

118TH CONGRESS  
1ST SESSION

# H. R. 658

To direct the Secretary of Labor to award grants to eligible entities to carry out or expand youth apprenticeship programs.

---

## IN THE HOUSE OF REPRESENTATIVES

JANUARY 31, 2023

Mr. CASTRO of Texas (for himself, Mr. GUTHRIE, and Ms. SPANBERGER) introduced the following bill; which was referred to the Committee on Education and the Workforce

---

## A BILL

To direct the Secretary of Labor to award grants to eligible entities to carry out or expand youth apprenticeship programs.

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 “Strengthening Youth  
5 Apprenticeships Act of 2023”.

6 **SEC. 2. INTERAGENCY AGREEMENT.**

7 (a) IN GENERAL.—Not later than 1 year after the  
8 effective date of the Strengthening Youth Apprenticeships  
9 Act of 2023, in order to cooperate with the Secretary of

1 Education and promote awareness and adoption of ap-  
2 prenticeship programs, the Secretary of Labor shall—

3 (1) enter into an interagency agreement with  
4 the Secretary of Education to promote and support  
5 integration and alignment of programs under the  
6 national apprenticeship system with secondary, post-  
7 secondary, and adult education, through the activi-  
8 ties described in this section; and

9 (2) submit to the Committee on Education and  
10 the Workforce of the House of Representatives and  
11 the Committee on Health, Education, Labor, and  
12 Pensions of Senate, such agreement and any modi-  
13 fications to such agreement.

14 (b) ALIGNMENT FOR YOUTH APPRENTICESHIPS.—In  
15 order to promote alignment between youth apprenticeship  
16 programs and high school graduation requirements, the  
17 interagency agreement under subsection (a) shall describe  
18 how the Secretaries will work to provide—

19 (1) information and resources to—

20 (A) parents and students to promote a bet-  
21 ter understanding of programs under the na-  
22 tional apprenticeship system and their value in  
23 secondary and postsecondary education and ca-  
24 reer pathways by not later than middle school;  
25 and

1 (B) school leaders (working with academic  
2 counselors, teachers, and faculty) about the  
3 value of such programs and information on how  
4 to effectively align youth apprenticeship pro-  
5 grams with secondary and career and technical  
6 education programs; and

7 (2) technical assistance on how to—

8 (A) align related instruction and  
9 apprenticeable occupation skills and com-  
10 petencies to high school graduation require-  
11 ments;

12 (B) offer related instruction through dual  
13 and concurrent enrollment programs and other  
14 accelerated learning programs, as described in  
15 section 4104(b)(3)(A)(i)(IV) of the Elementary  
16 and Secondary Education Act of 1965 (20  
17 U.S.C. 7114(b)(3)(A)(i)(IV));

18 (C) facilitate transitions for youth appren-  
19 tices who have completed their youth appren-  
20 ticeships into further education, including an  
21 associate, baccalaureate, or advanced degree,  
22 and related apprenticeship opportunities; and

23 (D) align activities carried out under this  
24 Act with eligible funding from, and planning  
25 processes, for the Carl D. Perkins Career and

1            Technical Education Act of 2006 (20 U.S.C.  
2            2301 et seq.), the Elementary and Secondary  
3            Education Act of 1965 (20 U.S.C. 6301 et  
4            seq.), the Individuals with Disabilities Edu-  
5            cation Act, the Rehabilitation Act of 1973, and  
6            the Higher Education Act of 1965.

7    **SEC. 3. GRANT PROGRAM AUTHORIZED.**

8            (a) IN GENERAL.—From the amounts appropriated  
9            under section 7, the Secretary of Labor, in consultation  
10           with the Secretary of Education, shall award grants to eli-  
11           gible entities to create or expand youth apprenticeship  
12           programs.

13           (b) PRIORITY.—In awarding grants under this Act,  
14           the Secretary shall prioritize eligible entities that will use  
15           the grant to carry out or expand youth apprenticeship pro-  
16           grams for individuals that include nontraditional appren-  
17           ticeship populations.

