance programs under chapters
8 30 through 36 of title 38, United States Code,
9 and any related educational assistance pro-
10 grams under laws administered by the Sec-
11 retary of Veterans Affairs, to use such assist-
12 ance for the apprenticeship program, including
13 the requirement of designating a certifying offi-
14 cial; and

15 “(F) supporting the retention and comple-
16 tion of program participants in such programs,
17 such as by assisting with the costs—

18 “(i) related to enrolling in such pro-
19 grams; or

20 “(ii) of assessments related to obtain-
21 ing a recognized postsecondary credential.

22 “(2) EDUCATIONAL ALIGNMENT.—The State
23 apprenticeship agency shall use not less than 10 per-
24 cent of such funds to engage with the State edu-

1 cation system to provide technical assistance and
2 best practices regarding—

3 “(A) alignment of youth apprenticeship
4 programs with the secondary education pro-
5 grams in the State, including support for career
6 exploration, career pathways, education and ca-
7 reer planning, and engagement with youth ap-
8 prenticeship programs for teachers, career guid-
9 ance and academic counselors, school leaders,
10 administrators, and specialized instructional
11 support personnel and paraprofessionals;

12 “(B) alignment of related instruction pro-
13 vided under the national apprenticeship system
14 in the State with academic credit granting post-
15 secondary programs (including developing ca-
16 reer pathways, articulation agreements, and
17 prior learning assessments); and

18 “(C) the joint planning, alignment, coordi-
19 nation, and leveraging of funds described in
20 subparagraphs (B) and (C) of subsection
21 (c)(12).

22 “(3) WORKFORCE ALIGNMENT.—The State ap-
23 prenticeship agency shall use not less than 10 per-
24 cent of such funds to engage with the State work-

1 force development system to provide technical assist-
2 ance and best practices regarding—

3 “(A) alignment with the State’s workforce
4 activities and strategic vision in accordance
5 with paragraphs (10), (11), and subparagraphs
6 (A) and (C) of paragraph (12) of subsection
7 (c);

8 “(B) guidance for training staff of the
9 workforce development system, including the vo-
10 cational rehabilitation agencies, within the
11 State on the value of programs under the na-
12 tional apprenticeship system as a work-based
13 learning option for participants, including par-
14 ticipants of programs authorized under the
15 Workforce Innovation and Opportunity Act (29
16 U.S.C. 3101 et seq.) such as Job Corps under
17 subtitle C of title I of such Act and YouthBuild
18 under section 171 of such Act;

19 “(C) providing a list of programs under
20 the national apprenticeship system that are of-
21 fered in the State, including in the State’s high-
22 skill, high-wage, or in-demand industry sectors
23 or occupations;

24 “(D) alignment of funding received and re-
25 porting required under this Act, including rel-

1 evant placement, retention, and earnings infor-
2 mation, with the Workforce Innovation and Op-
3 portunity Act (29 U.S.C. 3101 et seq.), and
4 technical assistance in how individual training
5 accounts under section 134(c)(3) of such Act
6 could be used to pay for the costs of enrolling
7 and participating in programs under the na-
8 tional apprenticeship system;

9 “(E) partnerships with State or local work-
10 force development boards, State workforce
11 agencies, and one-stop centers and one-stop op-
12 erators that assist program participants in ac-
13 cessing supportive services to support—

14 “(i) the recruitment, retention, and
15 completion of programs under the national
16 apprenticeship system;

17 “(ii) transitions from youth appren-
18 ticeships and pre-apprenticeships to ap-
19 prenticeship programs; and

20 “(iii) the placement into employment
21 or further education upon program comple-
22 tion; and

23 “(F) expanding the list of eligible providers
24 of training services under section 122(d) of the
25 Workforce Innovation and Opportunity Act to

1 include programs under the national apprentice-
2 ship system in the State (29 U.S.C. 3152(d)).

3 “(4) LEADERSHIP ACTIVITIES.—

4 “(A) IN GENERAL.—A State apprentice-
5 ship agency may reserve not more than 15 per-
6 cent of the funds received under subsection (f)
7 in support of State apprenticeship initiatives
8 described in this paragraph.

9 “(B) DIVERSITY.—Not less than 5 percent
10 of the amount reserved under subparagraph (A)
11 shall be used by the State apprenticeship agen-
12 cy for supporting and expanding diversity in
13 apprenticeable occupations under the national
14 apprenticeship system in the State and program
15 participant populations in the State.

16 “(C) INCENTIVES FOR EMPLOYERS.—A
17 State apprenticeship agency may use funds re-
18 served under subparagraph (A) to incentivize
19 employers to participate in programs under the
20 national apprenticeship system, such as costs
21 related to program development, staffing for
22 mentors and supervisors, related instruction, or
23 the creation of industry or sector partnerships
24 to support employer participation.

1 “(D) STATE-SPECIFIC INITIATIVES.—A
2 State apprenticeship agency may use funds re-
3 served under subparagraph (A) for State-spe-
4 cific initiatives, such as the development or ex-
5 pansion of youth apprenticeship programs or
6 apprenticeship programs in high-skill, high-
7 wage, or in-demand industry sectors and occu-
8 pations.

9 “(5) STATE MATCH FOR FEDERAL INVEST-
10 MENT.—

11 “(A) IN GENERAL.—Except in the case of
12 exceptional circumstances, as determined by the
13 Administrator, in order to receive a full allot-
14 ment under subsection (f), a State apprentice-
15 ship agency shall use matching funds from non-
16 Federal resources to carry out the activities of
17 the agency under this Act in an amount not
18 less than 25 percent of such allotment.

19 “(B) TRANSITION PERIOD.—The require-
20 ment under this paragraph shall take effect
21 with respect to a State apprenticeship agency
22 on the date that is 1 day after the date on
23 which the transition period for such agency
24 under subsection (a)(3)(C)(ii) ends.

1 “(e) DERECOGNITION OF STATE APPRENTICESHIP
2 AGENCIES.—

3 “(1) IN GENERAL.—The Secretary may with-
4 draw recognition of a State apprenticeship agency
5 before the end of the agency’s 4-year recognition pe-
6 riod under subsection (a)(2)(B) if the Secretary de-
7 termines, after notice and an opportunity for a hear-
8 ing, that the State apprenticeship agency has failed
9 for one of the reasons described in paragraph (2),
10 and has not been in compliance with the perform-
11 ance improvement plan under paragraph (3) to rem-
12 edy such failure.

13 “(2) DERECOGNITION CRITERIA.—The recogni-
14 tion of a State apprenticeship agency under this sec-
15 tion may be withdrawn under paragraph (1) in a
16 case in which the State apprenticeship agency fails
17 to—

18 “(A) adopt or properly enforce a State
19 plan;

20 “(B) properly carry out its role as the sole
21 registration agency in the State;

22 “(C) submit a report under section
23 131(b)(1)(B) for any program year;

24 “(D) meet the State levels of performance
25 as described in subsection (c)(8)(A) or dem-

1 onstrate improvements in performance for 3
2 consecutive program years; or

3 “(E) otherwise fulfill or operate in compli-
4 ance with the requirements of this Act.

5 “(3) DERECOGNITION PROCESS.—

6 “(A) IN GENERAL.—If a State apprentice-
7 ship agency fails for any of the reasons de-
8 scribed in paragraph (2), the Secretary shall
9 provide technical assistance to such agency for
10 corrective action to remedy such failure, includ-
11 ing assistance in the development of a perform-
12 ance improvement plan.

13 “(B) REDUCTION OF FUNDS.—Except in
14 the case of exceptional circumstances as deter-
15 mined by the Administrator, in a case in which
16 such a State apprenticeship agency continues
17 such failure after the provision of the technical
18 assistance under subparagraph (A)—

19 “(i) the percentage of the funds to be
20 allotted to the State apprenticeship agency
21 under subsection (f) for each fiscal year
22 following the fiscal year in which such fail-
23 ure has been identified shall be reduced by
24 5 percentage points; and

1 “(ii) the Administrator shall provide
2 notice to the State apprenticeship agency
3 that the agency’s recognition under this
4 section may be withdrawn if the agency
5 fails to remedy the failure.

6 “(C) TERMINATION OF PROCEEDINGS.—If
7 the Administrator determines that the State ap-
8 prenticeship agency’s corrective action under
9 subparagraph (A) has addressed the agency’s
10 failure identified under paragraph (2), the Ad-
11 ministrators shall—

12 “(i) restore the agency’s full funding
13 allocation under this title for the next full
14 fiscal year; and

15 “(ii) notify the State apprenticeship
16 agency that the agency’s recognition will
17 not be withdrawn under this section for
18 the reason for which the agency’s funding
19 under this title was most recently reduced.

20 “(D) OPPORTUNITY FOR HEARING.—

21 “(i) IN GENERAL.—In a case in which
22 a State apprenticeship agency fails to rem-
23 edy a failure identified under paragraph
24 (2), the Administrator shall—

1 “(I) notify, in writing, the State
2 apprenticeship agency of the failure of
3 the State apprenticeship agency, in-
4 cluding a description of such failure
5 and an explanation that the agency’s
6 recognition under this section may be
7 withdrawn as a result of such failure;
8 and

9 “(II) offer the State apprentice-
10 ship agency an opportunity to request
11 a hearing not later than 30 days after
12 the date of such notice.

13 “(ii) REFERRAL TO OFFICE OF AD-
14 MINISTRATIVE LAW JUDGES.—In a case in
15 which the State apprenticeship agency re-
16 quests a hearing under clause (i)(II), the
17 Administrator shall refer the matter to the
18 Office of Administrative Law Judges for a
19 recommended decision by the Administra-
20 tive Review Board for final agency action.

21 “(4) REQUIREMENTS REGARDING WITHDRAWAL
22 OF RECOGNITION.—

23 “(A) OFFICE OF APPRENTICESHIP.—

24 “(i) PRIOR TO ORDER.—Prior to the
25 withdrawal of the recognition of a State

1 apprenticeship agency under this section,
2 the Administrator shall—

3 “(I) provide to the State appren-
4 ticeship agency an order withdrawing
5 recognition of such agency under this
6 section; and

7 “(II) establish a State Office of
8 Apprenticeship; and

9 “(ii) AFTER ORDER.—Not later than
10 30 days after the date of such order, pro-
11 vide notification of the withdrawal to the
12 sponsors of the programs under the na-
13 tional apprenticeship system in such State
14 that were registered with the State appren-
15 ticeship agency to enable each such spon-
16 sor to be registered with the Administrator
17 (acting through the State Office of Ap-
18 prenticeship established under clause
19 (i)(II)).

20 “(B) STATE APPRENTICESHIP AGENCY RE-
21 QUIREMENTS.—A State agency whose recogni-
22 tion as a State apprenticeship agency under
23 this section has been withdrawn under para-
24 graph (3) shall—

1 “(i) provide to the Administrator pro-
2 gram standards, apprenticeship agree-
3 ments, completion records, cancellation and
4 suspension records, performance metrics,
5 and any other documents relating to the
6 State’s programs under the national ap-
7 prenticeship system in the State;

8 “(ii) cooperate fully during the transi-
9 tion period beginning on the date of the
10 order withdrawing such recognition and
11 ending on the date on which the Adminis-
12 trator establishes a State Office of Appren-
13 ticeship in the State; and

14 “(iii) return any unused funds re-
15 ceived under this Act.

16 “(5) REINSTATEMENT OF RECOGNITION.—A
17 State apprenticeship agency that has had its rec-
18 ognition withdrawn under this section may have
19 such recognition reinstated upon presentation of
20 adequate evidence that the State apprenticeship
21 agency has—

22 “(A) submitted an application under sub-
23 section (a)(2); and

24 “(B) demonstrated the ability to operate in
25 compliance with the requirements of this Act.

1 “(f) RESERVATION AND STATE ALLOTMENTS.—

2 “(1) STATE ALLOTMENTS.—

3 “(A) IN GENERAL.—Of the amount appro-
4 priated under subsection (g) for a fiscal year—

5 “(i) 33 $\frac{1}{3}$ percent shall be equally dis-
6 tributed among each State Office of Ap-
7 prenticeship, outlying area, and eligible
8 State; and

9 “(ii) 66 $\frac{2}{3}$ percent shall be allotted to
10 eligible States on the basis described in
11 subparagraph (B).

12 “(B) FORMULA.—

13 “(i) IN GENERAL.—Of the amount
14 available under subparagraph (A)(ii)—

15 “(I) 25 percent shall be allotted
16 on the basis of the relative share of
17 program participants in each eligible
18 State, as determined on the basis of
19 the most recent satisfactory data
20 available from the Administrator,
21 compared to the total number of pro-
22 gram participants in all eligible
23 States, as determined on such basis;

24 “(II) 25 percent shall be allotted
25 on the basis of the relative share of

1 program participants who have com-
2 pleted a program under the national
3 apprenticeship system in each eligible
4 State during the most recent 5-year
5 period, as determined on the basis of
6 the most recent satisfactory data
7 available from the Administrator,
8 compared to the total 5-year average
9 of program participants who have
10 completed a program in all eligible
11 States, as determined on such basis;
12 and

13 “(III) 50 percent shall be allotted
14 on the basis described in clause (ii).

