

117<sup>TH</sup> CONGRESS  
1<sup>ST</sup> SESSION

# H. R. 447

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## AN ACT

To amend the Act of August 16, 1937 (commonly referred to as 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 2021”.

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

7 This Act, and the amendments made by this Act,  
 8 shall take effect beginning on October 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 **“SECTION 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;

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

20                   “(J) a local agency administering plans  
21                   under title I of the Rehabilitation Act of 1973  
22                   (29 U.S.C. 720 et seq.), other than section 112  
23                   or part C of that title (29 U.S.C. 732, 741);

24                   “(K) a related instruction provider, includ-  
25                   ing a qualified intermediary acting as a related

1 instruction provider as approved by a registra-  
2 tion agency;

3 “(L) a Job Corps center (as defined in sec-  
4 tion 142 of the Workforce Innovation and Op-  
5 portunity Act (29 U.S.C. 3192)); or

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

8 “(11) ELIGIBLE ENTITY.—

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

11 “(i) a program sponsor;

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

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

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

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

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

1 sponsors or participates in a program  
2 under the national apprenticeship system;

3 “(vii) a Governor of a State;

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

6 “(ix) a qualified intermediary.

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

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

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

23 “(14) JOURNEYWORKER.—The term  
24 ‘journeyworker’ means a worker who has attained a  
25 level of skill, abilities, and competencies recognized

1 within an industry as having mastered the skills and  
2 competencies required for the occupation.

3 “(15) MINORITY-SERVING INSTITUTION.—The  
4 term ‘minority-serving institution’ means an institu-  
5 tion defined in any of paragraphs (1) through (7) of  
6 section 371(a) of the Higher Education Act of 1965  
7 (20 U.S.C. 1067q(a)).

8 “(16) NATIONAL APPRENTICESHIP SYSTEM.—  
9 The term ‘national apprenticeship system’ means the  
10 apprenticeship programs, youth apprenticeship pro-  
11 grams, and pre-apprenticeship programs that meet  
12 the requirements of this Act.

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

21 “(18) NONTRADITIONAL APPRENTICESHIP IN-  
22 DUSTRY OR OCCUPATION.—The term ‘nontraditional  
23 apprenticeship industry or occupation’ refers to an  
24 industry sector or occupation that represents fewer



1 than 10 percent of apprenticeable occupations or the  
2 programs under the national apprenticeship system.

3 “(19) OUTLYING AREA.—The term ‘outlying  
4 area’ means American Samoa, Guam, the Common-  
5 wealth of the Northern Mariana Islands, and the  
6 United States Virgin Islands.

7 “(20) PRE-APPRENTICE.—The term ‘pre-ap-  
8 prentice’ means a program participant in a pre-ap-  
9 prenticeship program.

10 “(21) PRE-APPRENTICESHIP PROGRAM.—The  
11 term ‘pre-apprenticeship program’ means a training  
12 model or program that—

13 “(A) prepares individuals for acceptance  
14 into an apprenticeship program;

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

17 “(C) is registered under this Act.

18 “(22) PROGRAM PARTICIPANT.—The term ‘pro-  
19 gram participant’ means an apprentice, a pre-ap-  
20 prentice, or a youth apprentice.

21 “(23) QUALIFIED INTERMEDIARY.—

22 “(A) IN GENERAL.—The term ‘qualified  
23 intermediary’ means an entity that dem-  
24 onstrates expertise in building, connecting, sus-  
25 taining, and measuring the performance of

1 partnerships described in subparagraph (B) and  
2 serves program participants and employers  
3 by—

4 “(i) connecting employers to programs  
5 under the national apprenticeship system;

6 “(ii) assisting in the design and imple-  
7 mentation of such programs, including cur-  
8 rriculum development and delivery for re-  
9 lated instruction;

10 “(iii) supporting entities, sponsors, or  
11 program administrators in meeting the  
12 registration and reporting requirements of  
13 this Act;

14 “(iv) providing professional develop-  
15 ment activities such as training to men-  
16 tors;

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

22 “(vi) developing and providing person-  
23 alized program participant supports, in-  
24 cluding by partnering with organizations to

1 provide access to or referrals for supportive  
2 services and financial advising;

3 “(vii) providing services, resources,  
4 and supports for development, delivery, ex-  
5 pansion, or improvement of programs  
6 under the national apprenticeship system;  
7 or

8 “(viii) serving as a program sponsor.

9 “(B) PARTNERSHIPS.—The term ‘partner-  
10 ships described in subparagraph (B)’ means  
11 partnerships among entities involved in, or ap-  
12 plying to participate in, programs under the na-  
13 tional apprenticeship system, including—

14 “(i) industry or sector partnerships;

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

1 the State workforce development system;

2 or

3 “(iii) partnerships among one or more

4 of the entities described in clauses (i) and

5 (ii).

6 “(24) RECOGNIZED POSTSECONDARY CREDEN-

7 TIAL.—The term ‘recognized postsecondary creden-

8 tial’ has the meaning given the term in section 3 of

9 the Workforce Innovation and Opportunity Act (29

10 U.S.C. 3102), except that such term does not in-

11 clude a certificate of completion of an apprentice-

12 ship.

13 “(25) REGISTRATION AGENCY.—The term ‘reg-

14 istration agency’ means the State Office of Appren-

15 ticeship or State apprenticeship agency in a State

16 that is responsible for—

17 “(A) approving or denying applications

18 from sponsors for registration of programs

19 under the national apprenticeship system in the

20 State or area covered by the registration agen-

21 cy; and

22 “(B) carrying out the responsibilities of

23 supporting the youth apprenticeship, pre-ap-

24 prenticeship, or apprenticeship programs reg-

25 istered by the registration agency.

1           “(26) RELATED INSTRUCTION.—The term ‘re-  
2           lated instruction’ means an organized and system-  
3           atic form of instruction that meets the requirements  
4           of section 122(b)(1)(C).

5           “(27) RELATED FEDERAL PROGRAMS.—The  
6           term ‘related Federal programs’ means programs or  
7           activities under the following:

8                   “(A) The Workforce Innovation and Op-  
9                   portunity Act (29 U.S.C. 3101 et seq.), includ-  
10                  ing adult education and literacy activities under  
11                  such Act.

12                  “(B) The Wagner-Peyser Act (29 U.S.C.  
13                  49 et seq.).

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

16                  “(D) The Higher Education Act of 1965  
17                  (20 U.S.C. 1001 et seq.).

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

20                  “(F) Title I of the Rehabilitation Act of  
21                  1973 (29 U.S.C. 720 et seq.).

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

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

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

6           “(J) Chapter 41 of title 38, United States  
7 Code.

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

11           “(L) State unemployment compensation  
12 laws (in accordance with applicable Federal  
13 law).

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

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

18           “(O) Employment and training activities  
19 carried out by the Department of Housing and  
20 Urban Development, the Department of De-  
21 fense, the Department of Commerce, the De-  
22 partment of Energy, the Department of Trans-  
23 portation, and the Small Business Administra-  
24 tion.

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

3           “(Q) Educational assistance programs  
4           under chapters 30 through 36 of title 38,  
5           United States Code.

6           “(28) SECRETARY.—The term ‘Secretary’  
7           means the Secretary of Labor.

8           “(29) SPONSOR.—The term ‘sponsor’ means an  
9           employer, joint labor-management organization,  
10          trade association, professional association, labor or-  
11          ganization, education and training provider, or quali-  
12          fied intermediary that is applying to administer and  
13          operate a program under the national apprenticeship  
14          system.

15          “(30) STATE.—The term ‘State’—

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

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

20          “(31) STATE APPRENTICESHIP AGENCY.—The  
21          term ‘State apprenticeship agency’ means a State  
22          agency recognized as a State apprenticeship agency  
23          under section 113.

24          “(32) STATE APPRENTICESHIP COUNCIL.—The  
25          term ‘State apprenticeship council’ means an entity

1 established under section 113(b)(3) to assist the  
2 State apprenticeship agency.

3 “(33) STATE OFFICE OF APPRENTICESHIP.—  
4 The term ‘State office of apprenticeship’ means the  
5 office designated by the Administrator to administer  
6 programs under the national apprenticeship system  
7 in such State and meets the requirements of section  
8 111(b)(3).

9 “(34) STATE OR LOCAL WORKFORCE DEVELOP-  
10 MENT BOARDS.—The terms ‘State workforce devel-  
11 opment board’ and ‘local workforce development  
12 board’ have the meanings given the terms ‘State  
13 board’ and ‘local board’, respectively, in section 3 of  
14 the Workforce Innovation and Opportunity Act (29  
15 U.S.C. 3102).

16 “(35) STATE WORKFORCE AGENCY.—The term  
17 ‘State workforce agency’ means the State agency  
18 with responsibility for workforce investment activi-  
19 ties under chapters 2 and 3 of subtitle B of title I  
20 of the Workforce Innovation and Opportunity Act  
21 (29 U.S.C. 3121 et seq., 3131 et seq.).

22 “(36) CTE TERMS.—The terms ‘area career  
23 and technical education school’, ‘articulation agree-  
24 ment’, ‘credit transfer agreement’, ‘postsecondary  
25 educational institution’, ‘Trially controlled college



1 or university’, ‘Tribally controlled postsecondary ca-  
2 reer and technical institution’, and ‘work-based  
3 learning’ have the meanings given in section 3 of the  
4 Carl D. Perkins Career and Technical Education  
5 Act of 2006 (20 U.S.C. 2302).

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

13 “(38) TRIBAL EDUCATIONAL AGENCY.—The  
14 term ‘Tribal educational agency’ has the meaning  
15 given the term in section 6132 of the Elementary  
16 and Secondary Education Act of 1965 (20 U.S.C.  
17 7452).

18 “(39) WIOA TERMS.—The terms ‘career path-  
19 way’, ‘dislocated worker’, ‘in-demand industry sector  
20 or occupation’, ‘individual with a barrier to employ-  
21 ment’, ‘industry or sector partnership’, ‘labor market  
22 area’, ‘local area’, ‘one-stop center’, ‘one-stop oper-  
23 ator’, ‘one-stop partner’, ‘supportive services’, and  
24 ‘workforce development system’ have the meanings

1 given in section 3 of the Workforce Innovation and  
2 Opportunity Act (29 U.S.C. 3102).

3 “(40) YOUTH APPRENTICE.—The term ‘youth  
4 apprentice’ means a participant in a youth appren-  
5 ticeship program.

6 “(41) YOUTH APPRENTICESHIP PROGRAM.—  
7 The term ‘youth apprenticeship program’ means a  
8 model or program that meets the standards de-  
9 scribed in section 122(d) and is registered under this  
10 Act.

11 **“SEC. 3. PROGRAMS UNDER THE NATIONAL APPRENTICE-  
12 SHIP SYSTEM.**

13 “Any funds appropriated under this Act shall only  
14 be used for, or provided to, programs under the national  
15 apprenticeship system, including any funds awarded for  
16 the purposes of grants, contracts, or cooperative agree-  
17 ments, or the development, implementation, or administra-  
18 tion, of program under the national apprenticeship system.

19 **“SEC. 4. TRANSITION PROVISIONS.**

20 “The Secretary shall take such steps as are necessary  
21 to provide for the orderly transition to the authority of  
22 this Act (as amended by the National Apprenticeship Act  
23 of 2021) from any authority under this Act as in effect  
24 on the day before the date of enactment of the National  
25 Apprenticeship Act of 2021.

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

2       “‘The disaggregation of data under this Act shall not  
3 be required when the number of program participants in  
4 a category is insufficient to yield statistically reliable infor-  
5 mation or when the results would reveal personally identi-  
6 fiable information about a program participant or would  
7 reveal such information when combined with other re-  
8 leased information.

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

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

1 **“TITLE I—PROMOTING PRO-**  
2 **GRAMS UNDER THE NA-**  
3 **TIONAL APPRENTICESHIP**  
4 **SYSTEM**

5 **“Subtitle A—The Office of Appren-**  
6 **ticeship, State Registration**  
7 **Agency Approval Process, and**  
8 **Interagency Agreement**

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

10       “(a) ESTABLISHMENT OF THE OFFICE OF APPREN-  
11 TICESHIP.—There is established, in the Employment and  
12 Training Administration of the Department of Labor, an  
13 Office of Apprenticeship (referred to in this section as the  
14 ‘Office’), which shall be directed by an Administrator who  
15 has demonstrated knowledge of the national apprentice-  
16 ship system necessary to head the Office.

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

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

22                       “(A) Supporting the development or scal-  
23 ing of apprenticeship models nationally, pro-  
24 moting the effectiveness of youth apprentice-  
25 ship, pre-apprenticeship, and apprenticeship

1 programs, and providing promotional materials  
2 to State apprenticeship agencies, State work-  
3 force development systems or local workforce  
4 development systems, State educational agen-  
5 cies or local educational agencies, employers,  
6 trade associations, professional associations, in-  
7 dustry groups, labor organizations, joint labor-  
8 management organizations, education and  
9 training providers, Federal and State correc-  
10 tional facilities, veterans-service organizations,  
11 and prospective apprentices in such programs.

12 “(B) Promoting greater diversity in the  
13 national apprenticeship system including by—

14 “(i)(I) promoting outreach to non-  
15 traditional apprenticeship populations, in-  
16 cluding by engaging schools that partici-  
17 pate in a schoolwide program under section  
18 1114 of the Elementary and Secondary  
19 Education Act of 1965 (20 U.S.C. 6314)  
20 and minority-serving institutions;

21 “(II) disseminating best practices to  
22 recruit nontraditional apprenticeship popu-  
23 lations, women, minorities, long-term un-  
24 employed, individuals with a disability, in-  
25 dividuals recovering from substance abuse

1 disorders, veterans, military spouses, indi-  
2 viduals experiencing homelessness, individ-  
3 uals impacted by the criminal or juvenile  
4 justice system, and foster and former fos-  
5 ter youth; and

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

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

16 “(2) TECHNICAL ASSISTANCE ACTIVITIES.—The  
17 Administrator shall carry out technical assistance  
18 activities, including the following:

19 “(A) Providing technical assistance to—

20 “(i) assist State apprenticeship agen-  
21 cies and sponsors in complying with the re-  
22 quirements of this Act, including devel-  
23 oping the State plan in section 113(c), the  
24 process and standards described in subtitle

1 B, and the evaluation and research re-  
2 quirements described in subtitle C;

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

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

23 “(iv) assist those applying for or car-  
24 rying out grants, contracts, or cooperative  
25 agreements under title II, including

1 through facilitating the sharing of best  
2 practices;

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; and

11 “(vi) assist State apprenticeship agen-  
12 cies in establishing or expanding appren-  
13 ticeship hubs as is required in section  
14 113(e)(7).

15 “(B) Cooperating with the—

16 “(i) Secretary of Education in—

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

24 “(II) supporting the stackability  
25 and portability of academic credit and



1                   credentials earned as part of such  
2                   programs, including through articula-  
3                   tion agreements and career pathways;

4                   “(ii) State workforce development sys-  
5                   tems to promote awareness of opportuni-  
6                   ties under the national apprenticeship sys-  
7                   tem;

8                   “(iii) Attorney General in providing  
9                   technical assistance for the development  
10                  and implementation of related instruction  
11                  under the national apprenticeship system  
12                  that is aligned with a mentoring program  
13                  administered by the Attorney General;

14                  “(iv) Attorney General and the Direc-  
15                  tor of the Bureau of Prisons to—

16                         “(I) support the establishment or  
17                         expansion of pre-apprenticeships and  
18                         apprenticeship programs to all Fed-  
19                         eral correctional institutions;

20                         “(II) share through the national  
21                         apprenticeship system clearinghouse  
22                         research and best practices for pro-  
23                         grams under the national apprentice-  
24                         ship system in correctional settings

1 and for individuals impacted by the  
2 criminal and juvenile justice system;

3 “(III) provide technical assist-  
4 ance for State prison systems and em-  
5 ployers seeking to operate or improve  
6 corrections-based pre-apprenticeship  
7 or apprenticeship programs; and

8 “(IV) support the successful  
9 transition of individuals in correc-  
10 tional institutions to pre-apprentice-  
11 ship or apprenticeship programs upon  
12 exiting from correctional settings; and

13 “(v) Secretary of Health and Human  
14 Services to coordinate with State programs  
15 for temporary assistance to needy families  
16 funded under part A of title VI of the So-  
17 cial Security Act to promote awareness of  
18 opportunities under the national appren-  
19 ticeship system for participants in such  
20 State programs.

21 “(3) STATE OFFICES OF APPRENTICESHIP.—

22 “(A) ESTABLISHMENT OF OFFICES.—

23 “(i) IN GENERAL.—The Administrator  
24 shall establish and operate a State Office  
25 of Apprenticeship in a State described in

1 clause (ii) to serve as the registration  
2 agency for such State.

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

5 “(I) in which, as of the day be-  
6 fore the date of enactment of the Na-  
7 tional Apprenticeship Act of 2021,  
8 there is no State Office of Apprentice-  
9 ship; and

10 “(II) that has not applied for  
11 recognition as a State apprenticeship  
12 agency under section 113, or for  
13 which such recognition has not pro-  
14 vided or has been withdrawn by the  
15 Administrator under such section.

16 “(B) STATE PLAN REQUIREMENT.—Each  
17 State Office of Apprenticeship shall be adminis-  
18 tered by a State Director who shall prepare and  
19 submit a State plan that meets the require-  
20 ments of section 113(c).

