

113TH CONGRESS  
2D SESSION

# H. R. 5533

To promote apprenticeships for credentials and employment, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

SEPTEMBER 18, 2014

Mr. POCAN (for himself, Mr. GEORGE MILLER of California, Ms. NORTON, Mr. GRIJALVA, Mr. BLUMENAUER, Mr. ELLISON, Ms. MOORE, Mr. SERRANO, Ms. WILSON of Florida, and Mr. CONYERS) introduced the following bill; which was referred to the Committee on Education and the Workforce

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## A BILL

To promote apprenticeships for credentials and employment, 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 AND TABLE OF CONTENTS.**

4 (a) SHORT TITLE.—This Act may be cited as the  
5 “Promoting Apprenticeships for Credentials and Employ-  
6 ment Act” or the “PACE Act”.

7 (b) TABLE OF CONTENTS.—The table of contents for  
8 this Act is as follows:

Sec. 1. Short title and table of contents.

Sec. 2. Findings and purposes.

Sec. 3. Definitions.

TITLE I—PROMOTING REGISTERED APPRENTICESHIPS

Sec. 101. Promoting registered apprenticeship programs.

Sec. 102. Promoting integration with postsecondary education.

TITLE II—PROGRAM DEVELOPMENT AND ENHANCEMENT

Sec. 201. Expanding registered apprenticeship programs.

TITLE III—CONFORMING AMENDMENTS

Sec. 301. Amendments.

1 **SEC. 2. FINDINGS AND PURPOSES.**

2 (a) FINDINGS.—Congress finds the following:

3 (1) A highly skilled workforce is necessary to  
4 compete in the global economy, support economic  
5 growth, and maintain the standard of living of the  
6 United States.

7 (2) The registered apprenticeship program  
8 model is a longstanding, on-the-job training and  
9 education model that prepares workers for the skill  
10 demands of particular occupations and employers  
11 while, at the same time, providing the workers with  
12 recognized, portable credentials, and wages while in  
13 training.

14 (3) The registered apprenticeship program  
15 model has been successful in skilled trade industries,  
16 including construction and manufacturing, as well as  
17 service industries, such as health care, and holds  
18 great potential for expansion into other industries.

1           (4) Registered apprenticeship programs are an  
2           essential element of an effective workforce develop-  
3           ment system and help individuals attain a recognized  
4           postsecondary credential, contributing to their per-  
5           sonal economic sustainability.

6           (5) According to a report from the Georgetown  
7           University Center on Education and the Workforce,  
8           by 2018, the United States will face a shortage of  
9           workers with recognized postsecondary credentials—  
10          shortages of 3,000,000 workers with degrees and  
11          4,700,000 workers with certificates.

12          (6) According to a 2012 report from the Annie  
13          E. Casey Foundation, youth employment in the  
14          United States has reached the lowest point since  
15          World War II. More than 6,000,000 young people  
16          ages 16 through 24 are disconnected from school  
17          and work.

18          (7) A 2012 evaluation of registered apprentice-  
19          ship programs in 10 States by Mathematica Policy  
20          Research found that—

21                 (A) individuals who completed registered  
22                 apprenticeship programs earned over \$240,000  
23                 more over their careers than individuals not  
24                 participating in such apprenticeship programs;

1 (B) the estimated social benefits of reg-  
2 istered apprenticeship programs exceeded their  
3 costs by more than \$49,000; and

4 (C) the tax return on every Federal Gov-  
5 ernment dollar invested in registered appren-  
6 ticeship programs was \$27.

7 (8) An evaluation in Washington State found  
8 the following:

9 (A) Registered apprenticeship programs  
10 have been among the most effective workforce  
11 development programs, with the highest impact  
12 and the greatest return on investment of any  
13 such program.

14 (B) For each individual who completes a  
15 registered apprenticeship program, over the in-  
16 dividual's career, there is a 90-to-1 return on  
17 investment, for a total net benefit of just over  
18 \$300,000 for that career.