15 “(ii) ALLOTMENTS BASED ON BLS
16 AND ACS DATA.—Of the amount available
17 under clause (i)(III)—

18 “(I) $33\frac{1}{3}$ percent shall be allot-
19 ted on the basis of the relative share
20 of individuals in the civilian labor
21 force in each eligible State, compared
22 to the total number of individuals in
23 the civilian labor force in all eligible
24 States;

1 “(II) $33\frac{1}{3}$ percent shall be allot-
2 ted on the basis of the relative share
3 of individuals living below the poverty
4 line in each eligible State, compared
5 to the total number of individuals liv-
6 ing below the poverty line in all eligi-
7 ble States; and

8 “(III) $33\frac{1}{3}$ percent shall be allot-
9 ted on the basis of the relative num-
10 ber of unemployed individuals in each
11 eligible State, compared to the total
12 number of unemployed individuals in
13 all eligible States.

14 “(2) DEFINITIONS.—In this subsection—

15 “(A) ELIGIBLE STATE.—The term ‘eligible
16 State’ means a State (as defined in section 2)
17 that has a State apprenticeship agency.

18 “(B) POVERTY LINE.—The term ‘poverty
19 line’ has the meaning given such term in sec-
20 tion 3 of the Workforce Innovation and Oppor-
21 tunity Act (29 U.S.C. 3102).

22 “(C) UNEMPLOYED INDIVIDUAL.—The
23 term ‘unemployed individual’ has the meaning
24 given such term in section 3 of the Workforce

1 Innovation and Opportunity Act (29 U.S.C.
2 3102).

3 “(g) AUTHORIZATION OF APPROPRIATIONS.—There
4 are authorized to be appropriated to carry out this sec-
5 tion—

6 “(1) \$75,000,000 for fiscal year 2021;

7 “(2) \$85,000,000 for fiscal year 2022;

8 “(3) \$95,000,000 for fiscal year 2023;

9 “(4) \$105,000,000 for fiscal year 2024; and

10 “(5) \$115,000,000 for fiscal year 2025.

11 **“SEC. 114. INTERAGENCY AGREEMENT WITH DEPARTMENT**
12 **OF EDUCATION.**

13 “(a) IN GENERAL.—Not later than 1 year after the
14 effective date of the National Apprenticeship Act of 2020,
15 in order to cooperate with the Secretary of Education and
16 promote awareness and adoption of apprenticeship pro-
17 grams, the Secretary (acting through the Administrator)
18 shall—

19 “(1) enter into an interagency agreement with
20 the Secretary of Education to promote and support
21 integration and alignment of programs under the
22 national apprenticeship system with secondary, post-
23 secondary, and adult education, through the activi-
24 ties described in this section; and

1 “(2) submit to the Committee on Education
2 and Labor of the House of Representatives and the
3 Committee on Health, Education, Labor, and Pen-
4 sions of Senate, such agreement and any modifica-
5 tions to such agreement.

6 “(b) ALIGNMENT FOR YOUTH APPRENTICESHIPS.—
7 In order to promote alignment between youth apprentice-
8 ship programs and high school graduation requirements,
9 the interagency agreement under subsection (a) shall de-
10 scribe how the Secretaries will work to provide—

11 “(1) information and resources to—

12 “(A) parents and students to promote a
13 better understanding of programs under the na-
14 tional apprenticeship system and their value in
15 secondary and postsecondary education and ca-
16 reer pathways by not later than middle school,
17 and that are in user-friendly formats and lan-
18 guages that are easily accessible, as determined
19 by the Secretaries; and

20 “(B) school leaders (working with aca-
21 demic counselors, teachers, and faculty) about
22 the value of such programs and information on
23 how to effectively align youth apprenticeship
24 programs with secondary and career and tech-
25 nical education programs; and

1 “(2) technical assistance on how to—

2 “(A) align related instruction and
3 apprenticeable occupation skills and com-
4 petencies to high school graduation require-
5 ments;

6 “(B) offer related instruction through dual
7 and concurrent enrollment programs and other
8 accelerated learning programs, as described in
9 section 4104(b)(3)(A)(i)(IV) of the Elementary
10 and Secondary Education Act of 1965 (20
11 U.S.C. 7114(b)(3)(A)(i)(IV));

12 “(C) facilitate transitions for youth ap-
13 prentices who have completed their youth ap-
14 prenticeships into further education, including
15 an associate, baccalaureate, or advanced degree,
16 and related apprenticeship opportunities; and

17 “(D) align activities carried out under this
18 Act with eligible funding from, and planning
19 processes for, the Carl D. Perkins Career and
20 Technical Education Act of 2006 (20 U.S.C.
21 2301 et seq.), the Elementary and Secondary
22 Education Act of 1965 (20 U.S.C. 6301 et
23 seq.), the Individuals with Disabilities Edu-
24 cation Act (20 U.S.C. 1400 et seq.), the Reha-

1 bilitation Act of 1973, and the Higher Edu-
2 cation Act of 1965 (20 U.S.C. 1001 et seq.).

3 “(c) APPRENTICESHIP COLLEGE CONSORTIUM.—In
4 order to support the establishment of a college consortium
5 of postsecondary educational institutions, including minor-
6 ity serving institutions, related instruction providers,
7 sponsors, qualified intermediaries, employers, labor orga-
8 nizations, and joint labor-management organizations for
9 the purposes of promoting stronger connections between
10 programs under the national apprenticeship system and
11 participating 2- and 4-year postsecondary educational in-
12 stitutions, the interagency agreement under subsection (a)
13 shall include a description of how the Secretaries will—

14 “(1) support data sharing systems that align
15 education records and records of programs under
16 the national apprenticeship system regarding wheth-
17 er program participants who receive financial aid
18 under title IV of the Higher Education Act of 1965
19 enroll in, or complete, postsecondary coursework
20 while participating in a program under such system;

21 “(2) provide guidance on how to align eligible
22 funding from, planning processes for, and the re-
23 quirements of the Carl D. Perkins Career and Tech-
24 nical Education Act of 2006 (20 U.S.C. 2301 et
25 seq.), the Rehabilitation Act of 1973, and the High-

1 er Education Act of 1965 (20 U.S.C. 1001 et seq.)
2 with this Act;

3 “(3) require all participants of the apprentice-
4 ship college consortium to enter into agreements
5 to—

6 “(A) have an articulation agreement with a
7 participating sponsor of an apprenticeship pro-
8 gram, which may include a 2- or 4-year postsec-
9 ondary educational institution;

10 “(B) create or expand the awarding and
11 articulation of academic credit for related in-
12 struction completed and credentials awarded to
13 program participants as part of a program
14 under the national apprenticeship system; and

15 “(C) support the creation or expansion of
16 electronic transcripts for apprenticeship pro-
17 grams and all academic content, including re-
18 lated instruction and on-the-job training;

19 “(4) provide technical assistance on eligible
20 uses of financial aid, including the Federal work
21 study program under part C of title IV of the High-
22 er Education Act of 1965 (20 U.S.C. 1087–51 et
23 seq.), for related instruction for programs under the
24 national apprenticeship system;

1 “(5) provide to consortium participants or po-
2 tential participants information regarding—

3 “(A) a list of apprenticeship programs in
4 related occupations offered in the State or
5 available under the Office of Apprenticeship
6 that may become part of the consortium;

7 “(B) information on how to develop an ap-
8 prenticeship program;

9 “(C) information on Federal, State, and
10 local financial resources available to assist with
11 the establishment and implementation of ap-
12 prenticeship programs; and

13 “(D) information on related qualified inter-
14 mediaries or industry or sector partnerships
15 supporting apprenticeship programs, as applica-
16 ble; and

17 “(6) support information regarding the appren-
18 ticeship consortium being made available on a pub-
19 licly accessible website, including—

20 “(A) a list of participating members of the
21 consortium, apprenticeship programs provided,
22 credentials awarded with each program, and
23 available apprenticeable occupations; and

24 “(B) models of articulation agreements,
25 prior learning assessments, and competency-

1 based curriculum for related instruction for il-
2 lustrative purposes.

3 “(d) BEST PRACTICE DEVELOPMENT AND SHAR-
4 ING.—

5 “(1) DISSEMINATION.—Such interagency agree-
6 ment shall require that the Secretaries disseminate
7 information on the value of programs under the na-
8 tional apprenticeship system, including relevant
9 placement, retention, and earnings information,
10 labor market data from the local area, and sector
11 forecasts to determine high-skill, high-wage, or in-
12 demand industry sectors or occupations of such pro-
13 grams, to local education and training providers,
14 labor organizations, or joint labor-management orga-
15 nizations (including those representing teachers).

16 “(2) CLEARINGHOUSE.—Such agreement shall
17 require the Secretaries to create a clearinghouse of
18 best practices—

19 “(A) for improving performance and in-
20 creasing alignment of education and programs
21 under the national apprenticeship system, in-
22 cluding career pathways; and

23 “(B) publicly disseminate information and
24 resources on—

1 “(i) replicable related instruction and
2 on-the-job learning; and

3 “(ii) how to build an understanding of
4 apprenticeship opportunities available to
5 students.

6 “(e) DATA SHARING AGREEMENT.—The Secretaries
7 shall disseminate best practices for the alignment of edu-
8 cation records and records of programs under the national
9 apprenticeship system, including information on program
10 participants who enroll in, complete, and receive academic
11 credit for postsecondary coursework while participating in
12 such a program.

13 “(f) SECRETARIES DEFINED.—In this section, the
14 term ‘Secretaries’ means the Secretary of Labor and the
15 Secretary of Education.

16 **“Subtitle B—Process and Stand-**
17 **ards for the National Appren-**
18 **ticeship System**

19 **“SEC. 121. APPRENTICEABLE OCCUPATIONS STANDARDS.**

20 “For an occupation to be an apprenticeable occupa-
21 tion under this Act, a person seeking approval for such
22 occupation to be an apprenticeable occupation shall submit
23 an application to the Administrator that demonstrates
24 that such apprenticeable occupation is in-demand and will
25 prepare individuals for the full range of skills and com-

1 petencies needed for such occupation by describing how
2 such apprenticeable occupation shall—

3 “(1) meet the industry-recognized occupational
4 standards under section 111(b)(5)(C); or

5 “(2) involve the progressive attainment of skills,
6 competencies, and knowledge that are—

7 “(A) clearly identified and commonly rec-
8 ognized throughout the relevant industry or oc-
9 cupation;

10 “(B) customarily learned or enhanced in a
11 practical way through a structured, systematic
12 program of on-the-job supervised learning and
13 related instruction to supplement such learning;
14 and

15 “(C) offered through a time-based, com-
16 petency-based, or hybrid model as described in
17 section 122(b)(1)(E).

18 **“SEC. 122. QUALITY STANDARDS OF PROGRAMS UNDER**

19 **THE NATIONAL APPRENTICESHIP SYSTEM.**

20 “(a) IN GENERAL.—The Secretary, acting through
21 the Administrator, shall formulate and promote the fur-
22 therance of quality standards necessary to safeguard the
23 welfare of apprentices, pre-apprentices, and youth appren-
24 tices.

1 “(b) APPRENTICESHIP PROGRAM STANDARDS.—In
2 addition to the standards described in subsection (e), an
3 apprenticeship program shall meet the following stand-
4 ards:

5 “(1) The program has an organized and clearly
6 written plan, developed by the sponsor, that in-
7 cludes, at a minimum, the following information:

8 “(A) The employment and training to be
9 received by each apprentice participating in the
10 program, including—

11 “(i) an outline of the work processes
12 or the plan in which the apprentice will re-
13 ceive supervised work experience, on-the-
14 job training, and on-the-job learning;

15 “(ii) the allocation of the approximate
16 amount of time that will be spent in each
17 major work process by the apprentice;

18 “(iii) a description of the mentoring
19 that will be provided to the apprentice; and

20 “(iv) a description or timeline explain-
21 ing the periodic reviews and evaluations of
22 the apprentice’s performance on the job
23 and in related instruction.

24 “(B) A process for maintaining appro-
25 priate progress records, including the reviews

1 and evaluations described in subparagraph
2 (A)(iv).