21 “(C) VACANCIES.—Subject to the avail-  
22 ability of appropriations, in the case of a State  
23 Office of Apprenticeship with a vacant position,  
24 the Administrator shall—

1           “(i) make information on such va-  
2           cancy available on a publicly accessible  
3           website; and

4           “(ii) report to the Committee on Edu-  
5           cation and Labor of the House of Rep-  
6           resentatives and the Committee on Health,  
7           Education, Labor, and Pensions of the  
8           Senate, on the status and length of such  
9           vacancy if such vacancy is not filled not  
10          later than 90 days after such position has  
11          become vacant.

12          “(D) RULE OF CONSTRUCTION.—Nothing  
13          in this paragraph shall be construed to prohibit  
14          any State described in subparagraph (A)(ii)  
15          from establishing an agency or entity to pro-  
16          mote programs under the national apprentice-  
17          ship system in such State, in coordination with  
18          the State Office of Apprenticeship operating in  
19          the State, so long as such agency or entity does  
20          not act as the registration agency in such State.

21          “(4) QUALITY STANDARDS, APPRENTICESHIP  
22          AGREEMENT, AND REGISTRATION REVIEW.—In order  
23          for the Secretary, acting through the Administrator,  
24          to support the formulation and furtherance of labor  
25          standards necessary to safeguard the welfare of pro-

1       gram participants, and to extend the application of  
2       such standards in apprenticeship agreements, not  
3       later than 1 year after the effective date of the Na-  
4       tional Apprenticeship Act of 2021, and at least every  
5       3 years thereafter, the Administrator shall review,  
6       and where appropriate, update the process for meet-  
7       ing the requirements of subtitle B, including applica-  
8       ble regulations and subregulatory guidance to ensure  
9       that such process is easily accessible and efficient to  
10      bring together employers and labor as sponsors or  
11      potential sponsors of programs under the national  
12      apprenticeship system.

13               “(5) APPRENTICEABLE OCCUPATIONS.—

14                       “(A) EXISTING APPRENTICEABLE OCCUPA-  
15                       TIONS.—The Administrator shall regularly re-  
16                       view and update the requirements for each  
17                       apprenticeable occupation to ensure that such  
18                       requirements are in compliance with require-  
19                       ments under this Act.

20                       “(B) NEW APPRENTICEABLE OCCUPA-  
21                       TION.—

22                               “(i) IN GENERAL.—The Administrator  
23                               shall review and make a determination on  
24                               whether to approve an occupation as an  
25                               apprenticeable occupation not later than

1 45 days after receiving an application from  
2 a person seeking such approval from the  
3 Administrator.

4 “(ii) ESTIMATED TIMELINE.—If such  
5 determination is not made within 45 days,  
6 the Administrator shall provide the appli-  
7 cant with a written explanation for the  
8 delay and offer an estimated timeline for a  
9 determination that does not to exceed 90  
10 days after the date of such written expla-  
11 nation.

12 “(C) INDUSTRY RECOGNIZED OCCUPA-  
13 TIONAL STANDARDS.—

14 “(i) IN GENERAL.—From the funds  
15 appropriated under section 141(a), the Ad-  
16 ministrator shall convene, on an ongoing  
17 basis and taking into consideration rec-  
18 ommendations of the Advisory Committee  
19 under section 112(d)(4), the industry sec-  
20 tor leaders and experts described in clause  
21 (ii) for the purposes of establishing or up-  
22 dating specific frameworks of industry rec-  
23 ognized occupational standards for  
24 apprenticeable occupations (including po-  
25 tential apprenticeable occupations) that—

1                   “(I) meet the requirements of  
2                   this Act; and

3                   “(II) describe program scope and  
4                   length, related instruction, on-the-job  
5                   training, recognized postsecondary  
6                   credentials, and competencies, and rel-  
7                   evant timelines for review of such  
8                   frameworks.

9                   “(ii) INDUSTRY SECTOR LEADERS AND  
10                  EXPERTS.—The industry sector leaders  
11                  and experts are employers, industry asso-  
12                  ciations, joint labor-management organiza-  
13                  tions, labor organizations, education and  
14                  training providers, credential providers,  
15                  program participants, national qualified  
16                  intermediaries, including those supporting  
17                  increased participation of nontraditional  
18                  apprenticeship populations and nontradi-  
19                  tional apprenticeship industries or occupa-  
20                  tions, and other stakeholders relevant to  
21                  the sector or occupation for which the  
22                  frameworks are being established or up-  
23                  dated, as determined by the Administrator.

24                  “(iii) PRIORITY INDUSTRY RECOG-  
25                  NIZED APPRENTICEABLE OCCUPATIONS.—

1           In establishing frameworks under clause  
2           (i) for the first time after the effective date  
3           of the National Apprenticeship Act of  
4           2021, the Administrator shall prioritize the  
5           establishment of such standards in high-  
6           skill, high-wage, or in-demand industry  
7           sectors and occupations.

8           “(D) REGULATIONS.—Not later than 1  
9           year after the date of the enactment of the Na-  
10          tional Apprenticeship Act of 2021, the Sec-  
11          retary shall issue regulations that outline a  
12          process for proactively establishing and approv-  
13          ing standards and requirements for  
14          apprenticeable occupations in consultation with  
15          the industry sector leaders and experts de-  
16          scribed in subparagraph (C)(ii).

17          “(E) NONTRADITIONAL APPRENTICESHIP  
18          POPULATIONS.—The Administrator shall regu-  
19          larly evaluate the participation of the nontradi-  
20          tional apprenticeship populations for each of  
21          the approved apprenticeable occupations, such  
22          as women, minorities, long-term unemployed,  
23          individuals with a disability, individuals with  
24          substance abuse issues, veterans, military  
25          spouses, individuals experiencing homelessness,



1 individuals impacted by the criminal or juvenile  
2 justice system, and foster and former foster  
3 youth.

4 “(6) PROGRAM OVERSIGHT AND EVALUA-  
5 TION.—The Administrator shall—

6 “(A) monitor State apprenticeship agen-  
7 cies, State Offices of Apprenticeship, grantees,  
8 and sponsors of programs under the national  
9 apprenticeship system to ensure compliance  
10 with the requirements of this Act;

11 “(B) provide technical assistance to assist  
12 such entities with such compliance or program  
13 performance;

14 “(C) conduct research and evaluation in  
15 accordance with subtitle C; and

16 “(D) require regular reports on the per-  
17 formance of state agencies, including on efforts  
18 state agencies make to increase employer  
19 awareness of apprenticeship programs for em-  
20 ployers who have not participated.

21 “(7) PROMOTING DIVERSITY IN THE NATIONAL  
22 APPRENTICESHIP SYSTEM.—The Administrator shall  
23 promote diversity and ensure equal opportunity to  
24 participate in programs for apprentices, youth ap-  
25 prentices, and pre-apprentices, including—

1           “(A) taking steps necessary to promote di-  
2           versity in apprenticeable occupations under the  
3           national apprenticeship system, especially in  
4           high-skill, high-wage, or in-demand industry  
5           sectors and occupations in areas with high per-  
6           centages of low-income individuals;

7           “(B) ensuring programs under the national  
8           apprenticeship system—

9                   “(i) adopt and implement policies to  
10                  provide for equal opportunity in such pro-  
11                  grams, as described in section 30.3 of title  
12                  29, Code of Federal Regulations (as in ef-  
13                  fect on January 31, 2020);

14                   “(ii) do not engage in intimidation or  
15                  retaliation as prohibited under section  
16                  30.17 of title 29, Code of Federal Regula-  
17                  tions (as in effect on January 31, 2020);  
18                  and

19                   “(iii) are subject, for any violation of  
20                  clause (i) or (ii), to enforcement action  
21                  under this Act; and

22           “(C) supporting the recruitment, employ-  
23           ment, and retention of nontraditional appren-  
24           ticeship populations in programs under the na-  
25           tional apprenticeship system in high-skill, high-

1 wage, and in-demand industry sectors and occu-  
2 pations, including women, people of color, indi-  
3 viduals with disabilities, low-income participants  
4 in related Federal programs, individuals im-  
5 pacted by the criminal and juvenile justice sys-  
6 tem, and individuals with barriers to employ-  
7 ment, as applicable.

8 “(8) GRANT AWARDS.—The Administrator shall  
9 award grants, contracts, or cooperative agreements  
10 under title II.

11 “(9) NATIONAL ADVISORY COMMITTEE.—The  
12 Administrator shall—

13 “(A) regularly consult with the National  
14 Advisory Committee on Apprenticeships under  
15 section 112; and

16 “(B) ensure that the required rec-  
17 ommendations and other reports of the Advi-  
18 sory Committee are submitted to the Secretary  
19 and transmitted to the Committee on Education  
20 and Labor of the House of Representatives and  
21 the Committee on Health, Education, Labor,  
22 and Pensions of the Senate.

23 “(10) COORDINATION.—The Administrator  
24 shall coordinate and align programs under the na-  
25 tional apprenticeship system with related Federal

1 programs, to better promote participation in the na-  
2 tional apprenticeship program.

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

7 “(1) not later than 1 year after the date of the  
8 enactment of the National Apprenticeship Act of  
9 2021, establishing and supporting a single informa-  
10 tion technology infrastructure to support data collec-  
11 tion and reporting from State apprenticeship agen-  
12 cies, State Offices of Apprenticeship, grantees under  
13 title II, program sponsors, and program administra-  
14 tors under the national apprenticeship system by  
15 providing for a data infrastructure that—

16 “(A) is developed and maintained by the  
17 Administrator, with input from national data  
18 and privacy experts, is informed by best prac-  
19 tices on public provision of credential informa-  
20 tion, and to the extent practicable, aligns with  
21 the technology infrastructure for related Fed-  
22 eral programs, such as the technology infra-  
23 structure used under the Workforce Innovation  
24 and Opportunity Act (29 U.S.C. 3101 et seq.);

1           “(B) best meets the needs of the national  
2           apprenticeship system stakeholders reporting  
3           data to the Administrator or State apprentice-  
4           ship agencies, including through the provision  
5           of technical assistance and financial assistance  
6           as necessary to ensure reporting systems are  
7           equipped to report into a single information  
8           technology infrastructure; and

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

11          “(2) providing for data sharing that includes  
12          making nonpersonally identifiable apprenticeship  
13          data available on a publicly accessible website that  
14          is consumer tested and is searchable and com-  
15          parable, through the use of common, linked, open-  
16          data description language, such as the credential  
17          transparency description language or a substantially  
18          similar resource, so that interested parties can be-  
19          come aware of apprenticeship opportunities and of  
20          program outcomes that best meets the needs of  
21          youth apprentices, pre-apprentices, and apprentices,  
22          employers, education and training providers, pro-  
23          gram sponsors, and relevant stakeholders, includ-  
24          ing—

1           “(A) information on program offerings  
2 under the national apprenticeship system based  
3 on geographical location and apprenticeable oc-  
4 cupation;

5           “(B) information on education and train-  
6 ing providers providing opportunities under  
7 such system, including whether programs under  
8 such system offer dual or concurrent enrollment  
9 programs, articulation agreements, and recog-  
10 nized postsecondary credentials as part of the  
11 program offerings;

12           “(C) information about the educational  
13 and occupational credentials and related com-  
14 petencies of programs under such system; and

15           “(D) information based on the most recent  
16 data available to the Office that is consistent  
17 with national standards and practices.

18 **“SEC. 112. NATIONAL ADVISORY COMMITTEE ON APPREN-**  
19 **TICESHIPS.**

20           “(a) ESTABLISHMENT.—

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

24           “(2) COMPOSITION.—

1           “(A) APPOINTMENTS.—The Advisory Com-  
2           mittee shall consist of 27 voting members de-  
3           scribed in subparagraph (B) appointed by the  
4           Secretary.

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

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

17                  “(ii) 9 representatives of labor organi-  
18                  zations or joint labor-management organi-  
19                  zations who have responsibility for the ad-  
20                  ministration of an apprenticeship program  
21                  (including those sponsored by a joint labor-  
22                  management organization and from non-  
23                  traditional apprenticeship industries or oc-  
24                  cupations), at least 1 of which represent

1 employees primarily in the building trades  
2 and construction industry;

3 “(iii) 1 representative of each from—

4 “(I) a State apprenticeship agen-  
5 cy;

6 “(II) a State or local workforce  
7 development board with significant ex-  
8 pertise in supporting a program under  
9 the national apprenticeship system;

10 “(III) a community organization  
11 with significant expertise supporting  
12 such a program;

13 “(IV) an area career and tech-  
14 nical education school or local edu-  
15 cational agency;

16 “(V) a State apprenticeship  
17 council;

18 “(VI) a State or local postsec-  
19 ondary education and training pro-  
20 viders that administers, or has not  
21 less than 1 articulation agreement  
22 with an entity administering, a pro-  
23 gram under the national apprentice-  
24 ship system;



1                   “(VII) a provider of an industry-  
2                   recognized credential;

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

10                   “(IX) a program participant.

11                   “(C) EX OFFICIO NONVOTING MEMBERS.—

12                   The Advisory Committee shall consist of ex offi-  
13                   cio nonvoting members from each of the fol-  
14                   lowing departments, selected by the applicable  
15                   Secretary—

16                   “(i) the Department of Labor;

17                   “(ii) the Department of Commerce;

18                   “(iii) the Department of Education;

19                   “(iv) the Department of Energy;

20                   “(v) the Department of Housing and  
21                   Urban Development;

22                   “(vi) the Department of Transpor-  
23                   tation;

24                   “(vii) the Department of Veterans Af-  
25                   fairs;

1                   “(viii) the Department of Health and  
2                   Human Services;

3                   “(ix) the Department of Justice;

4                   “(x) the Department of Defense; and

5                   “(xi) the Federal Communications  
6                   Commission.

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

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

21                  “(4) TERMS.—

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

1 “(B) TERMS OF INITIAL APPOINTEES.—

2 “(i) IN GENERAL.—The appointments  
3 of the initial members of the Advisory  
4 Committee shall be made not later than 90  
5 days after the effective date of the Na-  
6 tional Apprenticeship Act of 2021.

7 “(ii) STAGGERING OF TERMS.—As  
8 designated by the Secretary at the time of  
9 the appointment, of the members first ap-  
10 pointed—

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

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

15 “(C) VACANCIES.—Any member appointed  
16 to fill a vacancy occurring before the expiration  
17 of the term for which the member’s predecessor  
18 was appointed shall be appointed only for the  
19 remainder of that term. A member may serve  
20 after the expiration of that member’s term until  
21 a successor has taken office. A vacancy in the  
22 Advisory Committee shall be filled in the man-  
23 ner in which the original appointment was  
24 made, except that such appointment shall be  
25 made not later than 90 days after the date of

1 the vacancy. A member who fulfilled a partial  
2 term as the result of a vacancy may, at the end  
3 that term, be appointed to a full term.

4 “(D) MULTIPLE TERMS.—A voting mem-  
5 ber of the Advisory Committee may serve not  
6 more than 2 full terms on the Advisory Com-  
7 mittee.

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

12 “(c) MEETINGS.—

13 “(1) IN GENERAL.—The Advisory Committee  
14 shall meet at the call of the Chairperson and hold  
15 not fewer than 4 meetings during each calendar  
16 year.

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

22 “(d) DUTIES.—The Advisory Committee shall, at a  
23 minimum—

24 “(1) advise, consult with, and make rec-  
25 ommendations to the Administrator on matters re-

1       lating to the administration of this Act, including  
2       recommendations on regulations and policies related  
3       to the administration of this Act;

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

13              “(3) make recommendations on expanding par-  
14      ticipation of nontraditional apprenticeship popu-  
15      lations in programs under the national apprentice-  
16      ship system;

17              “(4) review apprenticeable occupations and,  
18      based on reviews of labor market trends and  
19      changes, make recommendations to the Adminis-  
20      trator on whether to—

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

23                      “(B) convene sector leaders and experts  
24                      under section 111(b)(5)(C) for the establishing

1 specific frameworks of industry recognized oc-  
2 cupational standards; and

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

6 “(e) PERSONNEL.—

7 “(1) COMPENSATION OF MEMBERS.—

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

18 “(B) OFFICERS OR EMPLOYEES OF THE  
19 UNITED STATES.—Members of the Advisory  
20 Committee who are officers or employees of the  
21 United States may not receive additional pay,  
22 allowances, or benefits by reason of their service  
23 on the Advisory Committee.

24 “(2) STAFF.—The Secretary shall supply the  
25 Advisory Committee with an executive Secretary and

1 provide such secretarial, clerical, and other services  
2 as the Secretary determines to be necessary to en-  
3 able the Advisory Committee to carry out the duties  
4 described in subsection (d).

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

10 “(f) PERMANENT COMMITTEE.—The Federal Advi-  
11 sory Committee Act (5 U.S.C. App.) (other than section  
12 14 of such Act) shall apply to the Advisory Committee.

13 **“SEC. 113. STATE APPRENTICESHIP AGENCIES AND STATE**  
14 **OFFICES OF APPRENTICESHIP.**

15 “(a) RECOGNITION OF STATE APPRENTICESHIP  
16 AGENCIES.—

17 “(1) IN GENERAL.—The Administrator shall  
18 recognize a State agency as a State apprenticeship  
19 agency in accordance with this section and cooperate  
20 with such State apprenticeship agency regarding the  
21 formulation and promotion of standards of appren-  
22 ticeship under subtitle B.