18           (c) GEOGRAPHIC DISTRIBUTION.—In awarding  
19           grants under this subsection, the Secretary of Labor shall,  
20           to the extent practicable, ensure an equitable geographic  
21           distribution of grants, including an equitable distribution  
22           among States, within States, and to urban and rural  
23           areas.

1 **SEC. 4. APPLICATIONS.**

2 An eligible entity desiring to receive a grant under  
3 this Act shall submit an application to the Secretary of  
4 Labor, at such time and in such manner as the Secretary  
5 may require, and which shall include the following:

6 (1) How the youth apprenticeship program the  
7 eligible entity will expand or carry out using the  
8 grant will meet the best practices and joint guidance  
9 developed under section 2.

10 (2) How such program will be aligned with and  
11 fulfill the indicators described in section 6(a).

12 (3) How such program will prepare individuals  
13 for work in high-skill, high-wage, or in-demand in-  
14 dustry sectors or occupations.

15 (4) How such program will recruit and retain to  
16 ensure that non-traditional apprenticeship popu-  
17 lations participate in such program.

18 (5) How such program will, to the extent prac-  
19 ticable, align with high school diploma requirements  
20 and career cluster.

21 (6) The ability of the applicant, directly or  
22 through partners to enroll, instruct, advance, and  
23 graduate youth apprentices served by the grant ac-  
24 tivities, and enable the participants to enroll in fur-  
25 ther education, gain employment after program com-  
26 pletion.

1 (7) An assurance that the eligible entity will—

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

5 (B) make program performance outcome  
6 data available (in accordance with applicable  
7 data privacy laws, including section 444 of the  
8 General Education Provisions Act (20 U.S.C.  
9 1232g)) to independent evaluators to enable the  
10 evaluators to prepare the evaluations and re-  
11 ports under section 6; and

12 (C) coordinate grant activities with a State  
13 Apprenticeship Agency, if such agency exists in  
14 the State where the eligible entity is applying  
15 for a grant or carrying out activities.

16 **SEC. 5. GRANT USES OF FUNDS.**

17 (a) IN GENERAL.—An eligible entity that receives a  
18 grant under this Act shall use the grant funds that are  
19 not reserved under subsection (b) to carry out or expand  
20 a youth apprenticeship program, which may include using  
21 the grant funds for 1 or more of the following:

22 (1) Recruitment, retention, and completion of  
23 such program.

24 (2) Program alignment with the challenging  
25 State academic standards adopted by the State in

1 which the program will be expanded or carried out  
2 under section 1111(b)(1) of the Elementary and  
3 Secondary Education Act of 1965 (20 U.S.C.  
4 6311(b)(1)) with the technical skills and career com-  
5 petencies that are applicable to and transferable to  
6 high-skill, high-wage, or in-demand industry sectors  
7 or occupations.

8 (3) Paying for the costs associated with cur-  
9 riculum development and alignment of that cur-  
10 riculum with industry-recognized credentials, high  
11 school graduation requirements, and related instruc-  
12 tion, including curriculum development for dual or  
13 concurrent enrollment.

14 (4) Facilitating or expanding partnerships with  
15 a community college or consortium of community  
16 colleges to help with transferability of credits and  
17 the increased use of dual and concurrent enrollment  
18 programs.

19 (5) Engaging employers for participation in  
20 youth apprenticeship programs, which may include:

21 (A) Creating and expanding industry or  
22 sector partnerships for the purpose of sup-  
23 porting new program development or program  
24 expansion.

1           (B) Providing employers technical assist-  
2           ance to support the participation of youth ap-  
3           prentices under the age of 18.

4           (C) Providing technical assistance to sup-  
5           port the participation of small- and medium-  
6           sized businesses in youth apprenticeship pro-  
7           grams.

8           (6) Providing supportive services and career  
9           planning activities, including career exploration of  
10          postsecondary opportunities such as apprenticeship  
11          programs, for the participants of the youth appren-  
12          ticeship program, which may include—

13               (A) promoting the early exposure of stu-  
14               dents to the opportunities and requirements of  
15               apprenticeship programs;

16               (B) creating opportunities for students to  
17               explore a career and develop occupational skills  
18               while in high school; and

19               (C) supporting the costs associated with  
20               fees, transportation, child care, or mobility chal-  
21               lenges.