19 (C) The general public also receives a life-  
20 time return on investment of 23-to-1, or around  
21 \$80,000, for each person completing a reg-  
22 istered apprenticeship program.

23 (b) PURPOSES.—The purposes of this Act are—

1           (1) to increase the number of highly skilled  
2 workers in the United States, particularly in in-de-  
3 mand industry sectors and occupations;

4           (2) to increase the attainment of recognized  
5 postsecondary credentials by participants;

6           (3) to increase awareness about the value of the  
7 registered apprenticeship program model as an effec-  
8 tive earn-and-learn model for students, workers, and  
9 employers;

10          (4) to support the development of registered ap-  
11 prenticeship programs with employers, joint labor  
12 management partnerships, and other program spon-  
13 sors, that offer jobs that lead to economic self-suffi-  
14 ciency;

15          (5) to support the development and expansion  
16 of pre-apprenticeship programs that lead to success  
17 in a registered apprenticeship program; and

18          (6) to support a closer alignment between reg-  
19 istered apprenticeship programs, the workforce de-  
20 velopment system, and postsecondary education.

21 **SEC. 3. DEFINITIONS.**

22 In this Act:

23           (1) ADMINISTRATOR.—The term “Adminis-  
24 trator” means the Administrator of the Office of Ap-  
25 prenticeship appointed under section 101(a).

1           (2) CAREER PATHWAY.—The term “career  
2           pathway” means a combination of rigorous and  
3           high-quality education, training, and other services  
4           that—

5                   (A) aligns with the skill needs of industries  
6                   in the economy of the State or regional econ-  
7                   omy involved;

8                   (B) prepares an individual to be successful  
9                   in any of a full range of secondary or postsec-  
10                  ondary education options, including apprentice-  
11                  ships registered under the Act of August 16,  
12                  1937 (commonly known as the “National Ap-  
13                  prenticeship Act”; 50 Stat. 664, chapter 663;  
14                  29 U.S.C. 50 et seq.) (referred to individually  
15                  in this Act as an “apprenticeship”);

16                  (C) includes counseling to support an indi-  
17                  vidual in achieving the individual’s education  
18                  and career goals;

19                  (D) includes, as appropriate, education of-  
20                  fered concurrently with and in the same context  
21                  as workforce preparation activities and training  
22                  for a specific occupation or occupational cluster;

23                  (E) organizes education, training, and  
24                  other services to meet the particular needs of  
25                  an individual in a manner that accelerates the

1 educational and career advancement of the indi-  
2 vidual to the extent practicable;

3 (F) enables an individual to attain a sec-  
4 ondary school diploma or its recognized equiva-  
5 lent, and at least 1 recognized postsecondary  
6 credential; and

7 (G) helps an individual enter or advance  
8 within a specific occupation or occupational  
9 cluster.

10 (3) EDUCATIONAL SERVICE AGENCY.—The  
11 term “educational service agency”—

12 (A) has the meaning given the term in sec-  
13 tion 9101 of the Elementary and Secondary  
14 Education Act of 1965 (20 U.S.C. 7801); and

15 (B) includes a consortium of those agen-  
16 cies.

17 (4) HIGH SCHOOL.—The term “high school”  
18 means a nonprofit institutional day or residential  
19 school that—

20 (A) provides secondary education, as deter-  
21 mined under State law;

22 (B) grants a diploma, as defined by the  
23 State; and

24 (C) includes, at least, grade 12.

1           (5) IN-DEMAND INDUSTRY SECTOR OR OCCUPA-  
2           TION.—

3           (A) IN GENERAL.—The term “in-demand  
4           industry sector or occupation” means—

5                   (i) an industry sector that has a sub-  
6                   stantial current or potential impact (in-  
7                   cluding through jobs that lead to economic  
8                   self-sufficiency and opportunities for ad-  
9                   vancement) on the State, regional, or local  
10                  economy, as appropriate, and that contrib-  
11                  utes to the growth or stability of other  
12                  supporting businesses, or the growth of  
13                  other industry sectors; or

14                  (ii) an occupation that currently has  
15                  or is projected to have a number of posi-  
16                  tions (including positions that lead to eco-  
17                  nomic self-sufficiency and opportunities for  
18                  advancement) in an industry sector so as  
19                  to have a significant impact on the State,  
20                  regional, or local economy, as appropriate.