23 “(2) APPLICATION.—A State desiring to have a  
24 State agency recognized as a State apprenticeship  
25 agency under this section shall submit an application

1 at such time, in such manner, and containing such  
2 information as the Administrator may require, in-  
3 cluding—

4 “(A) the initial State plan described in  
5 subsection (c)(2)(A)(i);

6 “(B) a description of how the State ap-  
7 prenticeship agency will meet the State plan re-  
8 quirements of subsection (c); and

9 “(C) a description of the linkages and co-  
10 ordination of the State’s proposed standards,  
11 criteria, and requirements with the State’s eco-  
12 nomic development strategies and workforce de-  
13 velopment system and the State’s secondary,  
14 postsecondary, and adult education systems.

15 “(3) REVIEW AND RECOGNITION.—

16 “(A) IN GENERAL.—Not later than 90  
17 days after the date on which a State submits an  
18 application under paragraph (2), the Secretary  
19 shall notify the State regarding whether the  
20 agency of the State is recognized as a State ap-  
21 prenticeship agency under this section.

22 “(B) DURATION OF RECOGNITION.—

23 “(i) DURATION.—The recognition of a  
24 State apprenticeship agency shall be for a  
25 4-year period beginning on the date the



1 State apprenticeship agency is notified  
2 under subparagraph (A).

3 “(ii) NOTIFICATION.—

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

11 “(II) COMPLIANCE.—In the case  
12 of a State apprenticeship agency that  
13 is in compliance with this section, the  
14 agency’s recognition under this section  
15 shall be renewed for an additional 4-  
16 year period and the notification under  
17 subclause (I) shall include notification  
18 of such renewal.

19 “(III) NONCOMPLIANCE.—In the  
20 case of a State apprenticeship agency  
21 that is not in compliance with this  
22 section, the notification shall—

23 “(aa) specify the areas of  
24 noncompliance;

1                   “(bb) require corrective ac-  
2                   tion; and

3                   “(cc) offer technical assist-  
4                   ance.

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

14                  “(C) TRANSITION PERIOD FOR STATE  
15                  AGENCIES.—

16                  “(i) IN GENERAL.—Not later than 1  
17                  year after the effective date of the Na-  
18                  tional Apprenticeship Act of 2021, a State  
19                  agency that, as of the day before the date  
20                  of enactment of such Act, was recognized  
21                  by the Secretary for purposes of reg-  
22                  istering apprenticeship programs in accord-  
23                  ance with this Act shall submit an applica-  
24                  tion under paragraph (2).

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

8                   “(b) AUTHORITY OF A STATE APPRENTICESHIP  
9 AGENCY.—

10                   “(1) IN GENERAL.—For the period during  
11                   which a State apprenticeship agency is recognized  
12                   under subsection (a) and to maintain such recogni-  
13                   tion, the State apprenticeship agency shall carry out  
14                   the requirements of this Act.

15                   “(2) PROGRAM RECOGNITION.—With respect to  
16                   a State with a State apprenticeship agency, the  
17                   State apprenticeship agency shall have sole authority  
18                   to recognize and register a pre-apprenticeship, youth  
19                   apprenticeship, or apprenticeship program in such  
20                   State, which shall include—

21                   “(A) determining whether such program is  
22                   in compliance with the standards for such pro-  
23                   gram under section 122;

24                   “(B) in the case of such a program that is  
25                   in compliance with such standards, recognizing

1 the program and providing a certificate of rec-  
2 ognition for such program;

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

5 “(D) in the case of such a program that  
6 fails to meet the requirements of this Act, pro-  
7 viding for the withdrawal of recognition of the  
8 program in accordance with section 131(b).

9 “(3) STATE APPRENTICESHIP COUNCIL.—

10 “(A) IN GENERAL.—A State apprentice-  
11 ship agency shall establish and continue to use  
12 a State apprenticeship council, which shall oper-  
13 ate in compliance with the requirements of this  
14 Act under the direction of the State apprentice-  
15 ship agency.

16 “(B) COMPOSITION.—A State apprentice-  
17 ship council may be regulatory or advisory in  
18 nature, and shall—

19 “(i) be composed of persons familiar  
20 with apprenticeable occupations; and

21 “(ii) be fairly balanced, with an equal  
22 number of—

23 “(I) representatives of employer  
24 organizations, including from non-

1 traditional apprenticeship industries  
2 or occupations;

3 “(II) representatives of labor or-  
4 ganizations or joint labor-management  
5 organizations, including from non-  
6 traditional apprenticeship industries  
7 or occupations; and

8 “(III) public members; and

9 “(iii) to the extent practicable, have  
10 not less than 1 member who is a member  
11 of the State workforce board.

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

15 “(c) STATE PLAN.—

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

22 “(2) APPROVAL OF STATE PLAN.—

23 “(A) SUBMISSION.—

24 “(i) INITIAL PLAN.—The first State  
25 plan of a State apprenticeship agency shall

1 be submitted to the Administrator not  
2 later than 120 days prior to the com-  
3 mencement of the first full program year  
4 of the State apprenticeship agency, which  
5 shall include—

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

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

21 “(III) an assurance that the  
22 State will make available on a publicly  
23 available website a description of any  
24 laws (including regulations), policies,  
25 and operational procedures relating to

1 the process of recognizing programs  
2 under the national apprenticeship sys-  
3 tem that are inconsistent with, or im-  
4 pose requirements in addition to, the  
5 requirements of this Act.

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

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

20 “(i) an explanation for why the State  
21 plan is inconsistent with the requirements  
22 of this Act; and

23 “(ii) an opportunity for an appeal of  
24 such determination to an Administrative  
25 Law Judge for the Department of Labor

1 not later than 30 days after receipt of the  
2 notice of denial from the Administrator.

3 “(C) MODIFICATIONS.—

4 “(i) MODIFICATIONS.—At the end of  
5 the first 2-year period of any 4-year State  
6 plan, the State may submit modifications  
7 to the State plan to reflect changes in  
8 labor market and economic conditions or  
9 other factors affecting the implementation  
10 of the State plan.

11 “(ii) APPROVAL.—A modified State  
12 plan submitted for review under clause (i)  
13 shall be subject to the approval require-  
14 ments described in subparagraph (B).

15 “(3) TECHNICAL ASSISTANCE.—Each State  
16 Plan shall describe how the State apprenticeship  
17 agency will provide technical assistance for—

18 “(A) potential sponsors, employers, labor  
19 organizations, joint labor-management organi-  
20 zations, qualified intermediaries, apprentices,  
21 education and training providers, credentialing  
22 bodies, eligible entities, industry associations, or  
23 any potential program participant in the na-  
24 tional apprenticeship system in the State for  
25 the purposes of recruitment, retention, program



1 development, expansion, or implementation, in-  
2 cluding supporting remote or virtual learning or  
3 training, as necessary;

4 “(B) sponsors of programs registered in  
5 the State, including sponsors that are not meet-  
6 ing performance goals under subtitle C, for pur-  
7 poses of assisting sponsors in meeting or ex-  
8 ceeding such goals; and

9 “(C) sponsors of programs registered in  
10 that State for purposes of assisting such spon-  
11 sors in achieving State goals in diversity and  
12 equal opportunity in apprenticeships in accord-  
13 ance with paragraph (5).

14 “(4) RECIPROCITY.—Each State plan shall de-  
15 scribe how the State apprenticeship agency, in the  
16 case of a program recognized by a registration agen-  
17 cy in another State, shall recognize such program in  
18 the State of such agency for purposes of this Act by  
19 not later than 30 days after receipt of an application  
20 for such recognition from a program sponsor, as  
21 long as such program meets the wage and hour pro-  
22 visions of the State granting reciprocity.

23 “(5) PROMOTING DIVERSITY IN THE NATIONAL  
24 APPRENTICESHIP SYSTEM.—Each State plan shall

1 include a plan for how the State apprenticeship  
2 agency will—

3 “(A) promote diversity in apprenticeable  
4 occupations offered throughout the State, and a  
5 description of how such agency will promote the  
6 addition of apprenticeable occupations in high-  
7 skill, high-wage, or in-demand industry sectors  
8 and occupations, and in nontraditional appren-  
9 ticeship industries or occupations; and

10 “(B) promote diversity and equal oppor-  
11 tunity in programs under the national appren-  
12 ticeship system by uniformly adopting and im-  
13 plementing the requirements of subparagraphs  
14 (B) and (C) of section 111(b)(7).

15 “(6) COMPLAINTS.—

16 “(A) IN GENERAL.—Subject to subpara-  
17 graph (B), each State plan shall include a de-  
18 scription of the system for the State apprentice-  
19 ship agency to receive and resolve complaints  
20 submitted by program participants, the pro-  
21 gram participant’s authorized representative,  
22 sponsors, employers, or nonprofit compliance  
23 organizations, such as complaints concerning  
24 equal employment opportunity or discrimina-

1           tion, violations of the apprenticeship agreement,  
2           or violations of requirements under this Act.

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

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

19          “(8) STATE APPRENTICESHIP PERFORMANCE  
20          OUTCOMES.—Each State plan shall—

21                 “(A) in coordination with the Adminis-  
22                 trator, establish annual State performance goals  
23                 for the programs registered by the State ap-  
24                 prenticeship agency for the indicators de-  
25                 scribed—

1                   “(i) in subparagraph (A) of section  
2                   131(b)(1); and

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

5                   “(B) describe how the State apprenticeship  
6                   agency will collect performance data from pro-  
7                   grams registered by the agency; and

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

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

15                  “(10) ALIGNMENT OF WORKFORCE ACTIVI-  
16                  TIES.—Each State plan shall include a summary of  
17                  State-supported workforce development activities (in-  
18                  cluding education and training) in the State, includ-  
19                  ing—

20                  “(A) a summary of the apprenticeship pro-  
21                  grams on the list of eligible providers of train-  
22                  ing services under section 122(d) of the Work-  
23                  force Innovation and Opportunity Act (29  
24                  U.S.C. 3152(d));

1           “(B) the degree to which the programs  
2           under the national apprenticeship system in the  
3           State are aligned with and address the skill  
4           needs of the employers in the State identified  
5           by the State workforce development board; and

6           “(C) a description of how apprenticeship  
7           programs will receive expedited consideration to  
8           be included on the list of eligible providers of  
9           training services under section 122(d) of the  
10          Workforce Innovation and Opportunity Act (29  
11          U.S.C. 3152(d)).

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

21          “(12) STRATEGY FOR ANY JOINT PLANNING,  
22          ALIGNMENT, COORDINATION, AND LEVERAGING OF  
23          FUNDS.—Each State plan shall provide a description  
24          of the State apprenticeship agency’s strategy for

1 joint planning, alignment, coordination, and  
2 leveraging of funds—

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

11 “(B) for programs under the national ap-  
12 prenticeship system in the State with other  
13 Federal education programs, including pro-  
14 grams under—

15 “(i) the Elementary and Secondary  
16 Education Act of 1965;

17 “(ii) the Individuals with Disabilities  
18 Education Act;

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

21 “(iv) the Higher Education Act of  
22 1965; and

23 “(C) to provide information about access  
24 to available State assistance or assistance under

1 related Federal programs, including such assist-  
2 ance under—

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

5 “(ii) subsection (e)(1) of section 3672  
6 of title 38, United States Code;

7 “(iii) section 231 of the Second  
8 Chance Act of 2007 (34 U.S.C. 60541);  
9 and

10 “(iv) the State Temporary Assistance  
11 for Needy Families programs under part A  
12 of title IV of the Social Security Act.

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

19 “(d) STATE APPRENTICESHIP AGENCY FUNDING.—  
20 A State apprenticeship agency shall use funds received  
21 under clauses (i) and (ii) of subsection (f)(1)(A) according  
22 to the following requirements:

23 “(1) PROGRAM ADMINISTRATION.—The State  
24 apprenticeship agency shall use such funds to sup-  
25 port the administration of programs under the na-

1 tional apprenticeship system across the State, in-  
2 cluding for—

3 “(A) staff and resources;

4 “(B) oversight and evaluation as required  
5 under this Act;

6 “(C) technical assistance to program spon-  
7 sors, program participants, employers, labor or-  
8 ganizations, joint labor-management organiza-  
9 tions, education and training providers, and  
10 qualified intermediaries;

11 “(D) pre-apprenticeship, youth, and ap-  
12 prenticeship program recruitment and develop-  
13 ment, including for—

14 “(i) engaging potential providers of  
15 such programs such as employers, qualified  
16 intermediaries, related instruction pro-  
17 viders, and potential program participants;

18 “(ii) publicizing apprenticeship oppor-  
19 tunities and benefits; and

20 “(iii) engaging State workforce and  
21 education systems for collaboration and  
22 alignment across systems;

23 “(E) supporting the enrollment and ap-  
24 prenticeship certification requirements to allow  
25 veterans and other individuals eligible for the



1 educational assistance programs under chapters  
2 30 through 36 of title 38, United States Code,  
3 and any related educational assistance pro-  
4 grams under laws administered by the Sec-  
5 retary of Veterans Affairs, to use such assist-  
6 ance for the apprenticeship program, including  
7 the requirement of designating a certifying offi-  
8 cial; and

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

12 “(i) related to enrolling in such pro-  
13 grams; or

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

16 “(2) EDUCATIONAL ALIGNMENT.—The State  
17 apprenticeship agency shall use not less than 10 per-  
18 cent of such funds to engage with the State edu-  
19 cation system to provide technical assistance and  
20 best practices regarding—

21 “(A) alignment of youth apprenticeship  
22 programs with the secondary education pro-  
23 grams in the State, including support for career  
24 exploration, career pathways, education and ca-  
25 reer planning, and engagement with youth ap-

1           prenticeship programs for teachers, career guid-  
2           ance and academic counselors, school leaders,  
3           administrators, and specialized instructional  
4           support personnel and paraprofessionals;

5           “(B) alignment of related instruction pro-  
6           vided under the national apprenticeship system  
7           in the State with academic credit granting post-  
8           secondary programs (including developing ca-  
9           reer pathways, articulation agreements, and  
10          prior learning assessments); and

11          “(C) the joint planning, alignment, coordi-  
12          nation, and leveraging of funds described in  
13          subparagraphs (B) and (C) of subsection  
14          (c)(12).

15          “(3) WORKFORCE ALIGNMENT.—The State ap-  
16          prenticeship agency shall use not less than 10 per-  
17          cent of such funds to engage with the State work-  
18          force development system to provide technical assist-  
19          ance and best practices regarding—

20          “(A) alignment with the State’s workforce  
21          activities and strategic vision in accordance  
22          with paragraphs (10), (11), and subparagraphs  
23          (A) and (C) of paragraph (12) of subsection  
24          (c);

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

12           “(C) providing a list of programs under  
13 the national apprenticeship system that are of-  
14 fered in the State, including in the State’s high-  
15 skill, high-wage, or in-demand industry sectors  
16 or occupations;

17           “(D) alignment of funding received and re-  
18 porting required under this Act, including rel-  
19 evant placement, retention, and earnings infor-  
20 mation, with the Workforce Innovation and Op-  
21 portunity Act (29 U.S.C. 3101 et seq.), and  
22 technical assistance in how individual training  
23 accounts under section 134(c)(3) of such Act  
24 could be used to pay for the costs of enrolling

1 and participating in programs under the na-  
2 tional apprenticeship system;

3 “(E) partnerships with State or local work-  
4 force development boards, State workforce  
5 agencies, and one-stop centers and one-stop op-  
6 erators that assist program participants in ac-  
7 cessing supportive services to support—

8 “(i) the recruitment, retention, and  
9 completion of programs under the national  
10 apprenticeship system, including the re-  
11 cruitment of nontraditional populations  
12 and dislocated workers;

13 “(ii) transitions from youth appren-  
14 ticeships and pre-apprenticeships to ap-  
15 prenticeship programs; and

16 “(iii) the placement into employment  
17 or further education upon program comple-  
18 tion; and

19 “(F) expanding the list of eligible providers  
20 of training services under section 122(d) of the  
21 Workforce Innovation and Opportunity Act to  
22 include programs under the national apprentice-  
23 ship system in the State (29 U.S.C. 3152(d)).

24 “(4) LEADERSHIP ACTIVITIES.—

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

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

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

22          “(D) STATE-SPECIFIC INITIATIVES.—A  
23          State apprenticeship agency may use funds re-  
24          served under subparagraph (A) for State-spe-  
25          cific initiatives, such as the development or ex-

1           pansion of youth apprenticeship programs or  
2           apprenticeship programs in high-skill, high-  
3           wage, or in-demand industry sectors and occu-  
4           pations.

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

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

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

21           “(e) DERECOGNITION OF STATE APPRENTICESHIP  
22           AGENCIES.—

23                   “(1) IN GENERAL.—The Secretary may with-  
24                  draw recognition of a State apprenticeship agency  
25                  before the end of the agency’s 4-year recognition pe-

1 riod under subsection (a)(2)(B) if the Secretary de-  
2 termines, after notice and an opportunity for a hear-  
3 ing, that the State apprenticeship agency has failed  
4 for one of the reasons described in paragraph (2),  
5 and has not been in compliance with the perform-  
6 ance improvement plan under paragraph (3) to rem-  
7 edy such failure.