3 “(C) A description of the organized related
4 instruction the apprentice will receive in tech-
5 nical subjects related to the occupation,
6 which—

7 “(i) for time-based or hybrid appren-
8 ticeship programs as described in para-
9 graph (E), shall include not less than 144
10 hours for each year of apprenticeship, un-
11 less an alternative requirement is put forth
12 by the employer and sponsor that reflects
13 industry standards and is accepted by the
14 registration agency;

15 “(ii) may be accomplished through
16 classroom instruction, occupational or in-
17 dustry courses, instruction provided
18 through electronic media, or other instruc-
19 tion approved by the registration agency;

20 “(iii) shall be provided by one or more
21 qualified instructors that—

22 “(I)(aa) meet technical instructor
23 requirements of the applicable edu-
24 cation agency in the State of registra-
25 tion; or

1 “(bb) are subject matter experts,
2 defined for purposes of this subpara-
3 graph as individuals recognized within
4 an industry as having expertise in a
5 specific occupation; and

6 “(II) have training in teaching
7 techniques and learning styles, or will
8 obtain such training before providing
9 the related technical instruction;

10 “(iv) where appropriate and to the ex-
11 tent practicable, shall be aligned to a ca-
12 reer pathway; and

13 “(v) where appropriate and to the ex-
14 tent practicable, incorporate the principles
15 of universal design for learning under sec-
16 tion 103 of the Higher Education Act of
17 1965 (20 U.S.C. 1003).

18 “(D) A progressively increasing, clearly de-
19 fined schedule of wages to be paid to the ap-
20 prentice that is—

21 “(i) consistent with measurable skill
22 gains; and

23 “(ii) ensures the entry wage is not
24 less than the greater of—

1 “(I) the minimum wage required
2 under section 6(a) of the Fair Labor
3 Standards Act of 1938 (29 U.S.C.
4 206(a)); or

5 “(II) the applicable wage re-
6 quired by other applicable Federal or
7 State laws (including regulations) or
8 collective bargaining agreements.

9 “(E) The term of the apprenticeship pro-
10 gram, which may be measured using—

11 “(i) a time-based model, which re-
12 quires the completion of the industry
13 standard for on-the-job learning hours,
14 which in no case shall be less than a cumu-
15 lative 2,000 hours, unless an alternative
16 requirement is put forth by the employer
17 and sponsor from a nontraditional appren-
18 ticeship industry or occupation as of the
19 date of the enactment of the National Ap-
20 prenticeship Act of 2020 that reflects in-
21 dustry standards and the relative hazards
22 of the occupation, and is accepted by the
23 registration agency;

1 “(ii) a competency-based model, which
2 requires the attainment of competency in
3 the occupation; or

4 “(iii) a hybrid model, which blends the
5 time-based and competency-based ap-
6 proaches.

7 “(F) The methods used to measure an ap-
8 prentice’s skills and competencies, which may
9 include an initial diagnostic assessment or as-
10 sessment of credentials that verify an individ-
11 ual’s foundational knowledge and skills that
12 would be needed to succeed in an apprentice-
13 ship program, and which shall include—

14 “(i) in the case of a time-based ap-
15 prenticeship described in subparagraph
16 (E)(i), the individual apprentice’s comple-
17 tion of the required hours of on-the-job
18 learning as described in a work process
19 schedule; or

20 “(ii) in the case of a competency-
21 based model described in subparagraph
22 (E)(ii), the individual apprentice’s success-
23 ful demonstration of acquired skills and
24 knowledge through appropriate means of
25 testing and evaluation for such com-

1 petencies, and by requiring apprentices to
2 complete a paid on-the-job learning compo-
3 nent of the apprenticeship;

4 “(iii) in the case of a hybrid appren-
5 ticeship described in subparagraph (E)(iii),
6 a combination of a specified minimum
7 number of hours of on-the-job learning and
8 the successful demonstration of com-
9 petency, as described in subparagraph
10 (E)(i) and a work process schedule.

11 “(2) The program equally grants advanced
12 standing or credit to all individuals applying for the
13 apprenticeship with demonstrated competency or ac-
14 quired experience, training, or skills, and provides
15 commensurate wages for any progression in standing
16 or credit so granted, including for veterans’ service-
17 acquired skills and experiences.

18 “(3) The program has minimum qualifications
19 for individuals desiring to enter the apprenticeship
20 program, with an eligible starting age for an appren-
21 tice of not less than 16 years.

22 “(4) In the case of a program that chooses to
23 issue an interim credential, the program—

24 “(A) clearly identifies each interim creden-
25 tial;

1 “(B) only issues an interim credential for
2 recognized components of an apprenticeable oc-
3 cupation and demonstrates how each interim
4 credential specifically links to the knowledge,
5 skills, and abilities associated with such compo-
6 nents; and

7 “(C) establishes the process for assessing
8 an individual apprentice’s demonstration of
9 competency and measurable skill gains associ-
10 ated with the particular interim credential.

11 “(c) PRE-APPRENTICESHIP PROGRAM STAND-
12 ARDS.—In addition to the standards described in sub-
13 section (e), a pre-apprenticeship program shall meet the
14 following standards:

15 “(1) The program is designed to assist individ-
16 uals who do not meet minimum qualifications for an
17 apprenticeship program as described in subsection
18 (b) and prepare them to enter and succeed in such
19 an apprenticeship programs, including by providing
20 the skills and competency attainment needed to
21 enter the apprenticeship program.

22 “(2) The program—

23 “(A) is carried out by a sponsor that has
24 a written agreement with at least one sponsor
25 of an apprenticeship program;

1 “(B) demonstrates the existence of an ac-
2 tive, advisory partnership with an industry or
3 sector partnership to inform the training and
4 education services necessary for a pre-appren-
5 ticeship program;

6 “(C) demonstrates evidence of sufficient
7 demand in an apprenticeship program at the
8 completion of a pre-apprenticeship program to
9 support a transition from a pre-apprenticeship
10 to an apprenticeship; and

11 “(D) demonstrates partnerships with quali-
12 fied intermediaries, community-based organiza-
13 tions, labor organizations, or joint labor-man-
14 agement organizations.

15 “(3) The program includes a written plan devel-
16 oped by the sponsor of the pre-apprenticeship pro-
17 gram that is developed in consultation with the
18 sponsor of the apprenticeship program described in
19 paragraph (2)(A), that—

20 “(A) provides for work-based learning, and
21 paid work-based learning to the extent prac-
22 ticable, in which an industry or sector partner-
23 ship and a related instruction provider collabo-
24 rate to provide training that will introduce par-
25 ticipants to the skills, competencies, and mate-

1 materials used in one or more apprenticeable occu-
2 pations;

3 “(B) is based on and aligned with national,
4 State, regional, or local industry standards for
5 high-skill, high-wage, or in-demand industry
6 sectors and occupations, and the requirements
7 of the related apprenticeship program;

8 “(C) to the extent appropriate and prac-
9 ticable, meets the related instruction require-
10 ments as described in clauses (ii) through (iv)
11 of subsection (b)(1)(C) that includes enabling
12 an individual to attain a secondary school di-
13 ploma or its recognized equivalent that enables
14 a pre-apprentice to enter into an apprenticeship
15 program; and

16 “(D) includes mentoring, career exposure,
17 career planning, and career awareness activi-
18 ties.

19 “(d) YOUTH APPRENTICESHIP PROGRAM STAND-
20 ARDS.—In addition to the standards described in sub-
21 section (e), a youth apprenticeship program shall meet the
22 following standards:

23 “(1) The program is designed for youth appren-
24 tices who at the start of the program are enrolled
25 in high school.

1 “(2) The program includes each of the following
2 core elements:

3 “(A) The employment and training to be
4 received by each youth apprentice participating
5 in the program, including—

6 “(i) an outline of the work processes
7 or the plan in which the youth apprentice
8 will receive supervised work experience and
9 on-the-job training or in an experiential
10 setting;

11 “(ii) the allocation of the approximate
12 amount of time that will be spent in each
13 major work process by the youth appren-
14 tice;

15 “(iii) a description of the mentoring
16 that will be provided to the youth appren-
17 tice; and

18 “(iv) a description or timeline explain-
19 ing the periodic reviews and evaluations of
20 the youth apprentice’s performance on the
21 job and in related instruction.

22 “(B) A process for maintaining appro-
23 priate progress records, including the reviews
24 and evaluations described in subparagraph
25 (A)(iv).

1 “(C) Related classroom-based instruction,
2 which may be fulfilled through dual or concur-
3 rent enrollment, and—

4 “(i) is, to the extent practicable,
5 aligned with high school diploma require-
6 ments and career clusters; and

7 “(ii) meets the additional require-
8 ments as described in subsection (b)(1)(C).

9 “(D) A progressively increasing, clearly de-
10 fined schedule of wages to be paid to the youth
11 apprentice.

12 “(E) The term of the youth apprenticeship
13 program, as described in subsection (b)(1)(E).

14 “(F) For a competency-based or hybrid
15 youth apprenticeship program, the methods
16 used to measure skill acquisition for a youth
17 apprentice, including ongoing assessment
18 against established skill and competency stand-
19 ards as described in subsection (b)(1)(F).

20 “(G) Prepares the youth apprentice for
21 placement in further education, employment, or
22 an apprenticeship program.

23 “(3) The program equally grants advanced
24 standing or credit to all individuals applying for the

1 youth apprenticeship with demonstrated competency
2 or acquired experience, training, or skills.

3 “(4) In the case of a youth apprenticeship pro-
4 gram that chooses to issue an interim credential, the
5 program meets the requirements of subsection
6 (b)(4).

7 “(e) GENERAL REQUIREMENTS.—Each program
8 under the national apprenticeship system shall meet the
9 following standards:

10 “(1) The program—

11 “(A) has adequate and safe equipment, en-
12 vironments, and facilities for training and su-
13 pervision;

14 “(B) provides safety training on-the-job
15 and in related instruction as applicable by the
16 apprenticeable occupation; and

17 “(C) provides adequate training for men-
18 tors and qualified instructors on providing a
19 safe work and training environment.

20 “(2) The program records and maintains all
21 records concerning the program as may be required
22 by the Secretary, the registration agency of the pro-
23 gram, or any other applicable law, including records
24 required under title 38, United States Code, in order
25 for veterans and other individuals eligible for edu-

1 cational assistance under such title to use such as-
2 sistance for enrollment in the program.

3 “(3) The program provides—

4 “(A) all individuals with an equal oppor-
5 tunity to participate in the program as de-
6 scribed in subparagraphs (B) and (C) of section
7 111(b)(7); and

8 “(B) materials that conform with accessi-
9 bility standards under section 508 of the Reha-
10 bilitation Act of 1973 (29 U.S.C. 794d), such
11 as materials that conform with the most recent
12 Web Content Accessibility Guidelines.

13 “(4) The program awards a certificate of com-
14 pletion in recognition of successful completion of the
15 program, evidenced by an appropriate certificate
16 issued by the registration agency, and in the case of
17 apprenticeships and youth apprenticeships, prepares
18 a program participant to obtain a recognized post-
19 secondary credential.

20 “(5) The program provides that an individual
21 who is to become a program participant under the
22 program enters into a written apprenticeship agree-
23 ment described in section 123 with the sponsor of
24 the program.

1 “(6) The numeric ratio of program participants
2 to supervisors (such as journeyworkers, mentors, or
3 on-the-job learning instructors, as applicable) for the
4 apprenticeable occupation, that are based on evi-
5 dence-based and evidence-informed best practices for
6 supervision, training, safety, and continuity of em-
7 ployment, throughout the work processes of the pro-
8 gram, job site, department, or plant, appropriate for
9 the degree of hazard in different occupations, and
10 consistent with provisions in collective bargaining
11 agreements, as applicable, except if such ratios are
12 expressly prohibited by the collective bargaining
13 agreements.

14 **“SEC. 123. APPRENTICESHIP AGREEMENTS.**

15 “(a) IN GENERAL.—To ensure the standards de-
16 scribed in section 122 are applied to programs under the
17 national apprenticeship system, the Administrator shall
18 require a sponsor to develop an apprenticeship agreement
19 that shall—

20 “(1) be the same for each program participant;

21 “(2) contain the names and signatures of the
22 program participant and the sponsor;

23 “(3) meet the requirements of subsection (b);

24 and

1 “(4) be submitted to the registration agency in
2 accordance with section 124 by the program spon-
3 sor.