21           (B) DETERMINATION.—The determination  
22           of whether an industry sector or occupation is  
23           in-demand under this paragraph shall be made  
24           by the State board or local board, as appro-  
25           priate, using State and regional business and



1 labor market projections, including the use of  
2 labor market information.

3 (6) NATIONAL APPRENTICESHIP SYSTEM.—The  
4 term “national apprenticeship system” means the  
5 collective group of registered apprenticeship pro-  
6 grams and pre-apprenticeship programs in the Na-  
7 tion (including the rules and regulations governing  
8 the 2 types of programs).

9 (7) POSTSECONDARY EDUCATIONAL INSTITU-  
10 TION.—The term “postsecondary educational institu-  
11 tion” has the meaning given the term in section 101  
12 of the Workforce Investment Act of 1998 (29 U.S.C.  
13 2801).

14 (8) PRE-APPRENTICESHIP PROGRAM.—The  
15 term “pre-apprenticeship program” means a pro-  
16 gram or set of strategies that—

17 (A) is designed to prepare individuals to  
18 enter and succeed in a registered apprenticeship  
19 program;

20 (B) is carried out by an entity that has a  
21 documented partnership with at least 1 sponsor  
22 of a registered apprenticeship program; and

23 (C) includes each of the following elements:

24 (i) Training (including a curriculum  
25 for the training), aligned with industry

1 standards and approved by the documented  
2 partnership, that will prepare individuals  
3 by teaching the skills and competencies  
4 needed to enter one or more registered ap-  
5 prenticeship programs.

6 (ii) Provision of hands-on training and  
7 theoretical education to individuals in a  
8 simulated laboratory experience or volun-  
9 teer opportunity that—

10 (I) accurately simulates the in-  
11 dustry and occupational conditions of  
12 the registered apprenticeship program  
13 described in subparagraph (B);

14 (II) is carried out in a manner  
15 that includes proper observation of su-  
16 pervision and safety protocols; and

17 (III) is carried out in a manner  
18 that does not displace a paid em-  
19 ployee.

20 (iii) A formal agreement with a spon-  
21 sor of a registered apprenticeship program  
22 that would enable participants who suc-  
23 cessfully complete the pre-apprenticeship  
24 program to enter directly into the reg-  
25 istered apprenticeship program (if a place

1 in the program is available), and includes  
2 agreements concerning earning credit for  
3 skills and competencies acquired during  
4 the pre-apprenticeship program.

5 (9) RECOGNIZED POSTSECONDARY CREDEN-  
6 TIAL.—The term “recognized postsecondary creden-  
7 tial” means a credential consisting of an industry-  
8 recognized certificate or certification, a certificate of  
9 completion of an apprenticeship, a license recognized  
10 by the State involved or Federal Government, or an  
11 associate or baccalaureate degree.

12 (10) REGISTERED APPRENTICESHIP PRO-  
13 GRAM.—The term “registered apprenticeship pro-  
14 gram” means a program registered under the Act of  
15 August 16, 1937 (commonly known as the “National  
16 Apprenticeship Act”; 50 Stat. 664, chapter 663; 29  
17 U.S.C. 50 et seq.).

18 (11) SECRETARY.—Except as provided in sec-  
19 tion 102 or as otherwise modified, the term “Sec-  
20 retary” means the Secretary of Labor, acting  
21 through the Administrator.

22 (12) SPONSOR.—The term “sponsor” means—  
23 (A) with respect to a registered apprentice-  
24 ship program, an employer, joint labor manage-  
25 ment partnership, trade association, labor orga-

1 nization, or other entity that administers the  
2 registered apprenticeship program; and

3 (B) with respect to a pre-apprenticeship  
4 program, an entity that administers the pre-ap-  
5 prenticeship program.