8 “(2) DERECOGNITION CRITERIA.—The recogni-  
9 tion of a State apprenticeship agency under this sec-  
10 tion may be withdrawn under paragraph (1) in a  
11 case in which the State apprenticeship agency fails  
12 to—

13 “(A) adopt or properly enforce a State  
14 plan;

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

17 “(C) submit a report under section  
18 131(b)(1)(B) for any program year;

19 “(D) meet the State levels of performance  
20 as described in subsection (c)(8)(A) or dem-  
21 onstrate improvements in performance for 3  
22 consecutive program years; or

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

25 “(3) DERECOGNITION PROCESS.—

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

8           “(B) REDUCTION OF FUNDS.—Except in  
9           the case of exceptional circumstances as deter-  
10          mined by the Administrator, in a case in which  
11          such a State apprenticeship agency continues  
12          such failure after the provision of the technical  
13          assistance under subparagraph (A)—

14               “(i) the percentage of the funds to be  
15               allotted to the State apprenticeship agency  
16               under subsection (f) for each fiscal year  
17               following the fiscal year in which such fail-  
18               ure has been identified shall be reduced by  
19               5 percentage points; and

20               “(ii) the Administrator shall provide  
21               notice to the State apprenticeship agency  
22               that the agency’s recognition under this  
23               section may be withdrawn if the agency  
24               fails to remedy the failure.



1           “(C) TERMINATION OF PROCEEDINGS.—If  
2 the Administrator determines that the State ap-  
3 prenticeship agency’s corrective action under  
4 subparagraph (A) has addressed the agency’s  
5 failure identified under paragraph (2), the Ad-  
6 ministrator shall—

7                   “(i) restore the agency’s full funding  
8 allocation under this title for the next full  
9 fiscal year; and

10                   “(ii) notify the State apprenticeship  
11 agency that the agency’s recognition will  
12 not be withdrawn under this section for  
13 the reason for which the agency’s funding  
14 under this title was most recently reduced.

15           “(D) OPPORTUNITY FOR HEARING.—

16                   “(i) IN GENERAL.—In a case in which  
17 a State apprenticeship agency fails to rem-  
18 edy a failure identified under paragraph  
19 (2), the Administrator shall—

20                           “(I) notify, in writing, the State  
21 apprenticeship agency of the failure of  
22 the State apprenticeship agency, in-  
23 cluding a description of such failure  
24 and an explanation that the agency’s  
25 recognition under this section may be

1                   withdrawn as a result of such failure;  
2                   and

3                   “(II) offer the State apprentice-  
4                   ship agency an opportunity to request  
5                   a hearing not later than 30 days after  
6                   the date of such notice.

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

15                  “(4) REQUIREMENTS REGARDING WITHDRAWAL  
16                  OF RECOGNITION.—

17                  “(A) OFFICE OF APPRENTICESHIP.—

18                  “(i) PRIOR TO ORDER.—Prior to the  
19                  withdrawal of the recognition of a State  
20                  apprenticeship agency under this section,  
21                  the Administrator shall—

22                  “(I) provide to the State appren-  
23                  ticeship agency an order withdrawing  
24                  recognition of such agency under this  
25                  section; and

1                   “(II) establish a State Office of  
2                   Apprenticeship; and

3                   “(ii) AFTER ORDER.—Not later than  
4                   30 days after the date of such order, pro-  
5                   vide notification of the withdrawal to the  
6                   sponsors of the programs under the na-  
7                   tional apprenticeship system in such State  
8                   that were registered with the State appren-  
9                   ticeship agency to enable each such spon-  
10                  sor to be registered with the Administrator  
11                  (acting through the State Office of Ap-  
12                  prenticeship established under clause  
13                  (i)(II)).

14                  “(B) STATE APPRENTICESHIP AGENCY RE-  
15                  QUIREMENTS.—A State agency whose recogni-  
16                  tion as a State apprenticeship agency under  
17                  this section has been withdrawn under para-  
18                  graph (3) shall—

19                  “(i) provide to the Administrator pro-  
20                  gram standards, apprenticeship agree-  
21                  ments, completion records, cancellation and  
22                  suspension records, performance metrics,  
23                  and any other documents relating to the  
24                  State’s programs under the national ap-  
25                  prenticeship system in the State;

1           “(ii) cooperate fully during the transi-  
 2           tion period beginning on the date of the  
 3           order withdrawing such recognition and  
 4           ending on the date on which the Adminis-  
 5           trator establishes a State Office of Appren-  
 6           ticeship in the State; and

7           “(iii) return any unused funds re-  
 8           ceived under this Act.

9           “(5) REINSTATEMENT OF RECOGNITION.—A  
 10          State apprenticeship agency that has had its rec-  
 11          ognition withdrawn under this section may have  
 12          such recognition reinstated upon presentation of  
 13          adequate evidence that the State apprenticeship  
 14          agency has—

15               “(A) submitted an application under sub-  
 16               section (a)(2); and

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

19          “(f) RESERVATION AND STATE ALLOTMENTS.—

20               “(1) STATE ALLOTMENTS.—

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

23                       “(i) 33  $\frac{1}{3}$  percent shall be equally dis-  
 24                       tributed among each State Office of Ap-

1           prenticeship, outlying area, and eligible  
2           State; and

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

6           “(B) FORMULA.—

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

9           “(I) 25 percent shall be allotted  
10           on the basis of the relative share of  
11           program participants in each eligible  
12           State, as determined on the basis of  
13           the most recent satisfactory data  
14           available from the Administrator,  
15           compared to the total number of pro-  
16           gram participants in all eligible  
17           States, as determined on such basis;

18           “(II) 25 percent shall be allotted  
19           on the basis of the relative share of  
20           program participants who have com-  
21           pleted a program under the national  
22           apprenticeship system in each eligible  
23           State during the most recent 5-year  
24           period, as determined on the basis of  
25           the most recent satisfactory data

1 available from the Administrator,  
2 compared to the total 5-year average  
3 of program participants who have  
4 completed a program in all eligible  
5 States, as determined on such basis;  
6 and

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

9 “(ii) ALLOTMENTS BASED ON BLS  
10 AND ACS DATA.—Of the amount available  
11 under clause (i)(III)—

12 “(I)  $33\frac{1}{3}$  percent shall be allot-  
13 ted on the basis of the relative share  
14 of individuals in the civilian labor  
15 force in each eligible State, compared  
16 to the total number of individuals in  
17 the civilian labor force in all eligible  
18 States;

19 “(II)  $33\frac{1}{3}$  percent shall be allot-  
20 ted on the basis of the relative share  
21 of individuals living below the poverty  
22 line in each eligible State, compared  
23 to the total number of individuals liv-  
24 ing below the poverty line in all eligi-  
25 ble States; and

1                   “(III) 33 $\frac{1}{3}$  percent shall be allot-  
2                   ted on the basis of the relative num-  
3                   ber of unemployed individuals in each  
4                   eligible State, compared to the total  
5                   number of unemployed individuals in  
6                   all eligible States.

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

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

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

15                  “(C) UNEMPLOYED INDIVIDUAL.—The  
16                  term ‘unemployed individual’ has the meaning  
17                  given such term in section 3 of the Workforce  
18                  Innovation and Opportunity Act (29 U.S.C.  
19                  3102).

20                  “(g) AUTHORIZATION OF APPROPRIATIONS.—There  
21                  are authorized to be appropriated to carry out this sec-  
22                  tion—

23                  “(1) \$75,000,000 for fiscal year 2022;

24                  “(2) \$85,000,000 for fiscal year 2023;

25                  “(3) \$95,000,000 for fiscal year 2024;

1 “(4) \$105,000,000 for fiscal year 2025; and

2 “(5) \$115,000,000 for fiscal year 2026.

3 **“SEC. 114. INTERAGENCY AGREEMENT WITH DEPARTMENT**  
4 **OF EDUCATION.**

5 “(a) IN GENERAL.—Not later than 1 year after the  
6 effective date of the National Apprenticeship Act of 2021,  
7 in order to cooperate with the Secretary of Education and  
8 promote awareness and adoption of apprenticeship pro-  
9 grams, the Secretary (acting through the Administrator)  
10 shall—

11 “(1) enter into an interagency agreement with  
12 the Secretary of Education to promote and support  
13 integration and alignment of programs under the  
14 national apprenticeship system with secondary, post-  
15 secondary, and adult education, through the activi-  
16 ties described in this section; and

17 “(2) submit to the Committee on Education  
18 and Labor of the House of Representatives and the  
19 Committee on Health, Education, Labor, and Pen-  
20 sions of Senate, such agreement and any modifica-  
21 tions to such agreement.

22 “(b) ALIGNMENT FOR YOUTH APPRENTICESHIPS.—  
23 In order to promote alignment between youth apprentice-  
24 ship programs and high school graduation requirements,



1 the interagency agreement under subsection (a) shall de-  
2 scribe how the Secretaries will work to provide—

3 “(1) information and resources to—

4 “(A) parents and students to promote a  
5 better understanding of programs under the na-  
6 tional apprenticeship system and their value in  
7 secondary and postsecondary education and ca-  
8 reer pathways by not later than middle school,  
9 and that are in user-friendly formats and lan-  
10 guages that are easily accessible, as determined  
11 by the Secretaries; and

12 “(B) school leaders (working with aca-  
13 demic counselors, teachers, and faculty) about  
14 the value of such programs and information on  
15 how to effectively align youth apprenticeship  
16 programs with secondary and career and tech-  
17 nical education programs; and

18 “(2) technical assistance on how to—

19 “(A) align related instruction and  
20 apprenticeable occupation skills and com-  
21 petencies to high school graduation require-  
22 ments;

23 “(B) offer related instruction through dual  
24 and concurrent enrollment programs and other  
25 accelerated learning programs, as described in

1 section 4104(b)(3)(A)(i)(IV) of the Elementary  
2 and Secondary Education Act of 1965 (20  
3 U.S.C. 7114(b)(3)(A)(i)(IV));

4 “(C) facilitate transitions for youth ap-  
5 prentices who have completed their youth ap-  
6 prenticeships into further education, including  
7 an associate, baccalaureate, or advanced degree,  
8 and related apprenticeship opportunities; and

9 “(D) align activities carried out under this  
10 Act with eligible funding from, and planning  
11 processes for, the Carl D. Perkins Career and  
12 Technical Education Act of 2006 (20 U.S.C.  
13 2301 et seq.), the Elementary and Secondary  
14 Education Act of 1965 (20 U.S.C. 6301 et  
15 seq.), the Individuals with Disabilities Edu-  
16 cation Act (20 U.S.C. 1400 et seq.), the Reha-  
17 bilitation Act of 1973, and the Higher Edu-  
18 cation Act of 1965 (20 U.S.C. 1001 et seq.).

19 “(c) APPRENTICESHIP COLLEGE CONSORTIUM.—In  
20 order to support the establishment of a college consortium  
21 of postsecondary educational institutions, including minor-  
22 ity serving institutions, related instruction providers,  
23 sponsors, qualified intermediaries, employers, labor orga-  
24 nizations, and joint labor-management organizations for  
25 the purposes of promoting stronger connections between

1 programs under the national apprenticeship system and  
2 participating 2- and 4-year postsecondary educational in-  
3 stitutions, the interagency agreement under subsection (a)  
4 shall include a description of how the Secretaries will—

5           “(1) support data sharing systems that align  
6 education records and records of programs under  
7 the national apprenticeship system regarding wheth-  
8 er program participants who receive financial aid  
9 under title IV of the Higher Education Act of 1965  
10 enroll in, or complete, postsecondary coursework  
11 while participating in a program under such system;

12           “(2) provide guidance on how to align eligible  
13 funding from, planning processes for, and the re-  
14 quirements of the Carl D. Perkins Career and Tech-  
15 nical Education Act of 2006 (20 U.S.C. 2301 et  
16 seq.), the Rehabilitation Act of 1973, and the High-  
17 er Education Act of 1965 (20 U.S.C. 1001 et seq.)  
18 with this Act;

19           “(3) require all participants of the apprentice-  
20 ship college consortium to enter into agreements  
21 to—

22                   “(A) have an articulation agreement with a  
23 participating sponsor of an apprenticeship pro-  
24 gram, which may include a 2- or 4-year postsec-  
25 ondary educational institution;

1           “(B) create or expand the awarding and  
2 articulation of academic credit for related in-  
3 struction completed and credentials awarded to  
4 program participants as part of a program  
5 under the national apprenticeship system; and

6           “(C) support the creation or expansion of  
7 electronic transcripts for apprenticeship pro-  
8 grams and all academic content, including re-  
9 lated instruction and on-the-job training;

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

16          “(5) provide to consortium participants or po-  
17 tential participants information regarding—

18               “(A) a list of apprenticeship programs in  
19 related occupations offered in the State or  
20 available under the Office of Apprenticeship  
21 that may become part of the consortium;

22               “(B) information on how to develop an ap-  
23 prenticeship program;

24               “(C) information on Federal, State, and  
25 local financial resources available to assist with

1 the establishment and implementation of ap-  
2 prenticeship programs; and

3 “(D) information on related qualified inter-  
4 mediaries or industry or sector partnerships  
5 supporting apprenticeship programs, as applica-  
6 ble; and

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

10 “(A) a list of participating members of the  
11 consortium, apprenticeship programs provided,  
12 credentials awarded with each program, and  
13 available apprenticeable occupations; and

14 “(B) models of articulation agreements,  
15 prior learning assessments, and competency-  
16 based curriculum for related instruction for il-  
17 lustrative purposes.

18 “(d) BEST PRACTICE DEVELOPMENT AND SHAR-  
19 ING.—

20 “(1) DISSEMINATION.—Such interagency agree-  
21 ment shall require that the Secretaries disseminate  
22 information on the value of programs under the na-  
23 tional apprenticeship system, including relevant  
24 placement, retention, and earnings information,  
25 labor market data from the local area, and sector

1 forecasts to determine high-skill, high-wage, or in-  
2 demand industry sectors or occupations of such pro-  
3 grams, to local education and training providers,  
4 labor organizations, or joint labor-management orga-  
5 nizations (including those representing teachers).

6 “(2) CLEARINGHOUSE.—Such agreement shall  
7 require the Secretaries to create a clearinghouse of  
8 best practices—

9 “(A) for improving performance and in-  
10 creasing alignment of education and programs  
11 under the national apprenticeship system, in-  
12 cluding career pathways; and

13 “(B) publicly disseminate information and  
14 resources on—

15 “(i) replicable related instruction and  
16 on-the-job learning; and

17 “(ii) how to build an understanding of  
18 apprenticeship opportunities available to  
19 students.

20 “(e) DATA SHARING AGREEMENT.—The Secretaries  
21 shall disseminate best practices for the alignment of edu-  
22 cation records and records of programs under the national  
23 apprenticeship system, including information on program  
24 participants who enroll in, complete, and receive academic

1 credit for postsecondary coursework while participating in  
2 such a program.

3 “(f) SECRETARIES DEFINED.—In this section, the  
4 term ‘Secretaries’ means the Secretary of Labor and the  
5 Secretary of Education.

6 **“Subtitle B—Process and Stand-**  
7 **ards for the National Appren-**  
8 **ticeship System**

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

10 “For an occupation to be an apprenticeable occupa-  
11 tion under this Act, a person seeking approval for such  
12 occupation to be an apprenticeable occupation shall submit  
13 an application to the Administrator that demonstrates  
14 that such apprenticeable occupation is in-demand and will  
15 prepare individuals for the full range of skills and com-  
16 petencies needed for such occupation by describing how  
17 such apprenticeable occupation shall—

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

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

22 “(A) clearly identified and commonly rec-  
23 ognized throughout the relevant industry or oc-  
24 cupation;

1           “(B) customarily learned or enhanced in a  
2           practical way through a structured, systematic  
3           program of on-the-job supervised learning and  
4           related instruction to supplement such learning;  
5           and

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

9   **“SEC. 122. QUALITY STANDARDS OF PROGRAMS UNDER**  
10                           **THE NATIONAL APPRENTICESHIP SYSTEM.**

11           “(a) IN GENERAL.—The Secretary, acting through  
12           the Administrator, shall formulate and promote the fur-  
13           therance of quality standards necessary to safeguard the  
14           welfare of apprentices, pre-apprentices, and youth appren-  
15           tices.

16           “(b) APPRENTICESHIP PROGRAM STANDARDS.—In  
17           addition to the standards described in subsection (e), an  
18           apprenticeship program shall meet the following stand-  
19           ards:

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

23                           “(A) The employment and training to be  
24           received by each apprentice participating in the  
25           program, including—



1           “(i) an outline of the work processes  
2           or the plan in which the apprentice will re-  
3           ceive supervised work experience, on-the-  
4           job training, and on-the-job learning;

5           “(ii) the allocation of the approximate  
6           amount of time that will be spent in each  
7           major work process by the apprentice;

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

10          “(iv) a description or timeline explain-  
11          ing the periodic reviews and evaluations of  
12          the apprentice’s performance on the job  
13          and in related instruction.

14          “(B) A process for maintaining appro-  
15          priate progress records, including the reviews  
16          and evaluations described in subparagraph  
17          (A)(iv).

18          “(C) A description of the organized related  
19          instruction the apprentice will receive in tech-  
20          nical subjects related to the occupation,  
21          which—

22                 “(i) for time-based or hybrid appren-  
23                 ticeship programs as described in para-  
24                 graph (E), shall include not less than 144  
25                 hours for each year of apprenticeship, un-

1 less an alternative requirement is put forth  
2 by the employer and sponsor that reflects  
3 industry standards and is accepted by the  
4 registration agency;

5 “(ii) may be accomplished through  
6 classroom instruction, occupational or in-  
7 dustry courses, instruction provided  
8 through electronic media, or other instruc-  
9 tion approved by the registration agency;

10 “(iii) shall be provided by one or more  
11 qualified instructors that—

12 “(I)(aa) meet technical instructor  
13 requirements of the applicable edu-  
14 cation agency in the State of registra-  
15 tion; or

16 “(bb) are subject matter experts,  
17 defined for purposes of this subpara-  
18 graph as individuals recognized within  
19 an industry as having expertise in a  
20 specific occupation; and

21 “(II) have training in teaching  
22 techniques and learning styles, or will  
23 obtain such training before providing  
24 the related technical instruction;

1 “(iv) where appropriate and to the ex-  
2 tent practicable, shall be aligned to a ca-  
3 reer pathway; and

4 “(v) where appropriate and to the ex-  
5 tent practicable, incorporate the principles  
6 of universal design for learning under sec-  
7 tion 103 of the Higher Education Act of  
8 1965 (20 U.S.C. 1003).