22          (7) Providing teachers, career guidance and  
23          academic counselors, school leaders, administrators,  
24          specialized instructional support personnel, and  
25          paraprofessionals with professional development op-



1       portunities to build an understanding of apprentice-  
2       ship opportunities available to students, including  
3       experiential opportunities like externships.

4       (b) RESERVATION OF FUNDS.—An eligible entity  
5       that receives a grant under this Act shall reserve not less  
6       than 5 percent of the grant funds to provide direct finan-  
7       cial assistance for recruitment, retention, and completion  
8       efforts with respect to the youth apprenticeship program,  
9       such as housing, transportation, childcare, food insecurity,  
10      and health issues.

11      **SEC. 6. EVALUATION.**

12      (a) IN GENERAL.—Each eligible entity receiving a  
13      grant under this Act shall submit, on an annual basis, to  
14      the Secretary a performance report with respect to the  
15      participants of the youth apprenticeship program receiving  
16      assistance under this Act that measures—

17              (1) the percentage of program participants who  
18              are in education or training activities, or in unsub-  
19              sidized employment, during the second quarter after  
20              exit from the program;

21              (2) the percentage of program participants who  
22              are in education or training activities, or in unsub-  
23              sidized employment, during the fourth quarter after  
24              exit from the program;

1           (3) the median earnings of program partici-  
2 pants who are in unsubsidized employment during  
3 the second quarter after exit from the program;

4           (4) the percentage of program participants who  
5 obtain, during participation in or within 1 year after  
6 exit from the program—

7                   (A) a recognized postsecondary credential;

8           or

9                   (B) a secondary school diploma or its rec-  
10 ognized equivalent, as measured by—

11                   (i) the four-year adjusted cohort grad-  
12 uation rate (defined in section 8101 of the  
13 Elementary and Secondary Education Act  
14 of 1965); and

15                   (ii) at the State's discretion, the ex-  
16 tended-year adjusted cohort graduation  
17 rate defined in such section 8101;

18           (5) the percentage of program participants who,  
19 during a program year, are in an education or train-  
20 ing program that leads to a recognized postsec-  
21 ondary credential or employment and who are  
22 achieving measurable skill gains toward such a cre-  
23 dential or employment; and

24           (6) the percentage of program participants who  
25 are in employment, an apprenticeship, or other edu-

1 cation and training activities in an industry sector or  
2 occupation for which the youth apprenticeship pro-  
3 gram provides preparation.

4 (b) DISAGGREGATION.—Each performance report  
5 submitted under subsection (a) shall be disaggregated by  
6 race, ethnicity, sex, age, and membership in a population  
7 specified in section 3(24) of the Workforce Innovation and  
8 Opportunity Act (29 U.S.C. 3102(24)).

9 **SEC. 7. AUTHORIZATION OF APPROPRIATIONS.**

10 There are authorized to be appropriated such sums  
11 as may be necessary to carry out this Act for fiscal year  
12 2024 and each of the 4 succeeding fiscal years.

13 **SEC. 8. DEFINITIONS.**

14 In this Act:

15 (1) APPRENTICESHIP PROGRAM.—The term  
16 “apprenticeship program” means an apprenticeship  
17 program registered under the Act of August 16,  
18 1937 (commonly known as the “National Appren-  
19 ticeship Act”; 50 Stat. 664, chapter 663; 29 U.S.C.  
20 50 et seq.).

21 (2) COMMUNITY COLLEGE.—The term “commu-  
22 nity college” means a public institution of higher  
23 education at which the highest degree awarded is an  
24 associate’s degree.