6 **TITLE I—PROMOTING**  
7 **REGISTERED APPRENTICESHIPS**

8 **SEC. 101. PROMOTING REGISTERED APPRENTICESHIP PRO-**  
9 **GRAMS.**

10 (a) ESTABLISHMENT OF THE OFFICE OF APPREN-  
11 TICESHIP.—

12 (1) OFFICE.—There is established, in the Em-  
13 ployment and Training Administration of the De-  
14 partment of Labor, an Office of Apprenticeship.

15 (2) ADMINISTRATOR.—The Office shall be  
16 headed by an Administrator of the Office of Appren-  
17 ticeship appointed by the Assistant Secretary for  
18 Employment and Training. The Assistant Secretary  
19 shall appoint an individual who has the dem-  
20 onstrated knowledge of registered apprenticeship  
21 programs necessary to serve as the Administrator.

22 (3) RESPONSIBILITIES.—The Administrator,  
23 through the Office of Apprenticeship, shall carry out  
24 responsibilities including—

1 (A) determining whether an apprenticeship  
2 program meets the requirements to become a  
3 registered apprenticeship program and main-  
4 tains the standards necessary to remain a reg-  
5 istered apprenticeship program;

6 (B) managing the national apprenticeship  
7 system;

8 (C) carrying out activities under subsection  
9 (b) to promote high-quality pre-apprenticeship  
10 programs;

11 (D) promoting awareness about registered  
12 apprenticeship programs, including carrying out  
13 activities under subsection (e);

14 (E) promoting greater diversity in reg-  
15 istered apprenticeship programs and pre-ap-  
16 prenticeship programs, including by promoting  
17 outreach to underrepresented populations and  
18 veterans and supporting the development of ap-  
19 prenticeship models for nontraditional occupa-  
20 tions;

21 (F) providing for evaluations and research,  
22 as described in subsection (e); and

23 (G) providing technical assistance to spon-  
24 sors of registered apprenticeship programs, en-  
25 tities who are interested in developing and be-

1 coming sponsors of registered apprenticeship  
2 programs, and sponsors of pre-apprenticeship  
3 programs.

4 (b) SUPPORTING THE DEVELOPMENT OF PRE-AP-  
5 PRENTICESHIP PROGRAMS.—

6 (1) SUPPORT.—The Secretary shall support the  
7 development of pre-apprenticeship programs.

8 (2) GRANTS.—

9 (A) IN GENERAL.—Using funds available  
10 under subsection (f), the Secretary shall make  
11 grants on a competitive basis to eligible entities,  
12 to provide the Federal share of the cost of car-  
13 rying out projects that support that develop-  
14 ment.

15 (B) PERIOD.—The Secretary shall make  
16 initial grants under this paragraph for periods  
17 of not more than 3 years, except that if an eli-  
18 gible entity demonstrates satisfactory perform-  
19 ance under paragraph (7) by the end of that  
20 third year, the Secretary may extend the grant  
21 period up to an additional 2 years for that enti-  
22 ty.

23 (C) RECIPIENTS.—

24 (i) QUALIFIED ORGANIZATIONS.—In a  
25 State without a State apprenticeship agen-

1 cy, a qualified organization may serve as  
2 an eligible entity, and may receive a grant  
3 under this subsection.

4 (ii) STATE APPRENTICESHIP AGEN-  
5 CIES.—In a State with a State apprentice-  
6 ship agency, a qualified organization may  
7 serve as an eligible entity. The agency shall  
8 receive a grant under this subsection on  
9 behalf of the eligible entity, and act as a  
10 fiscal agent for the entity.