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

12 “(i) consistent with measurable skill  
13 gains; and

14 “(ii) ensures the entry wage is not  
15 less than the greater of—

16 “(I) the minimum wage required  
17 under section 6(a) of the Fair Labor  
18 Standards Act of 1938 (29 U.S.C.  
19 206(a)); or

20 “(II) the applicable wage re-  
21 quired by other applicable Federal or  
22 State laws (including regulations) or  
23 collective bargaining agreements.

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

1           “(i) a time-based model, which re-  
2           quires the completion of the industry  
3           standard for on-the-job learning hours,  
4           which in no case shall be less than a cumu-  
5           lative 2,000 hours, unless an alternative  
6           requirement is put forth by the employer  
7           and sponsor from a nontraditional appren-  
8           ticeship industry or occupation as of the  
9           date of the enactment of the National Ap-  
10          prenticeship Act of 2021 that reflects in-  
11          dustry standards and the relative hazards  
12          of the occupation, and is accepted by the  
13          Secretary and registration agency;

14           “(ii) a competency-based model, which  
15          requires the attainment of competency in  
16          the occupation; or

17           “(iii) a hybrid model, which blends the  
18          time-based and competency-based ap-  
19          proaches.

20          “(F) The methods used to measure an ap-  
21          prentice’s skills and competencies, which may  
22          include an initial diagnostic assessment or as-  
23          sessment of credentials that verify an individ-  
24          ual’s foundational knowledge and skills that

1 would be needed to succeed in an apprentice-  
2 ship program, and which shall include—

3 “(i) in the case of a time-based ap-  
4 prenticeship described in subparagraph  
5 (E)(i), the individual apprentice’s comple-  
6 tion of the required hours of on-the-job  
7 learning as described in a work process  
8 schedule;

9 “(ii) in the case of a competency-  
10 based model described in subparagraph  
11 (E)(ii), the individual apprentice’s success-  
12 ful demonstration of acquired skills and  
13 knowledge through appropriate means of  
14 testing and evaluation for such com-  
15 petencies, and by requiring apprentices to  
16 complete a paid on-the-job learning compo-  
17 nent of the apprenticeship; or

18 “(iii) in the case of a hybrid appren-  
19 ticeship described in subparagraph (E)(iii),  
20 a combination of a specified minimum  
21 number of hours of on-the-job learning and  
22 the successful demonstration of com-  
23 petency, as described in subparagraph  
24 (E)(i) and a work process schedule.

1           “(2) The program equally grants advanced  
2 standing or credit to all individuals applying for the  
3 apprenticeship with demonstrated competency or ac-  
4 quired experience, training, or skills, and provides  
5 commensurate wages for any progression in standing  
6 or credit so granted, including for veterans’ service-  
7 acquired skills and experiences.

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

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

14               “(A) clearly identifies each interim creden-  
15 tial;

16               “(B) only issues an interim credential for  
17 recognized components of an apprenticeable oc-  
18 cupation and demonstrates how each interim  
19 credential specifically links to the knowledge,  
20 skills, and abilities associated with such compo-  
21 nents; and

22               “(C) establishes the process for assessing  
23 an individual apprentice’s demonstration of  
24 competency and measurable skill gains associ-  
25 ated with the particular interim credential.

1       “(c) PRE-APPRENTICESHIP PROGRAM STAND-  
2 ARDS.—In addition to the standards described in sub-  
3 section (e), a pre-apprenticeship program shall meet the  
4 following standards:

5           “(1) The program is designed to assist individ-  
6 uals who do not meet minimum qualifications for an  
7 apprenticeship program as described in subsection  
8 (b) and prepare them to enter and succeed in such  
9 an apprenticeship programs, including by providing  
10 the skills and competency attainment needed to  
11 enter the apprenticeship program.

12           “(2) The program—

13           “(A) is carried out by a sponsor that has  
14 a written agreement with at least one sponsor  
15 of an apprenticeship program;

16           “(B) demonstrates the existence of an ac-  
17 tive, advisory partnership with an industry or  
18 sector partnership to inform the training and  
19 education services necessary for a pre-appren-  
20 ticeship program;

21           “(C) demonstrates evidence of sufficient  
22 demand in an apprenticeship program at the  
23 completion of a pre-apprenticeship program to  
24 support a transition from a pre-apprenticeship  
25 to an apprenticeship; and

1           “(D) demonstrates partnerships with quali-  
2           fied intermediaries, community-based organiza-  
3           tions, labor organizations, or joint labor-man-  
4           agement organizations.

5           “(3) The program includes a written plan devel-  
6           oped by the sponsor of the pre-apprenticeship pro-  
7           gram that is developed in consultation with the  
8           sponsor of the apprenticeship program described in  
9           paragraph (2)(A), that—

10           “(A) provides for work-based learning, and  
11           paid work-based learning to the extent prac-  
12           ticable, in which an industry or sector partner-  
13           ship and a related instruction provider collabo-  
14           rate to provide training that will introduce par-  
15           ticipants to the skills, competencies, and mate-  
16           rials used in one or more apprenticeable occu-  
17           pations;

18           “(B) is based on and aligned with national,  
19           State, regional, or local industry standards for  
20           high-skill, high-wage, or in-demand industry  
21           sectors and occupations, and the requirements  
22           of the related apprenticeship program;

23           “(C) to the extent appropriate and prac-  
24           ticable, meets the related instruction require-  
25           ments as described in clauses (ii) through (iv)



1 of subsection (b)(1)(C) that includes enabling  
2 an individual to attain a secondary school di-  
3 ploma or its recognized equivalent that enables  
4 a pre-apprentice to enter into an apprenticeship  
5 program; and

6 “(D) includes mentoring, career exposure,  
7 career planning, and career awareness activi-  
8 ties.

9 “(d) YOUTH APPRENTICESHIP PROGRAM STAND-  
10 ARDS.—In addition to the standards described in sub-  
11 section (e), a youth apprenticeship program shall meet the  
12 following standards:

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

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

18 “(A) The employment and training to be  
19 received by each youth apprentice participating  
20 in the program, including—

21 “(i) an outline of the work processes  
22 or the plan in which the youth apprentice  
23 will receive supervised work experience and  
24 on-the-job training or in an experiential  
25 setting;

1           “(ii) the allocation of the approximate  
2           amount of time that will be spent in each  
3           major work process by the youth appren-  
4           tice;

5           “(iii) a description of the mentoring  
6           that will be provided to the youth appren-  
7           tice; and

8           “(iv) a description or timeline explain-  
9           ing the periodic reviews and evaluations of  
10          the youth apprentice’s performance on the  
11          job and in related instruction.

12          “(B) A process for maintaining appro-  
13          priate progress records, including the reviews  
14          and evaluations described in subparagraph  
15          (A)(iv).

16          “(C) Related classroom-based instruction,  
17          which may be fulfilled through dual or concur-  
18          rent enrollment, and—

19                 “(i) is, to the extent practicable,  
20                 aligned with high school diploma require-  
21                 ments and career clusters; and

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

1           “(D) A progressively increasing, clearly de-  
2           fined schedule of wages to be paid to the youth  
3           apprentice.

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

6           “(F) For a competency-based or hybrid  
7           youth apprenticeship program, the methods  
8           used to measure skill acquisition for a youth  
9           apprentice, including ongoing assessment  
10          against established skill and competency stand-  
11          ards as described in subsection (b)(1)(F).

12          “(G) Prepares the youth apprentice for  
13          placement in further education, employment, or  
14          an apprenticeship program.

15          “(3) The program equally grants advanced  
16          standing or credit to all individuals applying for the  
17          youth apprenticeship with demonstrated competency  
18          or acquired experience, training, or skills.

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

23          “(e) GENERAL REQUIREMENTS.—Each program  
24          under the national apprenticeship system shall meet the  
25          following standards:

1 “(1) The program—

2 “(A) has adequate and safe equipment, en-  
3 vironments, and facilities for training and su-  
4 pervision;

5 “(B) provides safety training on-the-job  
6 and in related instruction as applicable by the  
7 apprenticeable occupation; and

8 “(C) provides adequate training for men-  
9 tors and qualified instructors on providing a  
10 safe work and training environment.

11 “(2) The program records and maintains all  
12 records concerning the program as may be required  
13 by the Secretary, the registration agency of the pro-  
14 gram, or any other applicable law, including records  
15 required under title 38, United States Code, in order  
16 for veterans and other individuals eligible for edu-  
17 cational assistance under such title to use such as-  
18 sistance for enrollment in the program.

19 “(3) The program provides—

20 “(A) all individuals with an equal oppor-  
21 tunity to participate in the program as de-  
22 scribed in subparagraphs (B) and (C) of section  
23 111(b)(7); and

24 “(B) materials that conform with accessi-  
25 bility standards under section 508 of the Reha-

1           bilitation Act of 1973 (29 U.S.C. 794d), such  
2           as materials that conform with the most recent  
3           Web Content Accessibility Guidelines.

4           “(4) The program awards a certificate of com-  
5           pletion in recognition of successful completion of the  
6           program, evidenced by an appropriate certificate  
7           issued by the registration agency, and in the case of  
8           apprenticeships and youth apprenticeships, prepares  
9           a program participant to obtain a recognized post-  
10          secondary credential.

11          “(5) The program provides that an individual  
12          who is to become a program participant under the  
13          program enters into a written apprenticeship agree-  
14          ment described in section 123 with the sponsor of  
15          the program.

16          “(6) The numeric ratio of program participants  
17          to supervisors (such as journeyworkers, mentors, or  
18          on-the-job learning instructors, as applicable) for the  
19          apprenticeable occupation, that are based on evi-  
20          dence-based and evidence-informed best practices for  
21          supervision, training, safety, and continuity of em-  
22          ployment, throughout the work processes of the pro-  
23          gram, job site, department, or plant, appropriate for  
24          the degree of hazard in different occupations, and  
25          consistent with provisions in collective bargaining

1 agreements, as applicable, except if such ratios are  
2 expressly prohibited by the collective bargaining  
3 agreements.

4 **“SEC. 123. APPRENTICESHIP AGREEMENTS.**

5 “(a) IN GENERAL.—To ensure the standards de-  
6 scribed in section 122 are applied to programs under the  
7 national apprenticeship system, the Administrator shall  
8 require a sponsor to develop an apprenticeship agreement  
9 that shall—

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

11 “(2) contain the names and signatures of the  
12 program participant and the sponsor;

13 “(3) meet the requirements of subsection (b);  
14 and

15 “(4) be submitted to the registration agency in  
16 accordance with section 124 by the program spon-  
17 sor.

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

21 “(1) in the case of an apprenticeship pro-  
22 gram—

23 “(A) that is time-based, a statement of the  
24 number of hours to be spent by the program

1 participant in on-the-job learning and on-the-  
2 job training in order to complete the program;

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

7 “(C) that is a hybrid model, the minimum  
8 number of hours to be spent by the program  
9 participant in on-the-job learning and work  
10 components and in related instruction, and a  
11 description of the skill sets and competencies to  
12 be attained by completion of the program;

13 “(2) the number of hours and form of related  
14 instruction, including how related instruction will be  
15 compensated (whether through academic credit,  
16 wages, or both), the costs the program participant  
17 will incur for participating in the program (such as  
18 for equipment, related instruction, or assessment or  
19 licensure fees), and the recognized postsecondary  
20 credentials the program participants will be eligible  
21 to receive upon program completion;

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

1           “(4) for apprenticeships or youth apprentice-  
2           ships, the graduated wage scale to be paid to the ap-  
3           prentices, benefits offered to the apprentices, and  
4           how the wages and benefits compare to State, local,  
5           or regional wages in the related occupation; and

6           “(5) demonstration of commitment to and com-  
7           pliance with subparagraphs (B) and (C) of section  
8           111(b)(7).

9   **“SEC. 124. REGISTRATION OF PROGRAMS UNDER THE NA-**  
10                                   **TIONAL APPRENTICESHIP SYSTEM.**

11           “(a) PROGRAM REGISTRATION APPLICATION.—In  
12           order to bring together employers and labor for the formu-  
13           lation of programs under the national apprenticeship sys-  
14           tem, the Administrator shall provide for the registration  
15           of programs in which a sponsor applying to register a pro-  
16           gram under the national apprenticeship system shall re-  
17           quest registration of such program from a registration  
18           agency by submitting the information required by the reg-  
19           istration agency, including—

20           “(1) information demonstrating that each of  
21           the requirements of section 122 will be met for the  
22           program;

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



1           “(3) a written assurance that, if the program is  
2 registered under this Act, the sponsor will admin-  
3 ister the program in accordance with the require-  
4 ments of this Act and comply with the requirements  
5 of the apprenticeship agreement for each apprentice;  
6 and

7           “(4) methods the program sponsor will use to  
8 report performance data describing outcomes associ-  
9 ated with the program as required by the registra-  
10 tion agency—

11                   “(A) on an annual basis for any program  
12 sponsor with fewer than 5 program partici-  
13 pants; or

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

16           “(b) RECOGNITION AND REGISTRATION PROCESS.—

17                   “(1) REVIEW AND APPROVAL PROCESS.—

18                           “(A) PROVISIONAL APPROVAL REVIEW.—

19           An application submitted under subsection (a)  
20 that the registration agency determines meets  
21 the requirements described in such subsection  
22 shall be registered for a provisional 1-year pe-  
23 riod beginning not later than 30 days after  
24 such application is submitted. During such pe-  
25 riod, the registration agency shall accept and

1 record the apprenticeship agreement as evidence  
2 of the program’s compliance and registration to  
3 operate such program.

4 “(B) FULL APPROVAL OR EXTENDED PRO-  
5 VISIONAL APPROVAL.—By the end of a provi-  
6 sional registration period for a program, the  
7 registration agency providing provisional ap-  
8 proval under subparagraph (A) shall review the  
9 program for quality and for compliance with the  
10 applicable standards under this subtitle and all  
11 other applicable program requirements under  
12 this Act, and—

13 “(i) if a registration agency con-  
14 ducting a provisional review determines  
15 that the program complies with the stand-  
16 ards and requirements under this Act, the  
17 registration agency shall fully approve the  
18 registration of the program; or

19 “(ii) if a registration agency con-  
20 ducting a provisional review determines  
21 that the program is not conforming to the  
22 requirements or standards under this Act,  
23 the registration agency may continue the  
24 provisional registration of the program  
25 through the first full training cycle for pro-

1           gram participants, and conduct an addi-  
2           tional provisional review at the conclusion  
3           of the training cycle.

4           “(C) FAILURE TO MEET REQUIRE-  
5           MENTS.—If, after an initial provisional review  
6           under subparagraph (A), a registration agency  
7           conducting such provisional review determines  
8           that the program is not in operation or does not  
9           conform to the requirements under this Act, the  
10          registration agency shall recommend technical  
11          assistance and corrective action for the pro-  
12          gram, or deregistration, in accordance with pro-  
13          cedures established under subsections (b) and  
14          (c) of section 131.

15          “(2) CERTIFICATE OF REGISTRATION.—

16                 “(A) IN GENERAL.—A registration agency  
17                 that registers a program under paragraph (1)  
18                 shall—

19                         “(i) provide the sponsor of the pro-  
20                         gram with a certificate of registration or  
21                         other written evidence of registration; and

22                         “(ii) provide a copy of the certificate  
23                         of registration to the Secretary of Veterans  
24                         Affairs or the applicable State veterans  
25                         agency for the purpose of aligning the reg-

1           istration process with the process for ap-  
2           proving such program for eligible veterans’  
3           use of supplemental educational assistance  
4           benefits.

5           “(B) REGISTRATION NAME.—A program  
6           shall be registered in the name of the sponsor,  
7           or if a sponsor enters into a partnership with  
8           an employer who registers the program, in the  
9           name of the employer.

10          “(3) PROGRAM PARTICIPANT REGISTRATION.—  
11          A sponsor providing a program that is registered in  
12          accordance with paragraph (2) shall provide to an  
13          individual seeking to be a program participant the  
14          opportunity to apply through the sponsor, and  
15          shall—

16                 “(A) enter into a written individual ap-  
17                 prenticeship agreement described in section 123  
18                 with each such individual before the commence-  
19                 ment of the program; and

20                 “(B) individually register each program  
21                 participant with the registration agency by fil-  
22                 ing a copy of the individual apprenticeship  
23                 agreement with the registration agency or as  
24                 otherwise required by the registration agency,  
25                 and sharing a copy with the Administrator as

1 appropriate, as described under section  
2 123(a)(4).

3 “(4) TRANSITION PROCESS FOR PREVIOUSLY  
4 APPROVED PROGRAMS.—With respect to a program  
5 that was registered under this Act as of the day be-  
6 fore the date of enactment of the National Appren-  
7 ticeship Act of 2021, the registration agency shall  
8 take such steps as necessary to—

9 “(A) in the case of a program that meets  
10 of the requirements of this Act, maintain the  
11 status of the sponsor of the program as of the  
12 date before such date of enactment as the spon-  
13 sor of such program under this Act; and

14 “(B) in the case of a program that does  
15 not meet the requirements of this Act, provide  
16 technical assistance to the sponsor of such pro-  
17 gram to ensure that the sponsor is in compli-  
18 ance with this Act not later than 3 years after  
19 the date of enactment of the National Appren-  
20 ticeship Act of 2021.

