

118TH CONGRESS
2D SESSION

H. R. 10122

To require the Secretary of Labor to implement the industry-recognized apprenticeship program process, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

NOVEMBER 14, 2024

Mr. GOOD of Virginia (for himself and Mrs. MILLER of Illinois) introduced the following bill; which was referred to the Committee on Education and the Workforce

A BILL

To require the Secretary of Labor to implement the industry-recognized apprenticeship program process, 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 “Developing America’s
5 Workforce Act”.

1 **SEC. 2. INDUSTRY-RECOGNIZED APPRENTICESHIP PRO-**
 2 **GRAMS.**

3 The Act of August 16, 1937 (commonly known as
 4 the “National Apprenticeship Act”; 50 Stat. 664, chapter
 5 63; 29 U.S.C. 50 et seq.), is amended—

6 (1) by redesignating section 4 as section 5; and

7 (2) by adding at the end the following:

8 **“SEC. 4. INDUSTRY-RECOGNIZED APPRENTICESHIP PRO-**
 9 **GRAMS.**

10 “(a) DEFINITIONS.—In this section:

11 “(1) INDUSTRY-RECOGNIZED APPRENTICESHIP
 12 PROGRAM.—The term ‘industry-recognized appren-
 13 ticeship program’—

14 “(A) means a high-quality, competency-
 15 based apprenticeship program that is—

16 “(i) recognized by a standards rec-
 17 ognition entity; and

18 “(ii) developed or delivered by an enti-
 19 ty such as a trade or industry group, cor-
 20 poration, nonprofit organization, institu-
 21 tion of higher education, labor organiza-
 22 tion, or labor-management organization
 23 (among other entities, as determined ap-
 24 propriate by the Secretary); and

25 “(B) may include a program that meets
 26 the requirements of subparagraph (A) and

1 trains apprentices to perform construction ac-
2 tivities.

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

5 “(3) STANDARDS RECOGNITION ENTITY.—The
6 term ‘standards recognition entity’ means a private
7 sector or public sector entity that—

8 “(A) is recognized by the Secretary (acting
9 through the Administrator of the Office of Ap-
10 prenticeship of the Department of Labor) for
11 purposes of recognizing apprenticeship pro-
12 grams as industry-recognized apprenticeship
13 programs;

14 “(B) has a demonstrated ability to ensure
15 an industry-recognized apprenticeship program
16 meets the standards described in subsection (c);
17 and

18 “(C) has the capacity to perform the over-
19 sight necessary to ensure the ongoing compli-
20 ance of an industry-recognized apprenticeship
21 program with such standards.

22 “(b) RECOGNITION OF INDUSTRY-RECOGNIZED AP-
23 PRENTICESHIP PROGRAMS.—

24 “(1) IN GENERAL.—Not later than 1 year after
25 the date of enactment of the Developing America’s

1 Workforce Act, the Secretary, after consultation
2 with private sector industry associations, institutions
3 of higher education, State, local, and Tribal govern-
4 mental agencies, and other stakeholders the Sec-
5 retary determines appropriate, shall establish a proc-
6 ess to recognize entities as standards recognition en-
7 tities for purposes of recognizing industry-recognized
8 apprenticeship programs under this Act.

9 “(2) LIMITED DISCRETION.—The Secretary
10 shall not deny recognition as a standards recognition
11 entity to a private sector or public sector entity that
12 meets the requirements of subparagraphs (B) and
13 (C) of subsection (a)(3) and satisfactorily completes
14 the process established under paragraph (1).

15 “(3) ADMINISTRATIVE FLEXIBILITY.—The Sec-
16 retary shall ensure that the recognition process for
17 standards recognition entities established under
18 paragraph (1) is a flexible process with low adminis-
19 trative and reporting burdens for the standards rec-
20 ognition entities and industry-recognized apprentice-
21 ship programs.

22 “(c) STANDARDS.—Each standards recognition entity
23 shall establish standards for the industry-recognized ap-
24 prenticeship programs recognized by the entity that, at a

1 minimum, ensure that each industry-recognized appren-
2 ticeship program—

3 “(1) includes—

4 “(A) paid work;

5 “(B) on-the-job learning;

6 “(C) a mentorship component;

7 “(D) education and classroom instruction;

8 “(E) a written development plan and ap-
9 prenticeship agreement; and

10 “(F) safety and supervision components;

11 and

12 “(2) provides, during participation in or upon
13 completion of the apprenticeship, an industry-recog-
14 nized credential.

15 “(d) PROGRAM PERFORMANCE.—

16 “(1) IN GENERAL.—The Secretary shall make
17 publicly available, in a manner that does not reveal
18 personally identifiable information, the program out-
19 comes for each industry-recognized apprenticeship
20 program recognized by the entity on the following
21 performance measures—

22 “(A) the percentage of program partici-
23 pants who are in unsubsidized employment dur-
24 ing the second quarter after exit from the pro-
25 gram;

1 “(B) the median earnings of program par-
2 ticipants who are in unsubsidized employment
3 during the second quarter after exit from the
4 program;

5 “(C) the median earnings increase of pro-
6 gram participants that exited the program, cal-
7 culated as the median participant earnings in
8 unsubsidized employment during the second
9 quarter after exit from the program minus me-
10 dian participant earnings in the second quarter
11 prior to entering the program; and

12 “(D) the percentage of program partici-
13 pants who obtain an industry recognized cre-
14 dential during participation in or within 1 year
15 after exit from the program.

16 “(2) PARTICIPANT INFORMATION.—A standards
17 recognition entity shall report, on an annual basis,
18 to the Secretary any participant data determined ap-
19 propriate by the Secretary for the purposes of para-
20 graph (1).

21 “(e) RULE OF CONSTRUCTION.—Nothing in this sec-
22 tion shall be construed as affecting apprenticeship pro-
23 grams registered under this Act and recognized by the
24 Secretary of Labor.”.

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