11 (3) QUALIFIED ORGANIZATIONS.—To be consid-  
12 ered a qualified organization under this subsection,  
13 an organization shall be a public-private partnership  
14 consisting of—

15 (A) a local educational agency, high school,  
16 2- or 4-year postsecondary educational institu-  
17 tion, or consortium of such entities; and

18 (B) representatives of—

19 (i) in a State with a State apprentice-  
20 ship agency, that agency;

21 (ii) an industry or business, consisting  
22 of an employer, a group of employers, or  
23 an industry group that sponsor a reg-  
24 istered apprenticeship program or are in-

1           terested in supporting or establishing a  
2           registered apprenticeship program;

3                   (iii) a labor organization;

4                   (iv) a State or local workforce invest-  
5           ment board (established under subtitle B  
6           of title I of the Workforce Investment Act  
7           of 1998 (29 U.S.C. 2811 et seq.));

8                   (v) an entity carrying out a registered  
9           apprenticeship program;

10                  (vi) a community-based organization  
11           that provides pre-apprenticeship programs,  
12           as appropriate; and

13                  (vii) a 2- or 4-year postsecondary edu-  
14           cational institution or consortium of such  
15           institutions, if such an institution or con-  
16           sortium is not a partner under subpara-  
17           graph (A).

18           (4) APPLICATIONS.—To be eligible to receive a  
19           grant from the Secretary under this subsection, an  
20           eligible entity (including, in a State with a State ap-  
21           prenticeship agency, that agency, acting on behalf of  
22           an eligible entity) shall submit an application to the  
23           Secretary at such time, in such manner, and con-  
24           taining such information as the Secretary may re-  
25           quire, including—



1 (A) information on the quality of the pro-  
2 posed pre-apprenticeship program, including the  
3 training and curriculum described in section  
4 3(9)(C)(i), and how it makes individuals who  
5 successfully complete the pre-apprenticeship  
6 program qualified to enter into an established  
7 registered apprenticeship program;

8 (B) evidence that there are or will be suffi-  
9 cient openings available in the registered ap-  
10 prenticeship program referenced in (A) to en-  
11 able the registered apprenticeship program  
12 sponsor to place into that program those indi-  
13 viduals who successfully complete the pre-ap-  
14 prenticeship program;

15 (C) information about the organization  
16 that demonstrates the existence of an active,  
17 advisory partnership between the partners de-  
18 scribed in subparagraphs (A) and (B), of para-  
19 graph (3) and the organization's capacity to  
20 provide the training and education services nec-  
21 essary for a pre-apprenticeship program; and

22 (D) information about the proposed pre-  
23 apprenticeship program that demonstrates—

- 1 (i) that the program is in an in-de-  
2 mand industry or occupation in the region  
3 in which the project is located;
- 4 (ii) the use of integrated work-based  
5 and academic learning that includes train-  
6 ing in the workplace;
- 7 (iii) the inclusion of career exploration  
8 focused activities, such as job shadowing,  
9 career information activities, and resume  
10 preparation, in the program;
- 11 (iv) if the eligible entity carrying out  
12 the project includes a high school, that the  
13 model to be used for the program leads to  
14 a high school diploma for participants  
15 without such a diploma;
- 16 (v) that the project aligns with an es-  
17 tablished registered apprenticeship pro-  
18 gram, including that the model used for  
19 the program leads to the attainment of  
20 skills and competencies necessary for en-  
21 trance into the registered apprenticeship  
22 program for participants; and
- 23 (vi) how the eligible entity will facili-  
24 tate access through the program to the ap-  
25 propriate support services for participants,

1 including facilitating access through part-  
2 nerships with entities providing such serv-  
3 ices.

4 (5) USE OF FUNDS.—

5 (A) IN GENERAL.—An eligible entity that  
6 receives a grant under this subsection shall use  
7 the grant funds to carry out a project that im-  
8 plements a pre-apprenticeship program in an  
9 organization specified in paragraph (3) (other  
10 than paragraph (3)(B)(i)) that is part of the el-  
11 igible entity, or a consortium of such entities.