21 “(c) MODIFICATIONS OR CHANGES TO YOUTH AP-  
22 PRENTICESHIP, PRE-APPRENTICESHIP, OR APPRENTICE-  
23 SHIP PROGRAMS.—

24 “(1) SPONSOR PROPOSAL.—Any sponsor that  
25 wishes to modify a program, including the program’s

1 method of meeting the standards required under this  
2 Act, shall submit the proposal for such change or  
3 modification to the registration agency for the pro-  
4 gram.

5 “(2) REGISTRATION AGENCY REQUIREMENTS.—

6 “(A) IN GENERAL.—The registration agen-  
7 cy shall determine whether to approve the pro-  
8 posal and notify the sponsor of the determina-  
9 tion by not later than 60 days after receipt of  
10 the proposal.

11 “(B) APPROVAL OF PROPOSAL.—If the  
12 proposal is approved, the registration agency  
13 shall amend the record of the program to reflect  
14 the modification or change, and provide the  
15 sponsor or program administrator with an ac-  
16 knowledgment of the amended program, by not  
17 later than 30 days after the date of approval.

18 “(C) DISAPPROVAL OF PROPOSAL.—If the  
19 proposal is not approved, the registration agen-  
20 cy shall—

21 “(i) notify the sponsor of the reasons  
22 for the disapproval and provide the sponsor  
23 with technical assistance to maintain the  
24 program as originally registered;

1           “(ii) provide the sponsor with the op-  
2           portunity to submit a revised modification  
3           proposal, including providing appropriate  
4           technical assistance to modify the proposal  
5           in order to meet the requirements of this  
6           Act; and

7           “(iii) in a case in which the sponsor  
8           submits a revised modification proposal,  
9           not later than 60 days after receipt of such  
10          proposal—

11                   “(I) approve the proposal; or

12                   “(II) disapprove the proposal and  
13                   provide the sponsor with technical as-  
14                   sistance to maintain the program as  
15                   originally registered.

16           “(D) LIST OF DISAPPROVED PROGRAMS.—

17           The registration agency shall maintain a list of  
18           programs that were disapproved which includes  
19           the reasons for each such disapproval and pro-  
20           vide such list to the Administrator at least an-  
21           nually.

1           **“Subtitle C—Evaluations and**  
2                                   **Research**

3   **“SEC. 131. PROGRAM EVALUATIONS.**

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

13           “(b) REVIEWS BY REGISTRATION AGENCIES.—

14                   “(1) PERFORMANCE REVIEWS.—

15                           “(A) IN GENERAL.—A registration agency  
16 shall—

17                                   “(i) annually collect performance data  
18 for each program registered under section  
19 124 by such agency to determine—

20   “(I) the performance of the pro-  
21 gram with respect to the indicators of  
22 performance under section  
23 116(b)(2)(A)(i) of the Workforce In-  
24 novation and Opportunity Act (29  
25 U.S.C. 3141(b)(2)(A)(i) or in the case



1 of a youth apprenticeship program,  
2 section 116(b)(2)(A)(ii) of such Act  
3 (29 U.S.C. 3141(b)(2)(A)(ii)), as ap-  
4 plied to programs under the national  
5 apprenticeship system; and

6 “(II) the completion rates of the  
7 program; and

8 “(ii) provide technical assistance for  
9 the collection of the information under  
10 clause (i) of this subparagraph and sub-  
11 paragraph (B), as necessary.

12 “(B) REPORTS.—The registration agency  
13 for a State shall annually prepare and submit  
14 to the Administrator a State performance re-  
15 port that includes the following information  
16 with respect to each program registered under  
17 section 124 by such agency, including—

18 “(i) information specifying the levels  
19 of performance described in subparagraph  
20 (A), as compared to goals set in section  
21 113(e)(8)(A)(i);

22 “(ii) the percentage of program par-  
23 ticipants by race, sex ethnicity and, to the  
24 extent practicable, by individuals with dis-  
25 abilities, as compared to such percentages

1 within the working age population who are  
2 in the geographical area from which the  
3 sponsor usually seeks or reasonably could  
4 seek program participants and who meet  
5 the minimum eligibility requirements for  
6 entry into in the program;

7 “(iii) the percentage of program par-  
8 ticipants served by each of the programs  
9 that obtained unsubsidized employment in  
10 a field related to the apprenticeable occu-  
11 pation;

12 “(iv) the average time to completion  
13 for the program as compared to the de-  
14 scription in the agreement under para-  
15 graphs (1) and (2) of section 123(b);

16 “(v) the average cost per participant  
17 during the most recent program year and  
18 the 3 preceding program years;

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

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

1           “(viii) the disaggregation of the per-  
2           formance data described in clauses (i)  
3           through (vi)—

4                   “(I) by the program type (ap-  
5                   prenticeship, youth apprenticeship, or  
6                   pre-apprenticeship program) involved;  
7                   and

8                   “(II) by race, ethnicity, sex, age,  
9                   veteran status, and membership in a  
10                  population specified in section 3(24)  
11                  of the Workforce Innovation and Op-  
12                  portunity Act (29 U.S.C. 3102(24)).

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

20                  “(D) PUBLICATION.—The Administrator  
21                  shall annually make available on a publicly ac-  
22                  cessible website each report received under sub-  
23                  paragraph (B) not later than 30 days after re-  
24                  ceipt of such report.

25                  “(2) COMPREHENSIVE PROGRAM REVIEWS.—

1           “(A) IN GENERAL.—A registration agency  
2 shall periodically review each program reg-  
3 istered under section 124 by such agency for  
4 quality assurance and compliance with the re-  
5 quirements of this Act.

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

8                   “(i) at the end of the first full train-  
9 ing cycle of program participants under  
10 the program; and

11                   “(ii) beginning after the review de-  
12 scribed in clause (i) at least once every 5  
13 years.

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

17                   “(i) determining whether the registra-  
18 tion agency is receiving notification from  
19 the sponsor of a program regarding indi-  
20 viduals who are registered as new youth  
21 apprentices, pre-apprentices, or apprentices  
22 under the program, or who successfully  
23 complete the program, as required under  
24 this Act;

1           “(ii) determining whether the sponsor  
2           of the program is complying with the re-  
3           quirements of this Act;

4           “(iii) evaluating the performance of  
5           the sponsor with respect to, at a minimum,  
6           the indicators described in paragraph  
7           (1)(A)(i), with the performance data  
8           disaggregated as described in paragraph  
9           (1)(B)(viii); and

10           “(iv) ensuring the sponsor’s compli-  
11           ance with the requirement to provide equal  
12           opportunity in recruitment, training, and  
13           employment as described in subparagraphs  
14           (B) and (C) of section 111(b)(7).

15           “(D) REPORTS.—On completion of a re-  
16           view under this paragraph, the registration  
17           agency shall prepare and submit to the Admin-  
18           istrator a report containing the results of the  
19           review.

20           “(c) SUBSEQUENT ACTION.—

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

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

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

10                   “(i) is not in operation;

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

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

17           “(2)           CORRECTIVE           ACTION           AND  
18           DEREGISTRATION OF AN APPRENTICESHIP PRO-  
19           GRAM.—The registration agency may take corrective  
20           action, and if warranted, deregister a youth appren-  
21           ticeship, pre-apprenticeship, or apprenticeship pro-  
22           gram, after making a determination that the pro-  
23           gram demonstrates persistent and significant failure  
24           to perform successfully, which occurs when—

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

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

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

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

18          “(3) NOTIFICATION AND HEARING.—If the reg-  
19          istration agency makes a determination described in  
20          paragraph (2), the registration agency shall notify  
21          the Secretary and the sponsor of the determination  
22          in writing, and permit the sponsor to request a hear-  
23          ing by the Office of Administrative Law Judges. The  
24          registration agency shall transmit to the Secretary a  
25          report containing all pertinent facts and cir-

1       cumstances concerning the determination, including  
2       findings and a recommendation for deregistration,  
3       and copies of all relevant documents and records. If  
4       the sponsor does not request the hearing not later  
5       than 15 days after receiving such notification, the  
6       registration agency shall deregister the program  
7       after the period for requesting such a hearing has  
8       expired.

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

14                       “(A) of such deregistration and the effec-  
15       tive date;

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

22                       “(C) that the deregistration of the pro-  
23       gram removes the program participant from eli-  
24       gibility for any Federal financial or other assist-



1           ance, or rights, privileges, or exemptions under  
2           Federal law, that—

3                   “(i) relates to an apprentice; and

4                   “(ii) requires the registration agency’s  
5                   approval; and

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

11 **“SEC. 132. NATIONAL APPRENTICESHIP SYSTEM RE-**  
12 **SEARCH.**

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

19           “(b) TECHNIQUES.—The research conducted under  
20 this section shall utilize appropriate methodology and re-  
21 search designs.

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

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

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

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

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

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

21           “(E) regularly assess the impact of ap-  
22 prenticeship programs under the national ap-  
23 prentice system in effectively increasing the  
24 participation of women, minorities, individuals  
25 with disabilities, long term unemployed, individ-

1 uals impacted by the criminal and juvenile jus-  
2 tice system, foster and former foster youth, and  
3 individuals with barriers to employment;

4 “(2) the impact of the National Apprenticeship  
5 Act of 2021 on the general effectiveness of programs  
6 under the national apprenticeship system, including  
7 the implementation of policies such as dual or con-  
8 current enrollment programs, advanced standing, or  
9 industry recognized apprenticeable occupations;

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

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

17 “(d) REPORTS.—

18 “(1) INDEPENDENT ENTITY.—The independent  
19 entity carrying out the research shall prepare and  
20 submit to the Secretary—

21 “(A) an interim report containing findings  
22 from the research; and

23 “(B) a final report containing the results  
24 of the research, including policy recommenda-  
25 tions.

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

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

13          “(f) DEMONSTRATION AUTHORITY.—

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

19                         “(A) is limited in size and scope;

20                         “(B) has a duration of no more than 3  
21                         years;

22                         “(C) is carried out in nontraditional ap-  
23                         prenticeship industries or occupations, such as  
24                         advanced manufacturing or information tech-  
25                         nology; and

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

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

## 9           **“Subtitle D—General Provisions**

### 10          **“SEC. 141. AUTHORIZATION OF APPROPRIATIONS.**

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

14                  “(1) \$50,000,000 for fiscal year 2022;

15                  “(2) \$60,000,000 for fiscal year 2023;

16                  “(3) \$70,000,000 for fiscal year 2024;

17                  “(4) \$80,000,000 for fiscal year 2025; and

18                  “(5) \$90,000,000 for fiscal year 2026.

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

21                  “(1) \$10,000,000 for fiscal year 2022;

22                  “(2) \$12,000,000 for fiscal year 2023;

23                  “(3) \$14,000,000 for fiscal year 2024;

24                  “(4) \$16,000,000 for fiscal year 2025; and

25                  “(5) \$18,000,000 for fiscal year 2026.

1 **“TITLE II—MODERNIZING THE**  
2 **NATIONAL APPRENTICESHIP**  
3 **SYSTEM FOR THE 21ST CEN-**  
4 **TURY GRANTS**

5 **“SEC. 201. GRANT REQUIREMENTS.**

6 “(a) AUTHORITY.—

7 “(1) IN GENERAL.—The Administrator shall  
8 award grants, contracts, or cooperative agreements  
9 to eligible entities on a competitive basis for the fol-  
10 lowing purposes:

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

14 “(i) to create new apprenticeship pro-  
15 grams in a nontraditional apprenticeship  
16 industry or occupation, such as for pro-  
17 grams demonstrating demand in informa-  
18 tion technology, computer science, energy  
19 (including renewable energy), green jobs  
20 (including environmental protection and  
21 conservation), advanced manufacturing,  
22 health care, agriculture, forestry, fishing  
23 and hunting, hospitality and tourism,  
24 media and entertainment, education (in-

1 including early childhood education), or cy-  
2 bersecurity;

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

6 “(iii) to create new or expand existing  
7 pre-apprenticeship programs; or

8 “(iv) to create new or expand existing  
9 youth apprenticeship programs.

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

14 “(i) that target individuals with bar-  
15 riers to employment in youth apprentice-  
16 ship, pre-apprenticeship, or apprenticeship  
17 programs, prioritizing nontraditional ap-  
18 prenticeship populations such as women,  
19 minorities, English language learners,  
20 long-term unemployed, individuals with a  
21 disability, individuals with substance abuse  
22 issues, veterans, military spouses, individ-  
23 uals experiencing homelessness, individuals  
24 impacted by the criminal or juvenile justice

1 system, and foster and former foster  
2 youth;

3 “(ii) that are in high-need social serv-  
4 ice-related industries, sectors, or occupa-  
5 tions, such as direct care workers and  
6 early childhood, elementary school, and  
7 secondary school educators;

8 “(iii) that target individuals currently  
9 or recently incarcerated; or

10 “(iv) among small- and medium-sized  
11 employers.

12 “(C) INTERMEDIARY GRANTS.—To estab-  
13 lish or expand sector-based partnerships for the  
14 delivery of programs under the national appren-  
15 ticeship system to significant scale through—

16 “(i) national industry qualified inter-  
17 mediaries in key sectors, including manu-  
18 facturing, information technology, cyber  
19 security, health care, insurance and fi-  
20 nance, energy, hospitality, retail, construc-  
21 tion, and other sectors identified by the  
22 Administrator and the Advisory Committee  
23 as targeted for expansion under the na-  
24 tional apprenticeship system;



1           “(ii) national equity qualified inter-  
2           mediaries serving nontraditional appren-  
3           ticeship populations, women, minorities, in-  
4           dividuals with disabilities, and individuals  
5           impacted by the criminal or juvenile justice  
6           system; or

7           “(iii) local or regional qualified inter-  
8           mediaries serving programs under the na-  
9           tional apprenticeship system.

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

16          “(2) DURATION.—

17               “(A) IN GENERAL.—The Administrator  
18               shall award grants, contracts, or cooperative  
19               agreements under this subsection for a period  
20               of not more than 3 years.

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

1 demonstrates to the Administrator that the re-  
2 cipient—

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

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

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

11 “(b) FUNDING REQUIREMENTS.—

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

22 “(2) WAIVER.—The Administrator may waive  
23 the requirement under paragraph (1) if the entity  
24 demonstrates that exceptional circumstances prevent  
25 the entity from meeting the requirement, such as

1 demonstrating that the entity serves a high propor-  
2 tion of individuals with barriers to employment, or  
3 due to exceptional or uncontrollable circumstances,  
4 such as a natural disaster or a precipitous and un-  
5 foreseen decline in the financial resources of the eli-  
6 gible entity.

7 “(c) PRIORITY AND DISTRIBUTION.—

8 “(1) PRIORITY.—In awarding grants, contracts,  
9 or cooperative agreements under this section, the  
10 Administrator shall give priority to an eligible enti-  
11 ty—

12 “(A) proposing to serve a high number or  
13 high percentage of participants who are from  
14 nontraditional apprenticeship populations; and

15 “(B) providing opportunities in high-wage,  
16 high-skill, or in-demand sectors and occupa-  
17 tions.

18 “(2) GEOGRAPHIC DISTRIBUTION.—In awarding  
19 grants, contracts, or cooperative agreements under  
20 this subsection, the Administrator shall, to the ex-  
21 tent practicable, ensure a geographically diverse dis-  
22 tribution of such awards, including a geographically  
23 diverse distribution among regions of the country  
24 and among urban, suburban, and rural areas.

1       “(d) ELIGIBLE ENTITY.—To be eligible to apply for  
2 grants, contracts, or cooperative agreements under this  
3 title, an eligible entity shall—

4               “(1) demonstrate a partnership with two or  
5 more of the following—

6                       “(A) a State or local workforce develop-  
7 ment board or State or local workforce agency;

8                       “(B) an education and training provider,  
9 or a consortium thereof;

10                      “(C) a State apprenticeship agency;

11                      “(D) an Indian Tribe or Tribal organiza-  
12 tion;

13                      “(E) an industry or sector partnership, a  
14 group of employers, a trade association, or a  
15 professional association that sponsors or par-  
16 ticipates in a program under the national ap-  
17 prenticeship system;

18                      “(F) a Governor;

19                      “(G) a labor organization or joint labor-  
20 management organization;

21                      “(H) community-based organizations that  
22 assist program participants in accessing sup-  
23 portive services; or

24                      “(I) a qualified intermediary; and

25               “(2) to the extent practicable—

1           “(A) be part of an industry or sector part-  
2           nership; and

3           “(B) partner with a labor or joint labor-  
4           management organization.

5           “(e) GENERAL APPLICATION REQUIREMENTS.—An  
6 eligible entity applying for a grant under this section shall  
7 submit to the Administrator a description of each of the  
8 following:

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

11          “(2) Each entity with which the eligible entity  
12          is partnered or engaged under subsection (d) and  
13          the role of each such entity in carrying out activities  
14          funded under this subsection.

15          “(3) The ability of the applicant, directly or  
16          through partners—

17                 “(A) to enroll, instruct, advance, and grad-  
18                 uate program participants served by the grant  
19                 activities, and enable the participants to gain  
20                 employment after program completion;

21                 “(B) to support (including by providing  
22                 technical assistance) program sponsors and em-  
23                 ployers (especially small- and medium-sized  
24                 businesses) in the creation of, recruitment for,

1 and execution of programs under the national  
2 apprenticeship system; and

3 “(C) to provide opportunities to rural com-  
4 munities, as applicable.