1           (3) ELIGIBLE ENTITY.—The term “eligible enti-  
2           ty” means a partnership that—

3                   (A) shall include—

4                           (i) 1 or more of the entities listed in  
5                           clauses (i) through (iv) or clause (vii) of  
6                           section 3(19)(A) of Carl D. Perkins Career  
7                           and Technical Education Act of 2006 (20  
8                           U.S.C. 2302(19)(A)); and

9                           (ii) 1 or more community colleges;

10                          and

11                          (B) to the extent practicable, shall in-  
12                          clude—

13                                  (i) a State or local board;

14                                  (ii) an industry or sector partnership;

15                                  (iii) a community-based organization;

16                          and

17                                  (iv) the State Apprenticeship Agency,  
18                                  if such agency exists in the State in which  
19                                  the grant is awarded.

20           (4) ESEA TERMS.—The terms “dual or concu-  
21           rent enrollment program”, “high school”, and “sec-  
22           ondary school” have the meanings given the terms  
23           in section 8101 of the Elementary and Secondary  
24           Education Act of 1965 (20 U.S.C. 7801).

1           (5) INSTITUTION OF HIGHER EDUCATION.—The  
2 term “institution of higher education” has the  
3 meaning given the term in section 101 of the Higher  
4 Education Act of 1965 (20 U.S.C. 1001).

5           (6) NON-TRADITIONAL APPRENTICESHIP POPU-  
6 LATIONS.—The term “non-traditional apprenticeship  
7 populations” means individuals who are of a gender  
8 or from a race or ethnicity that comprises less than  
9 25 percent of the individuals participating in ap-  
10 prenticeship programs.

11           (7) SECRETARY.—The term “Secretary” means  
12 the Secretary of Labor.

13           (8) WIOA TERMS.—The terms “local board”,  
14 “community-based organization”, “in-demand indus-  
15 try sector or occupation”, and “industry or sector  
16 partnership” have the meanings given the terms in  
17 section 3 of the Workforce Innovation and Oppor-  
18 tunity Act (29 U.S.C. 3102).

19           (9) YOUTH APPRENTICESHIP PROGRAM.—The  
20 term “youth apprenticeship program” means a pro-  
21 gram designed for youth apprentices who at the  
22 start of the program are enrolled in high school and  
23 which includes each of the following core elements:

1 (A) The employment and training to be re-  
2 ceived by each youth apprentice participating in  
3 the program, including—

4 (i) an outline of the work processes or  
5 plan in which the youth apprentice will re-  
6 ceive supervised work experience and train-  
7 ing on the job or in an experiential setting;

8 (ii) the allocation of the approximate  
9 amount of time to be spent in each major  
10 work process;

11 (iii) mentoring that will be provided to  
12 the youth apprentice; and

13 (iv) a description or timeline explain-  
14 ing the periodic reviews and evaluations of  
15 the youth apprentice's performance on the  
16 job and in related instruction.

17 (B) A process for maintaining appropriate  
18 progress records, including the evaluations de-  
19 scribed in section 6.

20 (C) Related classroom-based instruction,  
21 which may be fulfilled through dual or concur-  
22 rent enrollment, and is, to the extent prac-  
23 ticable, aligned with high school diploma re-  
24 quirements and career clusters.

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

4 (E) Provides all individuals with an equal  
5 opportunity to participate in youth apprentice-  
6 ships under the program, including through the  
7 method for the selection of youth apprentices.

8 (F) The methods used to measure skill ac-  
9 quisition for an apprentice, including ongoing  
10 assessment against established skill and com-  
11 petency standards, established against skill and  
12 competency standards.

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

16 (H) The program—

17 (i) has adequate and safe equipment,  
18 environments, and facilities for training  
19 and supervision;

20 (ii) provides safety training on-the-job  
21 and in related instruction as applicable by  
22 apprenticeable occupation; and

23 (iii) provides adequate training for  
24 mentors and qualified instructors on pro-

1           viding a safe work and training environ-  
2           ment.

3           (I) The program awards a certificate of  
4           completion in recognition of successful comple-  
5           tion of the program, evidenced by an appro-  
6           priate certificate issued by the registration  
7           agency, and culminates in a recognized postsec-  
8           ondary credential.

9           (J) The program provides that an indi-  
10          vidual who is to become a youth apprentice en-  
11          ters into a written apprenticeship agreement  
12          with the sponsor of the program.

○