12 (B) REQUIRED ACTIVITIES.—The eligible  
13 entity shall use the grant funds—

14 (i) to pay for the cost of training or  
15 education associated with the pre-appren-  
16 ticeship program;

17 (ii) to provide student stipends during  
18 work-based training in the project;

19 (iii) for curriculum development that  
20 align with the requirements of the appro-  
21 priate registered apprenticeship programs  
22 and learning assessments;

23 (iv) to maintain a connection between  
24 the pre-apprenticeship program and reg-  
25 istered apprenticeship program;

1 (v) to promote the pre-apprenticeship  
2 program to potential participants; and

3 (vi) to conduct evaluations described  
4 in paragraph (7)(B).

5 (C) ALLOWABLE ACTIVITIES.—The eligible  
6 entity may use the grant funds for teacher  
7 training, including providing externship oppor-  
8 tunities for teachers to learn about the skill  
9 needs of the industry or occupation that the  
10 pre-apprenticeship program focuses on.

11 (6) FEDERAL SHARE.—

12 (A) IN GENERAL.—The Federal share of  
13 the cost described in paragraph (2)(A) shall be  
14 75 percent.

15 (B) NON-FEDERAL SHARE.—The eligible  
16 entity may contribute the non-Federal share of  
17 the cost in cash or in-kind, fairly evaluated, in-  
18 cluding plant, equipment, or services.

19 (7) PERFORMANCE.—

20 (A) MEASURES.—The Secretary shall iden-  
21 tify a set of common measures that, at a min-  
22 imum, include measures of entry into a reg-  
23 istered apprenticeship program and that are  
24 aligned with the performance measures de-  
25 scribed in section 136(c) of the Workforce In-

1 vestment Act of 1998 (29 U.S.C. 2871(c)) for  
2 the local workforce investment area (designated  
3 under section 116 of such Act (29 U.S.C.  
4 2831)) involved.

5 (B) EVALUATIONS.—Each eligible entity  
6 that receives a grant to carry out a project  
7 under this subsection shall annually conduct, or  
8 arrange for another entity to conduct, an eval-  
9 uation of the project using the identified com-  
10 mon measures, and shall, to the extent prac-  
11 ticable, cooperate with the Secretary in any  
12 evaluations of activities carried out under this  
13 section.

14 (C) EXTENSIONS.—The Secretary shall  
15 use the results of an evaluation for a project to  
16 determine whether to extend the grant period,  
17 or renew a grant, for the project under para-  
18 graph (2)(B).

19 (c) PROMOTING AWARENESS OF REGISTERED AP-  
20 PRENTICESHIP PROGRAMS.—

21 (1) INFORMATION FOR STATE AND LOCAL  
22 BOARDS.—To promote awareness about registered  
23 apprenticeship programs within the workforce devel-  
24 opment system, the Secretary shall disseminate in-  
25 formation on the value of registered apprenticeship

1 programs, to State and local workforce investment  
2 boards described in subsection (b)(3)(B)(iv), which  
3 information shall include—

4 (A) a list of registered apprenticeship pro-  
5 grams in the State involved;

6 (B) guidance for training staff of the  
7 workforce development system within the State  
8 on the value of registered apprenticeship pro-  
9 grams, including relevant placement, retention  
10 and earnings information, as a training option  
11 for participants;

12 (C) guidance on how individual training  
13 accounts under section 134(d)(4) of the Work-  
14 force Investment Act of 1998 (29 U.S.C.  
15 2864(d)(4)) could be used by participants for a  
16 registered apprenticeship program; and

17 (D) guidance on how performance meas-  
18 ures under section 136 of the Workforce Invest-  
19 ment Act of 1998 (29 U.S.C. 2871) apply to  
20 participants in registered apprenticeship pro-  
21 grams, including relevant placement, retention  
22 and earnings information.