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

7 “(A) the need to create or expand the pro-  
8 gram; and

9 “(B) a plan to align the activities sup-  
10 ported by the grant with the labor market  
11 needs of high-skill, high-wage, or in-demand in-  
12 dustry sectors or occupations.

13 “(5) A plan—

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

16 “(B) as appropriate, to coordinate activi-  
17 ties assisted under the grant with activities car-  
18 ried out under the Carl D. Perkins Career and  
19 Technical Education Act of 2006 (20 U.S.C.  
20 2301 et seq.), the Elementary and Secondary  
21 Education Act of 1965 (20 U.S.C. 6301 et  
22 seq.), the Higher Education Act of 1965 (20  
23 U.S.C. 1001 et seq.), the Workforce Innovation  
24 and Opportunity Act (29 U.S.C. 3101 et seq.),  
25 and any related Federal programs and if appro-

1           appropriate, how funds provided under these pro-  
2           grams will be leveraged in support of the pro-  
3           grams supported by this grant;

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

7           “(D) to continue the program after the  
8           grant period ends;

9           “(E) to recruit and retain program partici-  
10          pants for pre-apprenticeship, youth apprentice-  
11          ship, and apprenticeship programs, including  
12          from nontraditional apprenticeship populations,  
13          such as women, minorities, individuals with dis-  
14          abilities, individuals impacted by the criminal or  
15          juvenile justice system, and individuals with  
16          barriers to employment;

17          “(F) to ensure program participants are  
18          able to access supportive services, as applicable;  
19          and

20          “(G) to comply with the equal opportunity  
21          requirements for diversity described in subpara-  
22          graphs (B) and (C) of section 111(b)(7) and  
23          section 113(c)(5), as applicable.

1           “(6) For any grants, contracts, or cooperative  
2 agreements expanding existing programs under the  
3 national apprenticeship system, a description of—

4                   “(A) a plan to coordinate the activities car-  
5 ried out under the grant with the existing pro-  
6 gram; and

7                   “(B) the effectiveness of the program, in-  
8 cluding demonstrations of programmatic com-  
9 ponents such as program costs to employers  
10 and to program participants, completion and  
11 placement rates, credential attainment, diversity  
12 in populations served, the effectiveness of the  
13 program in increasing participant’s wages and  
14 benefits, or services provided to employers and  
15 program participants.

16           “(7) A description of potential program partici-  
17 pants and strategies to support the recruitment, re-  
18 tention, and completion of such participants, includ-  
19 ing nontraditional apprenticeship populations and in-  
20 dividuals with barriers to employment, to the extent  
21 practicable.

22           “(8) A description of strategies to recruit and  
23 support employers involved in programs under the  
24 national apprenticeship system.

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



1           “(A) provide information to the Adminis-  
2           trator, as requested, for any such evaluations as  
3           the Administrator may carry out;

4           “(B) make program performance outcome  
5           data available (in accordance with applicable  
6           data privacy laws, including section 444 of the  
7           General Education Provisions Act (20 U.S.C.  
8           1232g) and section 4 of this Act) to inde-  
9           pendent evaluators to enable the evaluators to  
10          prepare the evaluations and research reports  
11          described in section 203(a)(1); and

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

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

21                 “(1) CREATION AND EXPANSION ACTIVITIES.—

22                         “(A) NEW APPRENTICESHIP PROGRAMS.—

23                         An eligible entity applying to create new ap-  
24                         prenticeship programs and carry out activities  
25                         in accordance with subsection (a)(1)(A)(i) shall

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

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

5 “(ii) employers, and to the extent  
6 practicable, labor organizations or joint  
7 labor-management organizations, engaged  
8 in the program creation and implementa-  
9 tion.

10 “(B) EXPANDING APPRENTICESHIP PRO-  
11 GRAMS.—An eligible entity applying to expand  
12 existing apprenticeship programs and carry out  
13 activities in accordance with subsection  
14 (a)(1)(A)(ii) shall include as part of their appli-  
15 cation a description of employers engaged in the  
16 program expansion.

17 “(C) CREATING OR EXPANDING PRE-AP-  
18 PRENTICESHIP PROGRAMS.—An eligible entity  
19 applying to create or expand pre-apprenticeship  
20 programs and carry out activities in accordance  
21 with subsection (a)(1)(A)(iii) shall include as  
22 part of their application a description of—

23 “(i) a partnership between the eligible  
24 entity and at least one apprenticeship pro-  
25 gram; and

1           “(ii) existing partnerships with em-  
2           ployers acting in either an advisory capac-  
3           ity or actively participating in the pre-ap-  
4           prenticeship program.

5           “(D) CREATING OR EXPANDING YOUTH  
6           APPRENTICESHIP PROGRAMS.—An eligible enti-  
7           ty applying to create or expand youth appren-  
8           ticeship programs and carry out activities in ac-  
9           cordance with subsection (a)(1)(A)(iv) shall in-  
10          clude as part of their application a description  
11          of—

12                   “(i) an existing partnership with at  
13                   least one high school offering related in-  
14                   struction for the youth apprenticeship pro-  
15                   gram, with existing integration into the  
16                   academic content of the high school di-  
17                   ploma requirements, or with demonstrated  
18                   plans for integration of related instruction  
19                   into the high school curriculum; and

20                           “(ii) existing partnerships with em-  
21                           ployers acting in either an advisory capac-  
22                           ity or actively participating in the youth  
23                           apprenticeship program.

24           “(2) ENCOURAGING EMPLOYER PARTICIPA-  
25          TION.—

1           “(A) INDIVIDUALS WITH BARRIERS TO EM-  
2           PLOYMENT.—An eligible entity applying to tar-  
3           get individuals with barriers to employment for  
4           apprenticeship, youth apprenticeship, or pre-ap-  
5           prenticeship programs and carry out activities  
6           in accordance with subsection (a)(1)(B)(i) shall  
7           include as part of their application a description  
8           of—

9                   “(i) specific strategies to target both  
10                  individuals with barriers to employment  
11                  and employers for participation in the pro-  
12                  gram; and

13                   “(ii) partnerships with organizations  
14                  that assist program participants in access-  
15                  ing supportive services to support recruit-  
16                  ment, retention, and completion of the pro-  
17                  gram by program participants.

18           “(B) HIGH-NEED SOCIAL SERVICE-RE-  
19           LATED INDUSTRIES.—An eligible entity apply-  
20           ing to offer pre-apprenticeship, youth appren-  
21           ticeship, or apprenticeship programs in high-  
22           need social service-related industries, sectors, or  
23           occupations and carry out activities in accord-  
24           ance with subsection (a)(1)(B)(ii) shall include  
25           as part of their application a description of

1 wages and benefits offered to program partici-  
2 pants.

3 “(C) INDIVIDUALS CURRENTLY OR RE-  
4 CENTLY INCARCERATED.—An eligible entity ap-  
5 plying to target individuals currently or recently  
6 incarcerated and establish or carry out pre-ap-  
7 prenticeship programs and apprenticeship pro-  
8 grams in accordance with subsection  
9 (a)(1)(B)(iii) shall include as part of their ap-  
10 plication a description of—

11 “(i) a plan to assist the program par-  
12 ticipants in obtaining the documentation  
13 and work authorization necessary to par-  
14 ticipate in such program;

15 “(ii) partnerships with organizations  
16 that will assist program participants in ac-  
17 cessing activities to improve financial lit-  
18 eracy and supportive services;

19 “(iii) how the assessments used to  
20 support the placement of potential pro-  
21 gram participants into a program accu-  
22 rately reflect the participants’ skills and  
23 competencies;

24 “(iv) a plan to provide information  
25 about resources to program participants to

1 address mental health or substance abuse  
2 issues;

3 “(v) partnerships with organizations  
4 that support—

5 “(I) the transition from incarceration  
6 ation to re-entry, such as assistance  
7 with housing, transportation, child  
8 care, and legal services; and

9 “(II) successful completion of an  
10 apprenticeship or pre-apprenticeship  
11 program;

12 “(vi) wages and benefits offered to  
13 program participants that are commensu-  
14 rate with wages for similar work in the  
15 State or local area, as allowable; and

16 “(vii) alignment and necessary sup-  
17 ports to comply with and receive the bene-  
18 fits of the Federal Bonding Program and  
19 the Prison Industry Enhancement Certifi-  
20 cation Program for employers participating  
21 in apprenticeship programs.

22 “(D) SMALL- AND MEDIUM-SIZED EMPLOY-  
23 ERS.—An eligible entity applying to engage  
24 small- and medium-sized employers and carry  
25 out activities in accordance with subsection

1 (a)(1)(B)(iv) shall include as part of their ap-  
2 plication a description of demonstrated success  
3 in engaging small- and medium-sized employers  
4 and the ability to recruit new employers to par-  
5 ticipate in related partnerships or programs, in-  
6 cluding small businesses owned or controlled by  
7 women, minorities, or veterans.

8 “(3) INTERMEDIARY GRANTS.—

9 “(A) SUPPORTING NATIONAL INDUSTRY  
10 AND EQUITY INTERMEDIARIES.—An eligible en-  
11 tity applying to carry out activities in accord-  
12 ance with subsection (a)(1)(C)(i) shall include  
13 as part of their application a description of the  
14 ability of such entity to convene a diverse group  
15 of industry specific stakeholders for the pur-  
16 poses of developing or expanding programs, in-  
17 cluding employers, workforce development orga-  
18 nizations, industry associations, labor groups  
19 (including joint labor-management organiza-  
20 tions), small businesses owned or controlled by  
21 women, minorities, or veterans, and education  
22 and training providers at a national level or  
23 with national reach.

24 “(B) SERVING PROGRAMS IN A LOCAL OR  
25 REGIONAL SETTING.—An eligible entity apply-

1           ing to carry out activities in accordance with  
2           subsection (a)(1)(C)(ii) shall include as part of  
3           their application a description of how such enti-  
4           ty will—

5                   “(i) engage employers, especially  
6                   small- and medium-sized businesses, in the  
7                   formation or ongoing development of in-  
8                   dustry or sector partnerships and pro-  
9                   grams in the national apprenticeship sys-  
10                  tem;

11                  “(ii) identify the industry or sector  
12                  partnerships that will be served, and dem-  
13                  onstrate alignment to high-skill, high-wage,  
14                  or in-demand industry sectors or occupa-  
15                  tions;

16                  “(iii) leverage additional resources, in-  
17                  cluding funding provided by Federal and  
18                  non-Federal resources; and

19                  “(iv) provide services to program  
20                  sponsors and program participants.

21           “(4) EDUCATIONAL ALIGNMENT.—An eligible  
22           entity applying to carry out activities in accordance  
23           with subsection (a)(1)(D) shall include as part of  
24           their application a description of—



1           “(A) a demonstration of a partnership  
2           with—

3                   “(i)(I) no less than three sponsors or  
4                   employers; or

5                   “(II) an industry or sector partner-  
6                   ship; and

7                   “(ii) at least 1 of the following—

8                           “(I) an educational service agen-  
9                           cy;

10                           “(II) a high school;

11                           “(III) a local educational agency;

12                           “(IV) State educational agency;

13                           “(V) an Indian Tribe, Tribal or-  
14                           ganization, Tribal educational agency,  
15                           Tribally controlled college or univer-  
16                           sity, or Tribally controlled postsec-  
17                           ondary career and technical institu-  
18                           tion, as applicable;

19                           “(VI) a postsecondary edu-  
20                           cational institution;

21                           “(VII) a Job Corps center (as de-  
22                           fined in section 142 of the Workforce  
23                           Innovation and Opportunity Act (29  
24                           U.S.C. 3192)); or

1                   “(VIII) a State higher education  
2                   agency; and

3                   “(B) a commitment to establishing or ex-  
4                   panding the alignment of the related instruction  
5                   to—

6                   “(i) the requirements for a high  
7                   school diploma, which may be fulfilled  
8                   through a dual or concurrent enrollment  
9                   program; or

10                  “(ii) the requirements for a recognized  
11                  postsecondary credential, including the de-  
12                  gree requirements for an associate’s or  
13                  bachelor’s degree.

14 **“SEC. 202. USES OF FUNDS.**

15                  “(a) GENERAL ACTIVITIES.—An eligible entity apply-  
16                  ing for any grant activity under section 201(a)(1)—

17                  “(1) shall use at least 5 percent of the grant  
18                  funds to provide direct financial assistance to ap-  
19                  prentices, pre-apprentices, or youth apprentices  
20                  through emergency grants to support their financial  
21                  needs to enter, remain enrolled in, and complete  
22                  such program, such as support for the related costs  
23                  of supplies and equipment, assessment or licensure  
24                  fees, courses, transportation, child care, internet ac-  
25                  cess, and housing; and

1           “(2) may use funds for any of the following ac-  
2           tivities:

3                   “(A) To establish or expand partnerships  
4                   with organizations that provide program partici-  
5                   pants access to financial planning, mentoring,  
6                   and supportive services that are necessary to  
7                   enable an individual to participate in and com-  
8                   plete a program under the national apprentice-  
9                   ship system.

10                   “(B) To conduct outreach and recruitment  
11                   activities, including assessments of potential  
12                   participants for, and enrollment of participants  
13                   in, a program under the national apprenticeship  
14                   system.

15                   “(C) To conduct outreach, engagement, re-  
16                   cruitment, and coordination of activities with  
17                   employers, industry associations, labor and joint  
18                   labor-management organizations, qualified  
19                   intermediaries, education and training pro-  
20                   viders, State or local workforce agencies, poten-  
21                   tial sponsors, community-based organizations,  
22                   communities with high numbers or percentages  
23                   of nontraditional apprenticeship populations,  
24                   small- and medium-sized businesses, or rural  
25                   communities to establish or expand industry or

1 sector partnerships and opportunities under the  
2 national apprenticeship system.

3 “(D) To carry out grant requirements, in-  
4 cluding program evaluation and reporting re-  
5 quirements.

6 “(E) To conduct any activities as described  
7 in the application that would advance the pur-  
8 poses of the grant.

9 “(F) To support the transition to virtual  
10 or remote learning or training, as necessary and  
11 as approved by the registration agency.

12 “(b) ADDITIONAL USES OF FUNDS.—

13 “(1) CREATION OR EXPANSION ACTIVITIES.—

14 “(A) APPRENTICESHIP PROGRAM CRE-  
15 ATION.—An eligible entity that receives funds  
16 under section 201(a)(1)(A)(i) shall use such  
17 funding to create and implement an apprentice-  
18 ship program, which may include—

19 “(i) creating and providing training  
20 and related instruction based on employer  
21 engagement;

22 “(ii) applying apprenticeship frame-  
23 works as described in section 111(b)(5)(C)  
24 to the State or local labor market and em-  
25 ployer needs;

1           “(iii) aligning the new program with  
2           existing apprenticeship programs; or

3           “(iv) appropriate equipment, tech-  
4           nology, and instructional materials aligned  
5           with new program needs, including ma-  
6           chinery, testing equipment, tools, imple-  
7           ments, hardware and software, and other  
8           new and emerging instructional materials.

9           “(B) APPRENTICESHIP PROGRAM EXPAN-  
10          SION.—An eligible entity that receives funds  
11          under section 201(a)(1)(A)(ii) shall use such  
12          funds to expand an existing apprenticeship pro-  
13          gram, which may include—

14               “(i) expanding and enhancing related  
15               instruction;

16               “(ii) conducting outreach to and en-  
17               gagement with employers for the purposes  
18               of program expansion, including creation  
19               of new or expansion of existing industry or  
20               sector partnerships;

21               “(iii) preparing additional instructors  
22               or mentors needed for program expansion;

23               “(iv) building awareness of appren-  
24               ticeship program opportunities for State or

1 local workforce development, education,  
2 and economic development entities; and

3 “(v) providing commensurate wages to  
4 wages for on-the-job training for program  
5 participants during related instruction, as  
6 applicable.

7 “(C) PRE-APPRENTICESHIP PROGRAMS.—

8 An eligible entity that receives funds under sec-  
9 tion 201(a)(1)(A)(iii) shall use such funds to  
10 create a new pre-apprenticeship program or ex-  
11 pand an existing pre-apprenticeship program,  
12 which may include—

13 “(i) coordinating pre-apprenticeship  
14 program activities with an apprenticeship  
15 program in a high-skill, high-wage, or in-  
16 demand industry sector or occupation, in-  
17 cluding the creation or expansion of work-  
18 based learning opportunities, and articula-  
19 tion agreements for those who successfully  
20 complete a pre-apprenticeship to earn aca-  
21 demic credit and enroll in an apprentice-  
22 ship program;

23 “(ii) creating, expanding, or inte-  
24 grating related instruction and work-based  
25 learning, which may include training in the

1 workplace and supporting partnerships to  
2 create opportunities for pre-apprentices to  
3 earn credit at a postsecondary educational  
4 institution for skills and competencies ac-  
5 quired during the pre-apprenticeship pro-  
6 gram;

7 “(iii) providing participants with ca-  
8 reer exploration and career planning activi-  
9 ties and with exploration of postsecondary  
10 opportunities including apprenticeship pro-  
11 grams;

12 “(iv) with respect to participants  
13 without a high school diploma or a gen-  
14 erally recognized equivalent, paying the  
15 costs affiliated with acquiring such equiva-  
16 lent, and the costs of any related assess-  
17 ments of potential pre-apprentices or active  
18 pre-apprentices, including those that would  
19 verify the attainment of foundational  
20 knowledge and skills necessary to succeed  
21 in an apprenticeship program;

22 “(v) development or expansion of  
23 partnerships with organizations that assist  
24 program participants in accessing sup-  
25 portive services, which may include the 12-

1 month period after the conclusion of a pre-  
2 apprenticeship program;

3 “(vi) providing commensurate wages  
4 to the linked apprenticeship program for  
5 pre-apprentices as they participate in and  
6 complete the pre-apprenticeship program,  
7 as appropriate;

8 “(vii) paying the cost of related in-  
9 struction or assessment or licensure fees  
10 associated with the pre-apprenticeship pro-  
11 gram, as appropriate;

12 “(viii) providing stipends to pre-ap-  
13 prentices enrolled in a pre-apprenticeship  
14 program to cover costs such as housing,  
15 transportation, childcare or out of pocket  
16 expenses resulting from the pre-apprentice-  
17 ship program such as assessments and fees  
18 for industry-recognized credentials or driv-  
19 ers licenses during the time of enrollment;  
20 or

21 “(ix) creating or expanding industry  
22 or sector partnerships to support the pre-  
23 apprenticeship program and to provide ad-  
24 ditional opportunities to the pre-appren-  
25 tices.