4 “(b) STANDARDS.—Each agreement under sub-
5 section (a) shall contain, explicitly or by reference, pro-
6 gram standards under section 122, including—

7 “(1) in the case of an apprenticeship pro-
8 gram—

9 “(A) that is time-based, a statement of the
10 number of hours to be spent by the program
11 participant in on-the-job learning and on-the-
12 job training in order to complete the program;

13 “(B) that is competency-based, a descrip-
14 tion of the skill sets to be attained by comple-
15 tion of the program, including the on-the-job
16 learning and work components; or

17 “(C) that is a hybrid model, the minimum
18 number of hours to be spent by the program
19 participant in on-the-job learning and work
20 components and in related instruction, and a
21 description of the skill sets and competencies to
22 be attained by completion of the program;

23 “(2) the number of hours and form of related
24 instruction, including how related instruction will be
25 compensated (whether through academic credit,

1 wages, or both), the costs the program participant
2 will incur for participating in the program (such as
3 for equipment, related instruction, or assessment or
4 licensure fees), and the recognized postsecondary
5 credentials the program participants will be eligible
6 to receive upon program completion;

7 “(3) a schedule of the work processes in the oc-
8 cupation or industry divisions in which the program
9 participant is to be trained and the approximate
10 time to be spent at each process;

11 “(4) for apprenticeships or youth apprentice-
12 ships, the graduated wage scale to be paid to the ap-
13 prentices, benefits offered to the apprentices, and
14 how the wages and benefits compare to State, local,
15 or regional wages in the related occupation; and

16 “(5) demonstration of commitment to and com-
17 pliance with subparagraphs (B) and (C) of section
18 111(b)(7).

19 **“SEC. 124. REGISTRATION OF PROGRAMS UNDER THE NA-**
20 **TIONAL APPRENTICESHIP SYSTEM.**

21 “(a) PROGRAM REGISTRATION APPLICATION.—In
22 order to bring together employers and labor for the formu-
23 lation of programs under the national apprenticeship sys-
24 tem, the Administrator shall provide for the registration
25 of programs in which a sponsor applying to register a pro-

1 gram under the national apprenticeship system shall re-
2 quest registration of such program from a registration
3 agency by submitting the information required by the reg-
4 istration agency, including—

5 “(1) information demonstrating that each of
6 the requirements of section 122 will be met for the
7 program;

8 “(2) a copy of the apprenticeship agreement de-
9 scribed in section 123 used by the sponsor;

10 “(3) a written assurance that, if the program is
11 registered under this Act, the sponsor will admin-
12 ister the program in accordance with the require-
13 ments of this Act and comply with the requirements
14 of the apprenticeship agreement for each apprentice;
15 and

16 “(4) methods the program sponsor will use to
17 report data describing outcomes associated with the
18 program as required by the registration agency—

19 “(A) on an annual basis for any program
20 sponsor with fewer than 5 program partici-
21 pants; or

22 “(B) on a quarterly basis for any program
23 sponsor with 5 or more program participants.

24 “(b) RECOGNITION AND REGISTRATION PROCESS.—

25 “(1) REVIEW AND APPROVAL PROCESS.—

1 “(A) PROVISIONAL APPROVAL REVIEW.—
2 An application submitted under subsection (a)
3 that the registration agency determines meets
4 the requirements described in such subsection
5 shall be registered for a provisional 1-year pe-
6 riod beginning not later than 30 days after
7 such application is submitted. During such pe-
8 riod, the registration agency shall accept and
9 record the apprenticeship agreement as evidence
10 of the program’s compliance and registration to
11 operate such program.

12 “(B) FULL APPROVAL OR EXTENDED PRO-
13 VISIONAL APPROVAL.—By the end of a provi-
14 sional registration period for a program, the
15 registration agency providing provisional ap-
16 proval under subparagraph (A) shall review the
17 program for quality and for compliance with the
18 applicable standards under this subtitle and all
19 other applicable program requirements under
20 this Act, and—

21 “(i) if a registration agency con-
22 ducting a provisional review determines
23 that the program complies with the stand-
24 ards and requirements under this Act, the

1 registration agency shall fully approve the
2 registration of the program; or

3 “(ii) if a registration agency con-
4 ducting a provisional review determines
5 that the program is not conforming to the
6 requirements or standards under this Act,
7 the registration agency may continue the
8 provisional registration of the program
9 through the first full training cycle for pro-
10 gram participants, and conduct an addi-
11 tional provisional review at the conclusion
12 of the training cycle.

13 “(C) FAILURE TO MEET REQUIRE-
14 MENTS.—If, after an initial provisional review
15 under subparagraph (A), a registration agency
16 conducting such provisional review determines
17 that the program is not in operation or does not
18 conform to the requirements under this Act, the
19 registration agency shall recommend technical
20 assistance and corrective action for the pro-
21 gram, or deregistration, in accordance with pro-
22 cedures established under subsections (b) and
23 (c) of section 131.

24 “(2) CERTIFICATE OF REGISTRATION.—

1 “(A) IN GENERAL.—A registration agency
2 that registers a program under paragraph (1)
3 shall—

4 “(i) provide the sponsor of the pro-
5 gram with a certificate of registration or
6 other written evidence of registration; and

7 “(ii) provide a copy of the certificate
8 of registration to the Secretary of Veterans
9 Affairs or the applicable State veterans
10 agency for the purpose of aligning the reg-
11 istration process with the process for ap-
12 proving such program for eligible veterans’
13 use of supplemental educational assistance
14 benefits.

15 “(B) REGISTRATION NAME.—A program
16 shall be registered in the name of the sponsor,
17 or if a sponsor enters into a partnership with
18 an employer who registers the program, in the
19 name of the employer.

20 “(3) PROGRAM PARTICIPANT REGISTRATION.—
21 A sponsor providing a program that is registered in
22 accordance with paragraph (2) shall provide to an
23 individual seeking to be a program participant the
24 opportunity to apply through the sponsor, and
25 shall—

1 “(A) enter into a written individual ap-
2 prenticeship agreement described in section 123
3 with each such individual before the commence-
4 ment of the program; and

5 “(B) individually register each program
6 participant with the registration agency by fil-
7 ing a copy of the individual apprenticeship
8 agreement with the registration agency or as
9 otherwise required by the registration agency,
10 and sharing a copy with the Administrator as
11 appropriate, as described under section
12 123(a)(4).

13 “(4) TRANSITION PROCESS FOR PREVIOUSLY
14 APPROVED PROGRAMS.—With respect to a program
15 that was registered under this Act as of the day be-
16 fore the date of enactment of the National Appren-
17 ticeship Act of 2020, the registration agency shall
18 take such steps as necessary to—

19 “(A) in the case of a program that meets
20 of the requirements of this Act, maintain the
21 status of the sponsor of the program as of the
22 date before such date of enactment as the spon-
23 sor of such program under this Act; and

24 “(B) in the case of a program that does
25 not meet the requirements of this Act, provide

1 technical assistance to the sponsor of such pro-
2 gram to ensure that the sponsor is in compli-
3 ance with this Act not later than 3 years after
4 the date of enactment of the National Appren-
5 ticeship Act of 2020.

6 “(c) MODIFICATIONS OR CHANGES TO YOUTH AP-
7 PRENTICESHIP, PRE-APPRENTICESHIP, OR APPRENTICE-
8 SHIP PROGRAMS.—

9 “(1) SPONSOR PROPOSAL.—Any sponsor that
10 wishes to modify a program, including the program’s
11 method of meeting the standards required under this
12 Act, shall submit the proposal for such change or
13 modification to the registration agency for the pro-
14 gram.

15 “(2) REGISTRATION AGENCY REQUIREMENTS.—

16 “(A) IN GENERAL.—The registration agen-
17 cy shall determine whether to approve the pro-
18 posal and notify the sponsor of the determina-
19 tion by not later than 60 days after receipt of
20 the proposal.

21 “(B) APPROVAL OF PROPOSAL.—If the
22 proposal is approved, the registration agency
23 shall amend the record of the program to reflect
24 the modification or change, and provide the
25 sponsor or program administrator with an ac-

1 knowledge of the amended program, by not
2 later than 30 days after the date of approval.

3 “(C) DISAPPROVAL OF PROPOSAL.—If the
4 proposal is not approved, the registration agen-
5 cy shall—

6 “(i) notify the sponsor of the reasons
7 for the disapproval and provide the sponsor
8 with technical assistance to maintain the
9 program as originally registered;

10 “(ii) provide the sponsor with the op-
11 portunity to submit a revised modification
12 proposal, including providing appropriate
13 technical assistance to modify the proposal
14 in order to meet the requirements of this
15 Act; and

16 “(iii) in a case in which the sponsor
17 submits a revised modification proposal,
18 not later than 60 days after receipt of such
19 proposal—

20 “(I) approve the proposal; or

21 “(II) disapprove the proposal and
22 provide the sponsor with technical as-
23 sistance to maintain the program as
24 originally registered.

1 “(D) LIST OF DISAPPROVED PROGRAMS.—
2 The registration agency shall maintain a list of
3 programs that were disapproved which includes
4 the reasons for each such disapproval and pro-
5 vide such list to the Administrator at least an-
6 nually.

7 **“Subtitle C—Evaluations and** 8 **Research**

9 **“SEC. 131. PROGRAM EVALUATIONS.**

10 “(a) PURPOSE.—The purpose of this section is to
11 provide program performance transparency across the
12 programs under the national apprenticeship system, assess
13 the effectiveness of States in achieving positive outcomes
14 for program participants served by those programs, and
15 establish performance accountability measures related to
16 program completion and key indicators of performance
17 under the Workforce Innovation and Opportunity Act (29
18 U.S.C. 3101 et seq.).

19 “(b) REVIEWS BY REGISTRATION AGENCIES.—

20 “(1) PERFORMANCE REVIEWS.—

21 “(A) IN GENERAL.—A registration agency
22 shall—

23 “(i) annually collect performance data
24 for each program registered under section
25 124 by such agency to determine—

1 “(I) the performance of the pro-
2 gram with respect to the indicators of
3 performance under section
4 116(b)(2)(A)(i) of the Workforce In-
5 novation and Opportunity Act (29
6 U.S.C. 3141(b)(2)(A)(i) or in the case
7 of a youth apprenticeship program,
8 section 116(b)(2)(A)(ii)) of such Act
9 (29 U.S.C. 3141(b)(2)(A)(ii)), as ap-
10 plied to programs under the national
11 apprenticeship system; and

12 “(II) the completion rates of the
13 program; and

14 “(ii) provide technical assistance for
15 the collection of the information under
16 clause (i) of this subparagraph and sub-
17 paragraph (B), as necessary.

18 “(B) REPORTS.—The registration agency
19 for a State shall annually prepare and submit
20 to the Administrator a State performance re-
21 port that includes the following information
22 with respect to each program registered under
23 section 124 by such agency, including—

24 “(i) information specifying the levels
25 of performance described in subparagraph

1 (A), as compared to goals set in section
2 113(e)(8)(A)(i);

3 “(ii) the percentage of program par-
4 ticipants by race, sex ethnicity and, to the
5 extent practicable, by individuals with dis-
6 abilities, as compared to such percentages
7 within the working age population who are
8 in the geographical area from which the
9 sponsor usually seeks or reasonably could
10 seek program participants and who meet
11 the minimum eligibility requirements for
12 entry into in the program;

13 “(iii) the percentage of program par-
14 ticipants served by each of the programs
15 that obtained unsubsidized employment in
16 a field related to the apprenticeable occu-
17 pation;

18 “(iv) the average time to completion
19 for the program as compared to the de-
20 scription in the agreement under para-
21 graphs (1) and (2) of section 123(b);

22 “(v) the average cost per participant
23 during the most recent program year and
24 the 3 preceding program years;

1 “(vi) the percentage of program par-
2 ticipants who received supportive services;

3 “(vii) information on the State’s ac-
4 tivities required under section 113(c), in-
5 cluding the State’s uses of funds; and

6 “(viii) the disaggregation of the per-
7 formance data described in clauses (i)
8 through (vi)—

9 “(I) by the program type (ap-
10 prenticeship, youth apprenticeship, or
11 pre-apprenticeship program) involved;
12 and

13 “(II) by race, ethnicity, sex, age,
14 veteran status, and membership in a
15 population specified in section 3(24)
16 of the Workforce Innovation and Op-
17 portunity Act (29 U.S.C. 3102(24)).

18 “(C) REPORTS TO CONGRESS.—Not later
19 than 60 days after receiving a report under
20 subparagraph (B), the Secretary shall transmit
21 to the Committee on Education and Labor of
22 the House of Representatives and the Com-
23 mittee on Health, Education, Labor, and Pen-
24 sions of the Senate.

1 “(D) PUBLICATION.—The Administrator
2 shall annually make available on a publicly ac-
3 cessible website each report received under sub-
4 paragraph (B) not later than 30 days after re-
5 ceipt of such report.

6 “(2) COMPREHENSIVE PROGRAM REVIEWS.—

7 “(A) IN GENERAL.—A registration agency
8 shall periodically review each program reg-
9 istered under section 124 by such agency for
10 quality assurance and compliance with the re-
11 quirements of this Act.

12 “(B) TIMING OF REVIEWS.—A review de-
13 scribed in subparagraph (A) shall occur—

14 “(i) at the end of the first full train-
15 ing cycle of program participants under
16 the program; and

17 “(ii) beginning after the review de-
18 scribed in clause (i) at least once every 5
19 years.