1           “(D) YOUTH APPRENTICESHIP PRO-  
2 GRAMS.—An eligible entity that receives funds  
3 under section 201(a)(1)(A)(iv) shall use such  
4 funds to create a new youth apprenticeship pro-  
5 gram or expand an existing youth apprentice-  
6 ship program, which may include—

7           “(i) paying for the costs associated  
8 with curriculum development and align-  
9 ment of that curriculum with recognized  
10 postsecondary credentials including indus-  
11 try-recognized credentials, high school  
12 graduation requirements, and related in-  
13 struction, including curriculum develop-  
14 ment for dual or concurrent enrollment;

15           “(ii) providing employers, and to the  
16 extent practicable, labor organizations and  
17 joint labor-management organizations,  
18 technical assistance to support the partici-  
19 pation of youth apprentices under the age  
20 of 18;

21           “(iii) integrating work-based and aca-  
22 demic learning, which may include training  
23 in the workplace;

24           “(iv) providing career exploration and  
25 career planning activities, including explo-

1           ration of postsecondary opportunities such  
2           as apprenticeship programs;

3           “(v) providing technical assistance to  
4           support the participation of small- and me-  
5           dium-sized businesses in youth apprentice-  
6           ship programs;

7           “(vi) developing or expanding partner-  
8           ships with organizations that assist pro-  
9           gram participants in accessing supportive  
10          services, which may include the 12-month  
11          period after the conclusion of such a youth  
12          apprenticeship program; or

13          “(vii) providing teachers, career guid-  
14          ance and academic counselors, school lead-  
15          ers, administrators, specialized instruc-  
16          tional support personnel, and paraprofes-  
17          sionals with professional development op-  
18          portunities to build an understanding of  
19          apprenticeship opportunities available to  
20          students, including experiential opportuni-  
21          ties like externships.

22          “(2) INCENTIVE FUNDS.—

23                 “(A) BARRIERS TO EMPLOYMENT.—An eli-  
24                 gible entity that receives funds under section  
25                 201(a)(1)(B)(i) shall use such funds to encour-

1 age employer participation in programs under  
2 the national apprenticeship system that target  
3 individuals with barriers to employment, which  
4 may include—

5 “(i) providing financial assistance to  
6 employers to support costs related to the  
7 programs, such as training incumbent  
8 workers for participation as mentors or  
9 employees supervising the on-the-job learn-  
10 ing;

11 “(ii) supporting the cost of related in-  
12 struction, assessment or licensure fees, or  
13 wages for program participants during re-  
14 lated instruction; and

15 “(iii) establishing or expanding part-  
16 nerships with organizations that assist pro-  
17 gram participants in accessing supportive  
18 services to support recruitment, retention,  
19 and completion, including providing sup-  
20 plies and equipment necessary to begin a  
21 program under the national apprenticeship  
22 system.

23 “(B) HIGH-NEED SOCIAL SERVICE-RE-  
24 LATED INDUSTRIES.—An eligible entity that re-  
25 ceives funds under section 201(a)(1)(B)(ii)

1 shall use such funds to incentivize employer  
2 participation in programs under the national  
3 apprenticeship system in high need social serv-  
4 ice-related industries, sectors, or occupations,  
5 which may include—

6 “(i) providing financial assistance to  
7 employers to support costs related to the  
8 program, such as training incumbent work-  
9 ers as mentors, or employees providing on-  
10 the-job training;

11 “(ii) supporting the cost of related in-  
12 struction, assessment or licensure fees, or  
13 wages for program participants during re-  
14 lated instruction;

15 “(iii) establishing or expanding part-  
16 nerships with organizations that assist pro-  
17 gram participants in accessing supportive  
18 services to support recruitment, retention,  
19 and completion, including providing sup-  
20 plies and equipment necessary to begin a  
21 program under the national apprenticeship  
22 system; or

23 “(iv) aligning such program with ca-  
24 reer pathways and opportunities for ad-  
25 vancement along such career pathways.

1           “(C) INDIVIDUALS IMPACTED BY THE JUSTICE SYSTEM.—An eligible entity that receives  
2 funds under section 201(a)(1)(B)(iii) shall use  
3 such funds to incentivize employer participation  
4 in programs under the national apprenticeship  
5 system that target individuals impacted by the  
6 criminal or juvenile justice system, which may  
7 include—  
8

9           “(i) providing financial assistance to  
10 employers to support costs related to the  
11 program, such as training incumbent work-  
12 ers as mentors or employees supervising  
13 the on-the-job learning; or

14           “(ii) supporting the cost of related in-  
15 struction, assessment or licensure fees, or  
16 wages for program participants during re-  
17 lated instruction.

18           “(D) IN-DEMAND INDUSTRY SECTOR OR  
19 OCCUPATION GRANTS FOR SMALL- AND ME-  
20 DIUM-SIZED BUSINESSES.— An eligible entity  
21 that receives funds under section  
22 201(a)(1)(B)(iv) shall use such funds to en-  
23 courage participation of small- and medium-  
24 sized businesses in programs under the national  
25 apprenticeship system, which may include—

1           “(i) providing financial assistance to  
2           employers to support costs related to the  
3           program, such as training incumbent work-  
4           ers as mentors or employees supervising  
5           the on-the-job learning;

6           “(ii) supporting the cost of related in-  
7           struction, assessment or licensure fees, or  
8           wages for program participants during re-  
9           lated instruction;

10           “(iii) providing technical assistance to  
11           small- and medium-sized businesses on the  
12           program registration process and  
13           leveraging other available funds to support  
14           carrying out programs supported by this  
15           grant; or

16           “(iv) establishing or expanding part-  
17           nerships to support program development  
18           or expansion, including establishing or ex-  
19           panding industry or sector partnerships to  
20           ensure inclusion of small- and medium-  
21           sized businesses.

22           “(3) INTERMEDIARY GRANTS.—

23           “(A) NATIONAL INDUSTRY AND EQUITY  
24           INTERMEDIARIES.—An eligible entity that re-  
25           ceives funds under section 201(a)(1)(C)(i) shall

1 use such funds to carry out activities at a na-  
2 tional and regional level to support the pro-  
3 motion and expansion of industry or equity  
4 intermediaries, which may include—

5 “(i) creating partnerships and  
6 leveraging collaborations with employers,  
7 workforce development organizations, in-  
8 dustry associations, labor organizations,  
9 and education and training providers to  
10 help multiple employers make education  
11 and training more affordable and accel-  
12 erate the expansion of programs under the  
13 national apprenticeship system nationwide;

14 “(ii) assisting employers in expanding  
15 programs, starting new programs, and  
16 working together to create a pipeline of  
17 skilled workers;

18 “(iii) increasing the participation and  
19 completion of nontraditional apprenticeship  
20 populations in programs under the national  
21 apprenticeship system, which may in-  
22 clude—

23 “(I) supporting the development,  
24 implementation, and scaling of plans  
25 and practices; and

1                   “(II) identifying, developing, and  
2                   disseminating effective program tools  
3                   and strategies;

4                   “(iv) providing national activities to  
5                   increase awareness and access to pro-  
6                   grams, including strategic marketing and  
7                   outreach, technology improvements, and  
8                   innovations that make it easier for employ-  
9                   ers to start programs and for individuals  
10                  to connect with program opportunities;

11                  “(v) developing and disseminating  
12                  training or related instruction associated  
13                  with the program or for curriculum im-  
14                  provements that align with the require-  
15                  ments of the program and learning assess-  
16                  ments; or

17                  “(vi) providing industry employees or  
18                  potential employees with a clear under-  
19                  standing of future career paths and the  
20                  skills needed to succeed, along with cost ef-  
21                  fective ways of acquiring those skills  
22                  through youth apprenticeship, pre-appren-  
23                  ticeship, or apprenticeship programs.

24                  “(B) LOCAL INTERMEDIARIES.—An eligi-  
25                  ble entity that receives funds under section



1           201(a)(1)(C)(ii) may use such funds to carry  
2           out activities at a local or regional level to sup-  
3           port the promotion and expansion of programs  
4           under the national apprenticeship system, which  
5           may include—

6                   “(i) providing training or related in-  
7                   struction associated with the programs or  
8                   for curriculum improvements that align  
9                   with the requirements of the programs and  
10                  learning assessments;

11                  “(ii) engaging with local education  
12                  and training providers to support related  
13                  instruction aligned with the needs of high-  
14                  skill, high-wage, or in-demand industry  
15                  sectors and occupations, and to the extent  
16                  practicable, support the provision of aca-  
17                  demic credit for related instruction;

18                  “(iii) providing services, including  
19                  business engagement, classroom instruc-  
20                  tion, and development of partnerships with  
21                  organizations that assist program partici-  
22                  pants in accessing supportive services  
23                  (which may include the 12-month period  
24                  after the conclusion of the other activities

1 in the youth apprenticeship and pre-ap-  
2 prenticeship programs involved);

3 “(iv) providing technical assistance on  
4 the registration process for a sponsor of a  
5 youth apprenticeship, pre-apprenticeship,  
6 or apprenticeship program;

7 “(v) connecting businesses, labor or-  
8 ganizations, or joint labor-management or-  
9 ganizations with education and training  
10 providers to develop related instruction to  
11 complement the on-the-job learning portion  
12 of a youth apprenticeship, pre-apprentice-  
13 ship, or apprenticeship program;

14 “(vi) providing training to employees  
15 to serve as on-the-job trainers or mentors  
16 to program participants; and

17 “(vii) providing career exposure, ca-  
18 reer planning, and career awareness activi-  
19 ties.

20 “(4) EDUCATIONAL ALIGNMENT GRANTS.—An  
21 eligible entity that receives funds under section  
22 201(a)(1)(D) shall use such funds to strengthen  
23 alignment between programs under the national ap-  
24 prenticeship system and education and training pro-  
25 viders with secondary and postsecondary education

1 systems, including degree and credential require-  
2 ments, which may include—

3 “(A) creating and aligning the related in-  
4 struction to requirements for a high school di-  
5 ploma or an associate’s or bachelor’s degree, in-  
6 cluding through—

7 “(i) dual enrollment and credit articu-  
8 lation for youth apprenticeship programs;

9 “(ii) articulation agreements; or

10 “(iii) credit transfer agreements;

11 “(B) creating or expanding career path-  
12 ways aligned with pre-apprenticeship, youth ap-  
13 prenticeship, or apprenticeship programs;

14 “(C) providing professional development  
15 for teachers, career guidance and academic  
16 counselors, school leaders, administrators, spe-  
17 cialized instructional support personnel, and  
18 paraprofessionals to build an understanding of  
19 opportunities in the national apprenticeship sys-  
20 tem available to students and to incorporate  
21 such opportunities into academic content and  
22 offerings;

23 “(D) offering prior learning assessments,  
24 which may include credit for prior learning to  
25 grant advanced standing in a program under

1 the national apprenticeship system and credit  
2 towards an associate's or bachelor's degree;

3 “(E) maintaining a connection between a  
4 pre-apprenticeship or youth apprenticeship pro-  
5 gram and an apprenticeship program; and

6 “(F) providing training for instructors or  
7 mentors.

8 **“SEC. 203. GRANT EVALUATIONS.**

9 “(a) RECIPIENT REPORTS.—Each recipient of a  
10 grant under this section shall—

11 “(1) provide for an independent evaluation of  
12 the activities carried out under this title during the  
13 grant period;

14 “(2) provide for an annual report and for a  
15 final report at the conclusion of the grant period,  
16 which include—

17 “(A) a description of how the funds re-  
18 ceived through the grant were used and how the  
19 uses of funds aligned with the description in the  
20 application specified in section 201(e)(5)(C);

21 “(B) in the case of an eligible entity that  
22 is required to report data under section  
23 131(b)(1), the data collected under such section  
24 for the grant period;

1           “(C) the total number of active program  
2 participants served by each of the grant pro-  
3 grams;

4           “(D) the total number that obtained un-  
5 subsidized employment in a field related to the  
6 apprenticeable occupation;

7           “(E) the total number of program partici-  
8 pants that completed the program in which they  
9 were enrolled;

10           “(F) the average time to completion for  
11 each program as compared to the program  
12 standards description under paragraphs (1) and  
13 (2) of section 123(b);

14           “(G) the average cost per participant dur-  
15 ing the most recent program year and the 3  
16 preceding program years;

17           “(H) the percentage of participants who  
18 received support services; and

19           “(I) the disaggregation of performance  
20 data described in subparagraphs (A) through  
21 (H)—

22           “(i) by the program type (apprentice-  
23 ship, youth apprenticeship, or pre-appren-  
24 ticeship program) involved; and

1           “(ii) by race, ethnicity, sex, age, and  
2           membership in a population specified in  
3           section 3(24) of the Workforce Innovation  
4           and Opportunity Act (29 U.S.C.  
5           3102(24)); and

6           “(3) submit each report under paragraph (2)—

7           “(A) to the registration agency; and

8           “(B) to the Administrator.

9           “(b) ADMINISTRATOR EVALUATIONS.—

10           “(1) IN GENERAL.—The Administrator shall  
11           prepare—

12           “(A) not later than 36 months after the  
13           date of enactment of the National Apprenticeship  
14           Act of 2021, an interim evaluation on the  
15           activities carried out under grants, contracts, or  
16           cooperative agreements awarded under this sec-  
17           tion; and

18           “(B) not later than 60 months after the  
19           date of enactment of the National Apprenticeship  
20           Act of 2021, a final evaluation containing  
21           the results of the grant activities.

22           “(2) CONTENTS.—Such evaluations shall ad-  
23           dress, for the activities carried out under each grant  
24           awarded under this section, the general effectiveness

1 of the activities in relation to their cost, including  
2 the extent to which the activities—

3 “(A) improve the participation in, reten-  
4 tion in, and completion of youth apprenticeship,  
5 pre-apprenticeship, and apprenticeship pro-  
6 grams by nontraditional apprenticeship popu-  
7 lations;

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 activities;

13 “(C) respond to the needs reflected in  
14 State, regional, or local labor market data;

15 “(D) align with high-skill, high-wage, or  
16 in-demand industries or occupations; and

17 “(E) reach a wide variety of industry sec-  
18 tors and occupations;

19 “(3) REPORTS TO CONGRESS.—Not later than  
20 60 days after the completion of the interim evalua-  
21 tion and the final evaluation described in this sec-  
22 tion, the Administrator shall submit to the Com-  
23 mittee on Education and Labor of the House of  
24 Representatives and the Committee on Health, Edu-  
25 cation, Labor, and Pensions of the Senate a report

1 summarizing the findings of the interim evaluations  
2 and a report summarizing the final evaluations.

3 “(4) PUBLIC ACCESS.—The Administrator shall  
4 make the interim and final reports available on a  
5 publicly accessible website not later than 60 days  
6 after the completion of the interim report and the  
7 final report.

8 **“SEC. 204. GRANT APPROPRIATIONS.**

9 “There are authorized to be appropriated to carry out  
10 this title:

11 “(1) \$400,000,000 for fiscal year 2022;

12 “(2) \$500,000,000 for fiscal year 2023;

13 “(3) \$600,000,000 for fiscal year 2024;

14 “(4) \$700,000,000 for fiscal year 2025; and

15 “(5) \$800,000,000 for fiscal year 2026.”.

16 **SEC. 4. CONFORMING AMENDMENTS.**

17 (a) AMERICAN COMPETITIVENESS AND WORKFORCE  
18 IMPROVEMENT ACT OF 1998.—Section 414(c) of the  
19 American Competitiveness and Workforce Improvement  
20 Act of 1998 (29 U.S.C. 2916a) is repealed.

21 (b) IMMIGRATION AND NATIONALITY ACT.—Section  
22 286(s)(2) of the Immigration and Nationality Act (8  
23 U.S.C. 1356(s)(2)) is amended—



1           (1) in the heading, by striking “FOR JOB  
2           TRAINING” and inserting “FOR PROGRAMS UNDER  
3           THE NATIONAL APPRENTICESHIP SYSTEM”; and

4           (2) by striking “for demonstration programs  
5           and projects described in section 414(c) of the  
6           American Competitiveness and Workforce Improve-  
7           ment Act of 1998” and inserting “to carry out title  
8           II of the National Apprenticeship Act”.

Passed the House of Representatives February 5,  
2021.

Attest:

*Clerk.*

117<sup>TH</sup> CONGRESS  
1<sup>ST</sup> SESSION  
**H. R. 447**

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## **AN ACT**

To amend the Act of August 16, 1937 (commonly referred to as 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.