20 “(C) REVIEW.—The review shall be a com-
21 prehensive review regarding all aspects of the
22 program performance, including—

23 “(i) determining whether the registra-
24 tion agency is receiving notification from
25 the sponsor of a program regarding indi-

1 viduals who are registered as new youth
2 apprentices, pre-apprentices, or apprentices
3 under the program, or who successfully
4 complete the program, as required under
5 this Act;

6 “(ii) determining whether the sponsor
7 of the program is complying with the re-
8 quirements of this Act;

9 “(iii) evaluating the performance of
10 the sponsor with respect to, at a minimum,
11 the indicators described in paragraph
12 (1)(A)(i), with the performance data
13 disaggregated as described in paragraph
14 (1)(B)(viii); and

15 “(iv) ensuring the sponsor’s compli-
16 ance with the requirement to provide equal
17 opportunity in recruitment, training, and
18 employment as described in subparagraphs
19 (B) and (C) of section 111(b)(7).

20 “(D) REPORTS.—On completion of a re-
21 view under this paragraph, the registration
22 agency shall prepare and submit to the Admin-
23 istrator a report containing the results of the
24 review.

25 “(c) SUBSEQUENT ACTION.—

1 “(1) TECHNICAL ASSISTANCE.—The registra-
2 tion agency shall provide technical assistance to the
3 sponsor and identify areas that require technical as-
4 sistance, including—

5 “(A) to support the sponsor in creating a
6 plan to meet the State goals described in sec-
7 tion 113(c)(8)(A)(ii), as applicable; and

8 “(B) assistance in the development of a
9 performance improvement plan if the registra-
10 tion agency determines, pursuant to any review
11 under subsection (b), that the youth apprentice-
12 ship, pre-apprenticeship, or apprenticeship pro-
13 gram—

14 “(i) is not in operation;

15 “(ii) is not in compliance with the re-
16 quirements of this Act; or

17 “(iii) is achieving levels of perform-
18 ance on any indicators described in sub-
19 section (b)(1)(A)(i) that are lower than the
20 State goals for any program year.

21 “(2) CORRECTIVE ACTION AND
22 DEREGISTRATION OF AN APPRENTICESHIP PRO-
23 GRAM.—The registration agency may take corrective
24 action, and if warranted, deregister a youth appren-
25 ticeship, pre-apprenticeship, or apprenticeship pro-

1 program, after making a determination that the pro-
2 gram demonstrates persistent and significant failure
3 to perform successfully, which occurs when—

4 “(A) the sponsor of the program consist-
5 ently fails to register at least 1 program partici-
6 pant;

7 “(B) the program shows a pattern of poor
8 results on the indicators described in subsection
9 (b)(1)(A)(i) over a period of 3 years, given the
10 characteristics of program participants and eco-
11 nomic conditions in the area served, or are
12 lower than the national or State average;

13 “(C) the program shows no indication of
14 improvement in the areas identified by the reg-
15 istration agency and in the performance im-
16 provement plan under paragraph (1); or

17 “(D) the sponsor has not administered the
18 program in accordance with the program’s reg-
19 istration, as applicable, or with the require-
20 ments of this Act.

21 “(3) NOTIFICATION AND HEARING.—If the reg-
22 istration agency makes a determination described in
23 paragraph (2), the registration agency shall notify
24 the Secretary and the sponsor of the determination
25 in writing, and permit the sponsor to request a hear-

1 ing by the Office of Administrative Law Judges. The
2 registration agency shall transmit to the Secretary a
3 report containing all pertinent facts and cir-
4 cumstances concerning the determination, including
5 findings and a recommendation for deregistration,
6 and copies of all relevant documents and records. If
7 the sponsor does not request the hearing not later
8 than 15 days after receiving such notification, the
9 registration agency shall deregister the program
10 after the period for requesting such a hearing has
11 expired.

12 “(4) NOTIFICATION AND TREATMENT OF AP-
13 PRENTICES.—Not later than 15 days after the reg-
14 istration agency deregisters a program, the sponsor
15 or program administrator shall notify program par-
16 ticipant—

17 “(A) of such deregistration and the effec-
18 tive date;

19 “(B) that such deregistration automatically
20 deprives the program participant of individual
21 registration as part of such youth apprentice-
22 ship, pre-apprenticeship, or apprenticeship pro-
23 gram, including the ability to receive a certifi-
24 cate of completion from the registration agency;

1 “(C) that the deregistration of the pro-
2 gram removes the program participant from eli-
3 gibility for any Federal financial or other assist-
4 ance, or rights, privileges, or exemptions under
5 Federal law, that—

6 “(i) relates to an apprentice; and

7 “(ii) requires the registration agency’s
8 approval; and

9 “(D) that all youth apprentices, pre-ap-
10 prentices, or apprentices are referred to the
11 registration agency for information about po-
12 tential transfers to other programs under the
13 national apprenticeship system.

14 **“SEC. 132. NATIONAL APPRENTICESHIP SYSTEM RE-**
15 **SEARCH.**

16 “(a) RESEARCH.—The Secretary shall conduct,
17 through an independent entity, research for the purpose
18 of improving the management and effectiveness of the pro-
19 grams and activities carried out under this Act and to as-
20 sist in the evaluation of the programs as described in sec-
21 tion 131.

22 “(b) TECHNIQUES.—The research conducted under
23 this section shall utilize appropriate methodology and re-
24 search designs.

25 “(c) CONTENTS.—Such research shall address—

1 “(1) the general effectiveness of such programs
2 and activities in relation to their cost, including the
3 extent to which the programs and activities—

4 “(A) improve the skill and employment
5 competencies of participants in comparison to
6 comparably-situated individuals who did not
7 participate in such programs and activities;

8 “(B) to the extent feasible, increase the
9 levels of total employment, of attainment of rec-
10 ognized postsecondary credentials, and of meas-
11 urable skills, above the levels that would have
12 existed in the absence of such programs and ac-
13 tivities;

14 “(C) respond to the needs reflected in
15 labor market data in the local area and align
16 with high-skill, high-wage, or in-demand indus-
17 tries or occupations;

18 “(D) demonstrate a return on investment
19 of Federal, State, local, sponsor, employer, and
20 other funding for programs under the national
21 apprenticeship system, capturing the full level
22 of investment in, and impact of, such programs
23 under the national apprenticeship system; and

24 “(E) regularly assess the impact of ap-
25 prenticeship programs under the national ap-

1 prentice system in effectively increasing the
2 participation of women, minorities, individuals
3 with disabilities, long term unemployed, individ-
4 uals impacted by the criminal and juvenile jus-
5 tice system, foster and former foster youth, and
6 individuals with barriers to employment;

7 “(2) the impact of the National Apprenticeship
8 Act of 2020 on the general effectiveness of programs
9 under the national apprenticeship system, including
10 the implementation of policies such as dual or con-
11 current enrollment programs, advanced standing, or
12 industry recognized apprenticeable occupations;

13 “(3) best practices in increasing participation of
14 nontraditional apprenticeship populations and indi-
15 viduals with barriers to employment, including indi-
16 viduals with disabilities, in programs under the na-
17 tional apprenticeship system; and

18 “(4) opportunities to scale up effective models
19 under the national apprenticeship system.

20 “(d) REPORTS.—

21 “(1) INDEPENDENT ENTITY.—The independent
22 entity carrying out the research shall prepare and
23 submit to the Secretary—

24 “(A) an interim report containing findings
25 from the research; and

1 “(B) a final report containing the results
2 of the research, including policy recommenda-
3 tions.

4 “(2) REPORTS TO CONGRESS.—Not later than
5 60 days after receipt of the interim report and final
6 report described in subparagraphs (A) and (B) of
7 paragraph (1), respectively, the Secretary shall sub-
8 mit each report to the Committee on Education and
9 Labor of the House of Representatives and the Com-
10 mittee on Health, Education, Labor, and Pensions
11 of the Senate.

12 “(e) PUBLIC ACCESS.—The Secretary shall make the
13 interim and final reports available on a publicly accessible
14 website not later than 60 days after the receipt of the in-
15 terim and final report.

16 “(f) DEMONSTRATION AUTHORITY.—

17 “(1) IN GENERAL.—The Secretary is authorized
18 to initiate demonstration projects, subject to the rec-
19 ommendation of two-thirds of the voting members of
20 the Advisory Committee, such that each demonstra-
21 tion project—

22 “(A) is limited in size and scope;

23 “(B) has a duration of no more than 3
24 years;

1 “(C) is carried out in nontraditional ap-
2 prenticeship industries or occupations; and

3 “(D) which may include activities that re-
4 spond to the COVID–19 public health emer-
5 gency.

6 “(2) LIMITATION ON FUNDING.—In initiating
7 demonstration projects under subsection (a), the
8 Secretary may not use more than \$2,000,000 annu-
9 ally from the funding authorized under section
10 141(a).

11 **“Subtitle D—General Provisions**

12 **“SEC. 141. AUTHORIZATION OF APPROPRIATIONS.**

13 “(a) OFFICE OF APPRENTICESHIP.—There are au-
14 thorized to be appropriated to carry out sections 111, 112,
15 131, and 132—

16 “(1) \$50,000,000 for fiscal year 2021;

17 “(2) \$60,000,000 for fiscal year 2022;

18 “(3) \$70,000,000 for fiscal year 2023;

19 “(4) \$80,000,000 for fiscal year 2024; and

20 “(5) \$90,000,000 for fiscal year 2025.

21 “(b) INTERAGENCY AGREEMENT.—There are author-
22 ized to be appropriated to carry out section 114—

23 “(1) \$10,000,000 for fiscal year 2021;

24 “(2) \$12,000,000 for fiscal year 2022;

25 “(3) \$14,000,000 for fiscal year 2023;

1 “(4) \$16,000,000 for fiscal year 2024; and

2 “(5) \$18,000,000 for fiscal year 2025.

3 **“TITLE II—MODERNIZING THE**
4 **NATIONAL APPRENTICESHIP**
5 **SYSTEM FOR THE 21st CEN-**
6 **TURY GRANTS**

7 **“SEC. 201. GRANT REQUIREMENTS.**

8 “(a) AUTHORITY.—

9 “(1) IN GENERAL.—The Administrator shall
10 award grants, contracts, or cooperative agreements
11 to eligible entities on a competitive basis for one or
12 more of the following purposes:

13 “(A) CREATION AND EXPANSION ACTIVI-
14 TIES.—To expand the offerings of programs
15 under the national apprenticeship system—

16 “(i) to create new apprenticeship pro-
17 grams in a nontraditional apprenticeship
18 industry or occupation, such as for pro-
19 grams demonstrating demand in informa-
20 tion technology, computer science, energy,
21 green jobs, advanced manufacturing,
22 health care, media and entertainment, edu-
23 cation, hospitality and tourism, or cyberse-
24 curity;

1 “(ii) to expand existing apprenticeship
2 programs demonstrating labor market de-
3 mand;

4 “(iii) to create new or expand existing
5 pre-apprenticeship programs; or

6 “(iv) to create new or expand existing
7 youth apprenticeship programs.

8 “(B) ENCOURAGING EMPLOYER PARTICI-
9 PATION.—To encourage employer participation
10 in programs under the national apprenticeship
11 system—

12 “(i) that target individuals with bar-
13 riers to employment in youth apprentice-
14 ship, pre-apprenticeship, or apprenticeship
15 programs, prioritizing nontraditional ap-
16 prenticeship populations such as women,
17 minorities, long-term unemployed, individ-
18 uals with a disability, individuals with sub-
19 stance abuse issues, veterans, military
20 spouses, individuals experiencing homeless-
21 ness, individuals impacted by the criminal
22 or juvenile justice system, and foster and
23 former foster youth;

24 “(ii) that are in high-need social serv-
25 ice-related industries, sectors, or occupa-

1 tions, such as direct care workers and
2 early childhood, elementary school, and
3 secondary school educators;

4 “(iii) that target individuals currently
5 or recently incarcerated; or

6 “(iv) among small- and medium-sized
7 employers.

8 “(C) INTERMEDIARY GRANTS.—If the eli-
9 gible entity is a qualified intermediary—

10 “(i) to support national industry and
11 equity intermediaries in establishing or ex-
12 panding sector-based partnerships to sup-
13 port the delivery or expansion of programs
14 under the national apprenticeship system
15 to significant scale in the United States—

16 “(I) in key sectors, including
17 manufacturing, information tech-
18 nology, cyber security, health care, in-
19 surance and finance, energy, hospi-
20 tality, retail, construction, and other
21 sectors identified by the Administrator
22 and the Advisory Committee as tar-
23 geted for expansion under the na-
24 tional apprenticeship system; or

1 “(II) for nontraditional appren-
2 ticeship populations, women, minori-
3 ties, individuals with disabilities, and
4 individuals impacted by the criminal
5 or juvenile justice system; or

6 “(ii) to serve programs under the na-
7 tional apprenticeship system in a local or
8 regional setting.

9 “(D) EDUCATIONAL ALIGNMENT.—To
10 strengthen alignment between programs under
11 the national apprenticeship system and edu-
12 cation and training providers with secondary,
13 postsecondary, and adult education systems, in-
14 cluding degree and credential requirements.

15 “(2) DURATION.—

16 “(A) IN GENERAL.—The Administrator
17 shall award grants under this subsection for a
18 period of not more than 3 years.

19 “(B) EXTENSION.—The eligible entity may
20 apply for, and the Administrator may grant, an
21 extension of the grant period for not more than
22 1 additional 2-year period, if the grant recipient
23 demonstrates to the Administrator that the re-
24 cipient—

1 “(i) has effectively implemented a
2 project to achieve its stated purpose as de-
3 scribed in subsections (e) and (f);

4 “(ii) has complied with the assurances
5 as described in subsection (e)(9); and

6 “(iii) has improved applicable out-
7 comes, as demonstrated through indicators
8 referred to in section 203(a)(2).

9 “(b) FUNDING REQUIREMENTS.—

10 “(1) MATCHING FUNDS REQUIRED.—The Ad-
11 ministrator shall require, as a condition of receipt of
12 funds under this section, an eligible entity to match
13 funds awarded under this section in an amount not
14 less than 25 percent of the funds awarded to such
15 recipient under this section. Such eligible entity may
16 make the matching funds available directly or
17 through donations from non-Federal, public, or pri-
18 vate organizations, in cash or in kind, fairly evalu-
19 ated.

20 “(2) WAIVER.—The Administrator may waive
21 the requirement under paragraph (1) if the entity
22 demonstrates that exceptional circumstances prevent
23 the entity from meeting the requirement, such as
24 demonstrating that the entity serves a high propor-
25 tion of individuals with barriers to employment, or

1 due to exceptional or uncontrollable circumstances,
2 such as a natural disaster or a precipitous and un-
3 foreseen decline in the financial resources of the eli-
4 gible entity.

5 “(c) PRIORITY AND DISTRIBUTION.—

6 “(1) PRIORITY.—In awarding grants under this
7 section, the Administrator shall give priority to an
8 eligible entity—

9 “(A) proposing to serve a high number or
10 high percentage of participants who are from
11 nontraditional apprenticeship populations; and

12 “(B) providing opportunities in high-wage,
13 high-skill, or in-demand sectors and occupa-
14 tions.

15 “(2) GEOGRAPHIC DISTRIBUTION.—In awarding
16 grants under this subsection, the Administrator
17 shall, to the extent practicable, ensure a geographi-
18 cally diverse distribution of grants, including a geo-
19 graphically diverse distribution among regions of the
20 country and among urban, suburban, and rural
21 areas.

22 “(d) ELIGIBLE ENTITY.—To be eligible to apply for
23 grants under this title, an eligible entity shall—

24 “(1) demonstrate a partnership with two or
25 more of the following:

1 “(A) a State or local workforce develop-
2 ment board or State or local workforce agency;

3 “(B) an education and training provider,
4 or a consortium thereof;

5 “(C) a State apprenticeship agency;

6 “(D) an Indian Tribe or Tribal organiza-
7 tion;

8 “(E) an industry or sector partnership, a
9 group of employers, a trade association, or a
10 professional association that sponsors or par-
11 ticipates in a program under the national ap-
12 prenticeship system;

13 “(F) a Governor;

14 “(G) a labor organization or joint labor-
15 management organization;

16 “(H) community-based organizations that
17 assist program participants in accessing sup-
18 portive services; or

19 “(I) a qualified intermediary; and

20 “(2) to the extent practicable, be part of an in-
21 dustry or sector partnership, and partner with a
22 labor or joint labor-management organization.

23 “(e) GENERAL APPLICATION REQUIREMENTS.—An
24 eligible entity applying for a grant under this section shall

1 submit to the Administrator a description of each of the
2 following:

3 “(1) Each purpose under subsection (a) for
4 which the applicant intends to use such grant.

5 “(2) Each entity with which the eligible entity
6 is partnered or engaged under subsection (d) and
7 the role of each such entity in carrying out activities
8 funded under this subsection.

9 “(3) The ability of the applicant, directly or
10 through partners—

11 “(A) to enroll, instruct, advance, and grad-
12 uate program participants served by the grant
13 activities, and enable the participants to gain
14 employment after program completion;

15 “(B) to support (including by providing
16 technical assistance) program sponsors and em-
17 ployers (especially small- and medium-sized
18 businesses) in the creation of, recruitment for,
19 and execution of programs under the national
20 apprenticeship system; and

21 “(C) to provide opportunities to rural com-
22 munities, as applicable.

23 “(4) A labor market analysis with respect to
24 the geographic area of service that demonstrates—

1 “(A) the need to create or expand the pro-
2 gram; and

3 “(B) a plan to align the activities sup-
4 ported by the grant with the labor market
5 needs of high-skill, high-wage, or in-demand in-
6 dustry sectors or occupations.

7 “(5) A plan—

8 “(A) to comply with requirements for an
9 evaluation and report under section 203;

10 “(B) as appropriate, to coordinate activi-
11 ties assisted under the grant with activities car-
12 ried out under the Carl D. Perkins Career and
13 Technical Education Act of 2006 (20 U.S.C.
14 2301 et seq.), the Elementary and Secondary
15 Education Act of 1965 (20 U.S.C. 6301 et
16 seq.), the Higher Education Act of 1965 (20
17 U.S.C. 1001 et seq.), the Workforce Innovation
18 and Opportunity Act (29 U.S.C. 3101 et seq.),
19 and any related Federal programs and if appro-
20 priate, how funds provided under these pro-
21 grams will be leveraged in support of the pro-
22 grams supported by this grant;

23 “(C) to use funds awarded under this sec-
24 tion in support of the programs supported by
25 this grant, as described in section 202;

1 “(D) to continue the program after the
2 grant period ends; and

3 “(E) to recruit and retain program partici-
4 pants for pre-apprenticeship, youth apprentice-
5 ship, and apprenticeship programs, including
6 from nontraditional apprenticeship populations,
7 such as women, minorities, individuals with dis-
8 abilities, individuals impacted by the criminal or
9 juvenile justice system, and individuals with
10 barriers to employment, to ensure program par-
11 ticipants are able to access supportive services,
12 as applicable, and how such plan will support
13 the eligible entity in meeting the equal oppor-
14 tunity requirements for diversity described in
15 subparagraphs (B) and (C) of section 111(b)(7)
16 and section 113(c)(5), as applicable.

17 “(6) For any grants expanding existing pro-
18 grams under the national apprenticeship system, a
19 description of—

20 “(A) a plan to coordinate the activities car-
21 ried out under the grant with the existing pro-
22 gram; and

23 “(B) the effectiveness of the program, in-
24 cluding demonstrations of programmatic com-
25 ponents such as program costs to employers

1 and to program participants, completion and
2 placement rates, credential attainment, diversity
3 in populations served, the effectiveness of the
4 program in increasing participant’s wages and
5 benefits, or services provided to employers and
6 program participants.

7 “(7) A description of potential program partici-
8 pants and strategies to support the recruitment, re-
9 tention, and completion of such participants, includ-
10 ing nontraditional apprenticeship populations and in-
11 dividuals with barriers to employment, to the extent
12 practicable.

13 “(8) A description of strategies to recruit and
14 support employers involved in programs under the
15 national apprenticeship system.

16 “(9) An assurance that the eligible entity will—

17 “(A) provide information to the Adminis-
18 trator, as requested, for any such evaluations as
19 the Administrator may carry out;

20 “(B) make program performance outcome
21 data available (in accordance with applicable
22 data privacy laws, including section 444 of the
23 General Education Provisions Act (20 U.S.C.
24 1232g) and section 4 of this Act) to inde-
25 pendent evaluators to enable the evaluators to

1 prepare the evaluations and research reports
2 described in section 203(a)(1); and

3 “(C) coordinate grant activities with a
4 State Apprenticeship Agency, if such agency ex-
5 ists in the State where the eligible entity is ap-
6 plying for a grant or carrying out activities.

7 “(f) ADDITIONAL APPLICATION REQUIREMENTS.—
8 The Administrator shall require an eligible entity applying
9 for a grant under this title to include as part of their ap-
10 plication in subsection (e) the following information, as
11 applicable:

12 “(1) CREATION AND EXPANSION ACTIVITIES.—

13 “(A) NEW APPRENTICESHIP PROGRAMS.—

14 An eligible entity applying to create new ap-
15 prenticeship programs and carry out activities
16 in accordance with subsection (a)(1)(A)(i) shall
17 include as part of their application a description
18 of—

19 “(i) any plans for further expansion
20 upon development of the program; and

21 “(ii) employers, and to the extent
22 practicable, labor organizations or joint
23 labor-management organizations, engaged
24 in the program creation and implementa-
25 tion.

1 “(B) EXPANDING APPRENTICESHIP PRO-
2 GRAMS.—An eligible entity applying to expand
3 existing apprenticeship programs and carry out
4 activities in accordance with subsection
5 (a)(1)(A)(ii) shall include as part of their appli-
6 cation a description of employers engaged in the
7 program expansion.

8 “(C) CREATING OR EXPANDING PRE-AP-
9 PRENTICESHIP PROGRAMS.—An eligible entity
10 applying to create or expand pre-apprenticeship
11 programs and carry out activities in accordance
12 with subsection (a)(1)(A)(iii) shall include as
13 part of their application a description of—

14 “(i) a partnership between the eligible
15 entity and at least one apprenticeship pro-
16 gram; and

17 “(ii) existing partnerships with em-
18 ployers acting in either an advisory capac-
19 ity or actively participating in the pre-ap-
20 prenticeship program.

21 “(D) CREATING OR EXPANDING YOUTH
22 APPRENTICESHIP PROGRAMS.—An eligible enti-
23 ty applying to create or expand youth appren-
24 ticeship programs and carry out activities in ac-
25 cordance with subsection (a)(1)(A)(iv) shall in-

1 clude as part of their application a description
2 of—

3 “(i) an existing partnership with at
4 least one high school offering related in-
5 struction for the youth apprenticeship pro-
6 gram, with existing integration into the
7 academic content of the high school di-
8 ploma requirements, or with demonstrated
9 plans for integration of related instruction
10 into the high school curriculum; and

11 “(ii) existing partnerships with em-
12 ployers acting in either an advisory capac-
13 ity or actively participating in the youth
14 apprenticeship program.

15 “(2) ENCOURAGING EMPLOYER PARTICIPA-
16 TION.—

17 “(A) INDIVIDUALS WITH BARRIERS TO EM-
18 PLOYMENT.—An eligible entity applying to tar-
19 get individuals with barriers to employment for
20 apprenticeship, youth apprenticeship, or pre-ap-
21 prenticeship programs and carry out activities
22 in accordance with subsection (a)(1)(B)(i) shall
23 include as part of their application a description
24 of—

1 “(i) specific strategies to target both
2 individuals with barriers to employment
3 and employers for participation in the pro-
4 gram; and

5 “(ii) partnerships with organizations
6 that assist program participants in access-
7 ing supportive services to support recruit-
8 ment, retention, and completion of the pro-
9 gram by program participants.

10 “(B) HIGH-NEED SOCIAL SERVICE-RE-
11 LATED INDUSTRIES.—An eligible entity apply-
12 ing to offer pre-apprenticeship, youth appren-
13 ticeship, or apprenticeship programs in high-
14 need social service-related industries, sectors, or
15 occupations and carry out activities in accord-
16 ance with subsection (a)(1)(B)(ii) shall include
17 as part of their application a description of
18 wages and benefits offered to program partici-
19 pants.

20 “(C) INDIVIDUALS CURRENTLY OR RE-
21 CENTLY INCARCERATED.—An eligible entity ap-
22 plying to target individuals currently or recently
23 incarcerated and establish or carry out pre-ap-
24 prenticeship programs and apprenticeship pro-
25 grams in accordance with subsection

1 (a)(1)(B)(iii) shall include as part of their ap-
2 plication a description of—

3 “(i) a plan to assist the program par-
4 ticipants in obtaining the documentation
5 and work authorization necessary to par-
6 ticipate in such program;

7 “(ii) partnerships with organizations
8 that will assist program participants in ac-
9 cessing activities to improve financial lit-
10 eracy and supportive services;

11 “(iii) how the assessments used to
12 support the placement of potential pro-
13 gram participants into a program accu-
14 rately reflect the participants’ skills and
15 competencies;

16 “(iv) a plan to provide information
17 about resources to program participants to
18 address mental health or substance abuse
19 issues;

20 “(v) partnerships with organizations
21 that support—

22 “(I) the transition from incarcer-
23 ation to re-entry, such as assistance
24 with housing, transportation, and
25 legal services; and

1 “(II) successful completion of an
2 apprenticeship or pre-apprenticeship
3 program;

4 “(vi) wages and benefits offered to
5 program participants that are commensu-
6 rate with wages for similar work in the
7 State or local area, as allowable; and

8 “(vii) alignment and necessary sup-
9 ports to comply with and receive the bene-
10 fits of the Federal Bonding Program and
11 the Prison Industry Enhancement Certifi-
12 cation Program for employers participating
13 in apprenticeship programs.

14 “(D) SMALL- AND MEDIUM-SIZED EMPLOY-
15 ERS.—An eligible entity applying to engage
16 small- and medium-sized employers and carry
17 out activities in accordance with subsection
18 (a)(1)(B)(iv) shall include as part of their ap-
19 plication a description of demonstrated success
20 in engaging small- and medium-sized employers
21 and the ability to recruit new employers to par-
22 ticipate in related partnerships or programs,
23 such as small businesses owned or controlled by
24 women, minorities, or veterans.

25 “(3) INTERMEDIARY GRANTS.—

1 “(A) SUPPORTING NATIONAL INDUSTRY
2 AND EQUITY INTERMEDIARIES.—An eligible en-
3 tity applying to carry out activities in accord-
4 ance with subsection (a)(1)(C)(i) shall include
5 as part of their application a description of the
6 ability of such entity to convene a diverse group
7 of industry specific stakeholders for the pur-
8 poses of developing or expanding programs, in-
9 cluding employers, workforce development orga-
10 nizations, industry associations, labor groups
11 (including joint labor-management organiza-
12 tions), and education and training providers at
13 a national level or with national reach.

14 “(B) SERVING PROGRAMS IN A LOCAL OR
15 REGIONAL SETTING.—An eligible entity apply-
16 ing to carry out activities in accordance with
17 subsection (a)(1)(C)(ii) shall include as part of
18 their application a description of how such enti-
19 ty will—

20 “(i) engage employers, especially
21 small- and medium-sized businesses, in the
22 formation or ongoing development of in-
23 dustry or sector partnerships and pro-
24 grams in the national apprenticeship sys-
25 tem;

1 “(ii) identify the industry or sector
2 partnerships that will be served, and dem-
3 onstrate alignment to high-skill, high-wage,
4 or in-demand industry sectors or occupa-
5 tions;

6 “(iii) leverage additional resources, in-
7 cluding funding provided by Federal and
8 non-Federal resources; and

9 “(iv) provide services to program
10 sponsors and program participants.

11 “(4) EDUCATIONAL ALIGNMENT.—An eligible
12 entity applying to carry out activities in accordance
13 with subsection (a)(1)(D) shall include as part of
14 their application a description of—

15 “(A) a demonstration of a partnership
16 with—

17 “(i)(I) no less than three sponsors or
18 employers; or

19 “(II) an industry or sector partner-
20 ship; and

21 “(ii) at least 1 of the following—

22 “(I) an educational service agen-
23 cy;

24 “(II) a high school;

25 “(III) a local educational agency;

1 “(IV) State educational agency;

2 “(V) an Indian Tribe, Tribal or-
3 ganization, Tribal educational agency,
4 Tribally controlled college or univer-
5 sity, or Tribally controlled postsec-
6 ondary career and technical institu-
7 tion, as applicable;

8 “(VI) a postsecondary edu-
9 cational institution; or

10 “(VII) a State higher education
11 agency; and

12 “(B) a commitment to establishing or ex-
13 panding the alignment of the related instruction
14 to—

15 “(i) the requirements for a high
16 school diploma, which may be fulfilled
17 through a dual or concurrent enrollment
18 program; or

19 “(ii) the requirements for a recognized
20 postsecondary credential, including the de-
21 gree requirements for an associate’s or
22 bachelor’s degree.

23 **“SEC. 202. USES OF FUNDS.**

24 “(a) GENERAL ACTIVITIES.—An eligible entity apply-
25 ing for any grant activity under section 201(a)(1)—

1 “(1) shall use at least 5 percent of the grant
2 funds to provide direct financial assistance to ap-
3 prentices, pre-apprentices, or youth apprentices
4 through emergency grants to support their financial
5 needs to enter, remain enrolled in, and complete
6 such program, such as support for the related costs
7 of supplies and equipment, assessment or licensure
8 fees, courses, transportation, child care, and hous-
9 ing; and

10 “(2) may use funds for any of the following ac-
11 tivities:

12 “(A) To establish or expand partnerships
13 with organizations that provide program partici-
14 pants access to financial planning, mentoring,
15 and supportive services that are necessary to
16 enable an individual to participate in and com-
17 plete a program under the national apprentice-
18 ship system.

19 “(B) To conduct outreach and recruitment
20 activities, including assessments of potential
21 participants for, and enrollment of participants
22 in, a program under the national apprenticeship
23 system.

24 “(C) To conduct outreach, engagement, re-
25 cruitment, and coordination of activities with

1 employers, industry associations, labor and joint
2 labor-management organizations, qualified
3 intermediaries, education and training pro-
4 viders, State or local workforce agencies, poten-
5 tial sponsors, community-based organizations,
6 communities with high numbers or percentages
7 of nontraditional apprenticeship populations,
8 small- and medium-sized businesses, or rural
9 communities to establish or expand industry or
10 sector partnerships and opportunities under the
11 national apprenticeship system.

12 “(D) To carry out grant requirements, in-
13 cluding program evaluation and reporting re-
14 quirements.

15 “(E) To conduct any activities as described
16 in the application that would advance the pur-
17 poses of the grant.

18 “(F) To support the transition to virtual
19 or remote learning or training, as necessary and
20 as approved by the registration agency.

21 “(b) ADDITIONAL USES OF FUNDS.—

22 “(1) CREATION OR EXPANSION ACTIVITIES.—

23 “(A) APPRENTICESHIP PROGRAM CRE-
24 ATION.—An eligible entity that receives funds
25 under section 201(a)(1)(A)(i) shall use such

1 funding to create and implement an apprentice-
2 ship program, which may include—

3 “(i) creating and providing training
4 and related instruction based on employer
5 engagement;

6 “(ii) applying apprenticeship frame-
7 works as described in section 111(b)(5)(C)
8 to the State or local labor market and em-
9 ployer needs; or

10 “(iii) aligning the new program with
11 existing apprenticeship programs.

12 “(B) APPRENTICESHIP PROGRAM EXPAN-
13 SION.—An eligible entity that receives funds
14 under section 201(a)(1)(A)(ii) shall use such
15 funds to expand an existing apprenticeship pro-
16 gram, which may include—

17 “(i) expanding and enhancing related
18 instruction;

19 “(ii) conducting outreach to and en-
20 gagement with employers for the purposes
21 of program expansion, including creation
22 of new or expansion of existing industry or
23 sector partnerships;

24 “(iii) preparing additional instructors
25 or mentors needed for program expansion;

1 “(iv) building awareness of appren-
2 ticeship program opportunities for State or
3 local workforce development, education,
4 and economic development entities; and

5 “(v) providing commensurate wages to
6 wages for on-the-job training for program
7 participants during related instruction, as
8 applicable.

9 “(C) PRE-APPRENTICESHIP PROGRAMS.—
10 An eligible entity that receives funds under sec-
11 tion 201(a)(1)(A)(iii) shall use such funds to
12 create a new pre-apprenticeship program or ex-
13 pand an existing pre-apprenticeship program,
14 which may include—

15 “(i) coordinating pre-apprenticeship
16 program activities with an apprenticeship
17 program in a high-skill, high-wage, or in-
18 demand industry sector or occupation, in-
19 cluding the creation or expansion of work-
20 based learning opportunities, and articula-
21 tion agreements for those who successfully
22 complete a pre-apprenticeship to earn aca-
23 demic credit and enroll in an apprentice-
24 ship program;

1 “(ii) creating, expanding, or inte-
2 grating related instruction and work-based
3 learning, which may include training in the
4 workplace and supporting partnerships to
5 create opportunities for pre-apprentices to
6 earn credit at a postsecondary educational
7 institution for skills and competencies ac-
8 quired during the pre-apprenticeship pro-
9 gram;

10 “(iii) providing participants with ca-
11 reer exploration and career planning activi-
12 ties and with exploration of postsecondary
13 opportunities including apprenticeship pro-
14 grams;

15 “(iv) with respect to participants
16 without a high school diploma or a gen-
17 erally recognized equivalent, paying the
18 costs affiliated with acquiring such equiva-
19 lent, and the costs of any related assess-
20 ments of potential pre-apprentices or active
21 pre-apprentices, including those that would
22 verify the attainment of foundational
23 knowledge and skills necessary to succeed
24 in an apprenticeship program;

1 “(v) development or expansion of
2 partnerships with organizations that assist
3 program participants in accessing sup-
4 portive services, which may include the 12-
5 month period after the conclusion of a pre-
6 apprenticeship program;

7 “(vi) providing commensurate wages
8 to the linked apprenticeship program for
9 pre-apprentices as they participate in and
10 complete the pre-apprenticeship program,
11 as appropriate;

12 “(vii) paying the cost of related in-
13 struction or assessment or licensure fees
14 associated with the pre-apprenticeship pro-
15 gram, as appropriate;

16 “(viii) providing stipends to pre-ap-
17 prentices enrolled in a pre-apprenticeship
18 program to cover costs such as housing,
19 transportation, childcare or out of pocket
20 expenses resulting from the pre-apprentice-
21 ship program such as assessments and fees
22 for industry-recognized credentials or driv-
23 ers licenses during the time of enrollment;
24 or

1 “(ix) creating or expanding industry
2 or sector partnerships to support the pre-
3 apprenticeship program and to provide ad-
4 ditional opportunities to the pre-appren-
5 tices.

6 “(D) YOUTH APPRENTICESHIP PRO-
7 GRAMS.—An eligible entity that receives funds
8 under section 201(a)(1)(A)(iv) shall use such
9 funds to create a new youth apprenticeship pro-
10 gram or expand an existing youth apprentice-
11 ship program, which may include—

12 “(i) paying for the costs associated
13 with curriculum development and align-
14 ment of that curriculum with recognized
15 postsecondary credentials including indus-
16 try-recognized credentials, high school
17 graduation requirements, and related in-
18 struction, including curriculum develop-
19 ment for dual or concurrent enrollment;

20 “(ii) providing employers, and to the
21 extent practicable, labor organizations and
22 joint labor-management organizations,
23 technical assistance to support the partici-
24 pation of youth apprentices under the age
25 of 18;

1 “(iii) integrating work-based and aca-
2 demic learning, which may include training
3 in the workplace;

4 “(iv) providing career exploration and
5 career planning activities, including explo-
6 ration of postsecondary opportunities such
7 as apprenticeship programs;

8 “(v) providing technical assistance to
9 support the participation of small- and me-
10 dium-sized businesses in youth apprentice-
11 ship programs;

12 “(vi) developing or expanding partner-
13 ships with organizations that assist pro-
14 gram participants in accessing supportive
15 services, which may include the 12-month
16 period after the conclusion of such a youth
17 apprenticeship program; or

18 “(vii) providing teachers, career guid-
19 ance and academic counselors, school lead-
20 ers, administrators, specialized instruc-
21 tional support personnel, and paraprofes-
22 sionals with professional development op-
23 portunities to build an understanding of
24 apprenticeship opportunities available to

1 students, including experiential opportuni-
2 ties like externships.

3 “(2) INCENTIVE FUNDS.—

4 “(A) BARRIERS TO EMPLOYMENT.—An eli-
5 gible entity that receives funds under section
6 201(a)(1)(B)(i) shall use such funds to encour-
7 age employer participation in programs under
8 the national apprenticeship system that target
9 individuals with barriers to employment, which
10 may include—

11 “(i) providing financial assistance to
12 employers to support costs related to the
13 programs, such as training incumbent
14 workers for participation as mentors or
15 employees supervising the on-the-job learn-
16 ing;

17 “(ii) supporting the cost of related in-
18 struction, assessment or licensure fees, or
19 wages for program participants during re-
20 lated instruction; and

21 “(iii) establishing or expanding part-
22 nerships with organizations that assist pro-
23 gram participants in accessing supportive
24 services to support recruitment, retention,
25 and completion, including providing sup-

1 plies and equipment necessary to begin a
2 program under the national apprenticeship
3 system.

4 “(B) HIGH-NEED SOCIAL SERVICE-RE-
5 LATED INDUSTRIES.—An eligible entity that re-
6 ceives funds under section 201(a)(1)(B)(ii)
7 shall use such funds to incentivize employer
8 participation in programs under the national
9 apprenticeship system in high need social serv-
10 ice-related industries, sectors, or occupations,
11 which may include—

12 “(i) providing financial assistance to
13 employers to support costs related to the
14 program, such as training incumbent work-
15 ers as mentors, or employees providing on-
16 the-job training;

17 “(ii) supporting the cost of related in-
18 struction, assessment or licensure fees, or
19 wages for program participants during re-
20 lated instruction;

21 “(iii) establishing or expanding part-
22 nerships with organizations that assist pro-
23 gram participants in accessing supportive
24 services to support recruitment, retention,
25 and completion, including providing sup-

1 plies and equipment necessary to begin a
2 program under the national apprenticeship
3 system; or

4 “(iv) aligning such program with ca-
5 reer pathways and opportunities for ad-
6 vancement along such career pathways.

7 “(C) INDIVIDUALS IMPACTED BY THE JUS-
8 TICE SYSTEM.—An eligible entity that receives
9 funds under section 201(a)(1)(B)(iii) shall use
10 such funds to incentivize employer participation
11 in programs under the national apprenticeship
12 system that target individuals impacted by the
13 criminal or juvenile justice system, which may
14 include—

15 “(i) providing financial assistance to
16 employers to support costs related to the
17 program, such as training incumbent work-
18 ers as mentors or employees supervising
19 the on-the-job learning; or

20 “(ii) supporting the cost of related in-
21 struction, assessment or licensure fees, or
22 wages for program participants during re-
23 lated instruction.

24 “(D) IN-DEMAND INDUSTRY SECTOR OR
25 OCCUPATION GRANTS FOR SMALL- AND ME-

1 DIUM-SIZED BUSINESSES.— An eligible entity
2 that receives funds under section
3 201(a)(1)(B)(iv) shall use such funds to en-
4 courage participation of small- and medium-
5 sized businesses in programs under the national
6 apprenticeship system, which may include—

7 “(i) providing financial assistance to
8 employers to support costs related to the
9 program, such as training incumbent work-
10 ers as mentors or employees supervising
11 the on-the-job learning;

12 “(ii) supporting the cost of related in-
13 struction, assessment or licensure fees, or
14 wages for program participants during re-
15 lated instruction;

16 “(iii) providing technical assistance to
17 small- and medium-sized businesses on the
18 program registration process and
19 leveraging other available funds to support
20 carrying out programs supported by this
21 grant; or

22 “(iv) establishing or expanding part-
23 nerships to support program development
24 or expansion, including establishing or ex-
25 panding industry or sector partnerships to

1 ensure inclusion of small- and medium-
2 sized businesses.

3 “(3) INTERMEDIARY GRANTS.—

4 “(A) NATIONAL INDUSTRY AND EQUITY
5 INTERMEDIARIES.—An eligible entity that re-
6 ceives funds under section 201(a)(1)(C)(i) shall
7 use such funds to carry out activities at a na-
8 tional and regional level to support the pro-
9 motion and expansion of industry or equity
10 intermediaries, which may include—

11 “(i) creating partnerships and
12 leveraging collaborations with employers,
13 workforce development organizations, in-
14 dustry associations, labor organizations,
15 and education and training providers to
16 help multiple employers make education
17 and training more affordable and accel-
18 erate the expansion of programs under the
19 national apprenticeship system nationwide;

20 “(ii) assisting employers in expanding
21 programs, starting new programs, and
22 working together to create a pipeline of
23 skilled workers;

24 “(iii) increasing the participation and
25 completion of nontraditional apprenticeship

1 populations in programs under the national
2 apprenticeship system, which may in-
3 clude—

4 “(I) supporting the development,
5 implementation, and scaling of plans
6 and practices; and

7 “(II) identifying, developing, and
8 disseminating effective program tools
9 and strategies;

10 “(iv) providing national activities to
11 increase awareness and access to pro-
12 grams, including strategic marketing and
13 outreach, technology improvements, and
14 innovations that make it easier for employ-
15 ers to start programs and for individuals
16 to connect with program opportunities;

17 “(v) developing and disseminating
18 training or related instruction associated
19 with the program or for curriculum im-
20 provements that align with the require-
21 ments of the program and learning assess-
22 ments; or

23 “(vi) providing industry employees or
24 potential employees with a clear under-
25 standing of future career paths and the

1 skills needed to succeed, along with cost ef-
2 fective ways of acquiring those skills
3 through youth apprenticeship, pre-appren-
4 ticeship, or apprenticeship programs.

5 “(B) LOCAL INTERMEDIARIES.—An eligi-
6 ble entity that receives funds under section
7 201(a)(1)(C)(ii) may use such funds to carry
8 out activities at a local or regional level to sup-
9 port the promotion and expansion of programs
10 under the national apprenticeship system, which
11 may include—

12 “(i) providing training or related in-
13 struction associated with the programs or
14 for curriculum improvements that align
15 with the requirements of the programs and
16 learning assessments;

17 “(ii) engaging with local education
18 and training providers to support related
19 instruction aligned with the needs of high-
20 skill, high-wage, or in-demand industry
21 sectors and occupations, and to the extent
22 practicable, support the provision of aca-
23 demic credit for related instruction;

24 “(iii) providing services, including
25 business engagement, classroom instruc-

1 tion, and development of partnerships with
2 organizations that assist program partici-
3 pants in accessing supportive services
4 (which may include the 12-month period
5 after the conclusion of the other activities
6 in the youth apprenticeship and pre-ap-
7 prenticeship programs involved);

8 “(iv) providing technical assistance on
9 the registration process for a sponsor of a
10 youth apprenticeship, pre-apprenticeship,
11 or apprenticeship program;

12 “(v) connecting businesses, labor or-
13 ganizations, or joint labor-management or-
14 ganizations with education and training
15 providers to develop related instruction to
16 complement the on-the-job learning portion
17 of a youth apprenticeship, pre-apprentice-
18 ship, or apprenticeship program;

19 “(vi) providing training to employees
20 to serve as on-the-job trainers or mentors
21 to program participants; and

22 “(vii) providing career exposure, ca-
23 reer planning, and career awareness activi-
24 ties.

1 “(4) EDUCATIONAL ALIGNMENT GRANTS.—An
2 eligible entity that receives funds under section
3 201(a)(1)(D) shall use such funds to strengthen
4 alignment between programs under the national ap-
5 prenticeship system and education and training pro-
6 viders with secondary and postsecondary education
7 systems, including degree and credential require-
8 ments, which may include—

9 “(A) creating and aligning the related in-
10 struction to requirements for a high school di-
11 ploma or an associate’s or bachelor’s degree, in-
12 cluding through—

13 “(i) dual enrollment and credit articu-
14 lation for youth apprenticeship programs;

15 “(ii) articulation agreements; or

16 “(iii) credit transfer agreements;

17 “(B) creating or expanding career path-
18 ways aligned with pre-apprenticeship, youth ap-
19 prenticeship, or apprenticeship programs;

20 “(C) providing professional development
21 for teachers, career guidance and academic
22 counselors, school leaders, administrators, spe-
23 cialized instructional support personnel, and
24 paraprofessionals to build an understanding of
25 opportunities in the national apprenticeship sys-

1 tem available to students and to incorporate
2 such opportunities into academic content and
3 offerings;

4 “(D) offering prior learning assessments,
5 which may include credit for prior learning to
6 grant advanced standing in a program under
7 the national apprenticeship system and credit
8 towards an associate’s or bachelor’s degree;

9 “(E) maintaining a connection between a
10 pre-apprenticeship or youth apprenticeship pro-
11 gram and an apprenticeship program; and

12 “(F) providing training for instructors or
13 mentors.

14 **“SEC. 203. GRANT EVALUATIONS.**

15 “(a) RECIPIENT REPORTS.—Each recipient of a
16 grant under this section shall—

17 “(1) provide for an independent evaluation of
18 the activities carried out under this title during the
19 grant period;

20 “(2) provide for an annual report and for a
21 final report at the conclusion of the grant period,
22 which include—

23 “(A) a description of how the funds re-
24 ceived through the grant were used and how the

1 uses of funds aligned with the description in the
2 application specified in section 201(e)(5)(C);

3 “(B) in the case of an eligible entity that
4 is required to report data under section
5 131(b)(1), the data collected under such section
6 for the grant period;

7 “(C) the total number of active program
8 participants served by each of the grant pro-
9 grams;

10 “(D) the total number that obtained un-
11 subsidized employment in a field related to the
12 apprenticeable occupation;

13 “(E) the total number of program partici-
14 pants that completed the program in which they
15 were enrolled;

16 “(F) the average time to completion for
17 each program as compared to the program
18 standards description under paragraphs (1) and
19 (2) of section 123(b);

20 “(G) the average cost per participant dur-
21 ing the most recent program year and the 3
22 preceding program years;

23 “(H) the percentage of participants who
24 received support services; and

1 “(I) the disaggregation of performance
2 data described in subparagraphs (A) through
3 (H)—

4 “(i) by the program type (apprentice-
5 ship, youth apprenticeship, or pre-appren-
6 ticeship program) involved; and

7 “(ii) by race, ethnicity, sex, age, and
8 membership in a population specified in
9 section 3(24) of the Workforce Innovation
10 and Opportunity Act (29 U.S.C.
11 3102(24)); and

12 “(3) submit each report under paragraph (2)—

13 “(A) to the registration agency; and

14 “(B) to the Administrator.

15 “(b) ADMINISTRATOR EVALUATIONS.—

16 “(1) IN GENERAL.—The Administrator shall
17 prepare—

18 “(A) not later than 36 months after the
19 date of enactment of the National Apprentice-
20 ship Act of 2020, an interim evaluation on the
21 activities carried out under grants awarded
22 under this section; and

23 “(B) not later than 60 months after the
24 date of enactment of the National Apprentice-

1 ship Act of 2020, a final evaluation containing
2 the results of the grant activities.

3 “(2) CONTENTS.—Such evaluations shall ad-
4 dress, for the activities carried out under each grant
5 awarded under this section, the general effectiveness
6 of the activities in relation to their cost, including
7 the extent to which the activities—

8 “(A) improve the participation in, reten-
9 tion in, and completion of youth apprenticeship,
10 pre-apprenticeship, and apprenticeship pro-
11 grams by nontraditional apprenticeship popu-
12 lations;

13 “(B) to the extent feasible, increase the
14 levels of total employment, of attainment of rec-
15 ognized postsecondary credentials, and of meas-
16 urable skills, above the levels that would have
17 existed in the absence of such activities;

18 “(C) respond to the needs reflected in
19 State, regional, or local labor market data;

20 “(D) align with high-skill, high-wage, or
21 in-demand industries or occupations; and

22 “(E) reach a wide variety of industry sec-
23 tors and occupations;

24 “(3) REPORTS TO CONGRESS.—Not later than
25 60 days after the completion of the interim evalua-

1 tion and the final evaluation described in this sec-
2 tion, the Administrator shall submit to the Com-
3 mittee on Education and Labor of the House of
4 Representatives and the Committee on Health, Edu-
5 cation, Labor, and Pensions of the Senate a report
6 summarizing the findings of the interim evaluations
7 and a report summarizing the final evaluations.

8 “(4) PUBLIC ACCESS.—The Administrator shall
9 make the interim and final reports available on a
10 publicly accessible website not later than 60 days
11 after the completion of the interim report and the
12 final report.

13 **“SEC. 204. GRANT APPROPRIATIONS.**

14 “There are authorized to be appropriated to carry out
15 this title:

16 “(1) \$400,000,000 for fiscal year 2021;

17 “(2) \$500,000,000 for fiscal year 2022;

18 “(3) \$600,000,000 for fiscal year 2023;

19 “(4) \$700,000,000 for fiscal year 2024; and

20 “(5) \$800,000,000 for fiscal year 2025.”.

21 **SEC. 4. CONFORMING AMENDMENTS.**

22 (a) AMERICAN COMPETITIVENESS AND WORKFORCE
23 IMPROVEMENT ACT OF 1998.—Section 414(c) of the
24 American Competitiveness and Workforce Improvement
25 Act of 1998 (29 U.S.C. 2916a) is repealed.

1 (b) IMMIGRATION AND NATIONALITY ACT.—Section
2 286(s)(2) of the Immigration and Nationality Act (8
3 U.S.C. 1356(s)(2)) is amended—

4 (1) in the heading, by striking “FOR JOB
5 TRAINING” and inserting “FOR PROGRAMS UNDER
6 THE NATIONAL APPRENTICESHIP SYSTEM”; and

7 (2) by striking “for demonstration programs
8 and projects described in section 414(c) of the
9 American Competitiveness and Workforce Improve-
10 ment Act of 1998” and inserting “to carry out title
11 II of the National Apprenticeship Act”.

Passed the House of Representatives November 20,
2020.

Attest:

Clerk.

116TH CONGRESS
2^D SESSION

H. R. 8294

AN ACT

To amend the National Apprenticeship Act and expand the national apprenticeship system to include apprenticeships, youth apprenticeships, and pre-apprenticeship registered under such Act, to promote the furtherance of labor standards necessary to safeguard the welfare of apprentices, and for other purposes.