23 (2) INFORMATION FOR INDUSTRY GROUPS AND  
24 LABOR ORGANIZATIONS.—To promote awareness  
25 about registered apprenticeship programs to workers

1 and employers, the Secretary shall provide informa-  
2 tion about the value of registered apprenticeship  
3 programs, including relevant placement, retention  
4 and earnings information, through the one-stop de-  
5 livery systems described in section 121 of the Work-  
6 force Investment Act of 1998 (29 U.S.C. 2841), to  
7 industry groups and to labor organizations, which  
8 information shall include, at a minimum—

9 (A) a list of registered apprenticeship pro-  
10 grams in the State;

11 (B) information on how to develop a reg-  
12 istered apprenticeship program; and

13 (C) information on financial resources  
14 available to assist with the establishment and  
15 implementation of registered apprenticeship  
16 programs.

17 (3) INFORMATION FOR STUDENTS AND  
18 SCHOOLS.—To promote awareness about registered  
19 apprenticeship programs among students and school  
20 staff, the Secretary, in cooperation with the Sec-  
21 retary of Education, shall disseminate information  
22 on the value of registered apprenticeship programs,  
23 including relevant placement, retention and earnings  
24 information, to high schools, 2- and 4-year postsec-  
25 ondary educational institutions, and educational

1 service agencies, which information shall include, at  
2 a minimum—

3 (A) a parent guide to understanding reg-  
4 istered apprenticeship programs and postsec-  
5 ondary education;

6 (B) a student guide to understanding reg-  
7 istered apprenticeship programs as part of a ca-  
8 reer pathway;

9 (C) a guide, for career and academic coun-  
10 selors, to understanding registered apprentice-  
11 ship programs as a postsecondary education op-  
12 tion for students; and

13 (D) information for school administrators,  
14 workforce and economic development coordina-  
15 tors, and teachers and faculty that will assist  
16 with the development, implementation, and con-  
17 tinuation of registered apprenticeship programs.

18 (d) SECRETARY'S NATIONAL ADVISORY COMMITTEE  
19 ON APPRENTICESHIPS.—

20 (1) ESTABLISHMENT.—

21 (A) IN GENERAL.—There is established in  
22 the Department of Labor a National Advisory  
23 Committee on Apprenticeships, referred to in  
24 this section as the “Advisory Committee”.



1 (B) COMPOSITION.—The Advisory Com-  
2 mittee shall have—

3 (i) 21 voting members appointed by  
4 the Secretary, composed of—

5 (I) 7 representatives of employers  
6 who participate in a registered ap-  
7 prenticeship program, including em-  
8 ployers who participate in a registered  
9 apprenticeship program sponsored by  
10 a joint labor-management partnership;

11 (II) 7 representatives of labor or-  
12 ganizations who have responsibility  
13 for the administration of a registered  
14 apprenticeship program sponsored by  
15 a joint labor-management partnership;  
16 and

17 (III) 7 representatives of State  
18 apprenticeship agencies, community  
19 organizations with significant experi-  
20 ence with a registered apprenticeship  
21 program, and 2- or 4-year postsec-  
22 ondary educational institutions with  
23 at least 1 articulation agreement with  
24 the entity administering a registered  
25 apprenticeship program; and

1                   (ii) members who are ex officio non-  
2                   voting representatives from the Depart-  
3                   ments of Labor, Commerce, Education,  
4                   Energy, Housing and Urban Development,  
5                   and Health and Human Services.

6                   (C) QUALIFICATIONS.—The members shall  
7                   be selected upon the basis of their experience  
8                   and competence concerning apprenticeships.

9                   (D) TERMS.—The Secretary shall appoint  
10                  the members for terms of 4 years.

11                 (2) CHAIRPERSON.—The Secretary shall des-  
12                 ignate one of the members of the Advisory Com-  
13                 mittee to serve as Chairperson of the Advisory Com-  
14                 mittee.

15                 (3) MEETINGS.—The Advisory Committee shall  
16                 hold not fewer than 2 meetings during each calendar  
17                 year. All meetings of the Advisory Committee shall  
18                 be open to the public. A transcript shall be kept of  
19                 each meeting and made available for public inspec-  
20                 tion.

21                 (4) DUTIES.—The Advisory Committee shall  
22                 advise, consult with, and make recommendations to  
23                 the Secretary on matters relating to the administra-  
24                 tion of this title and the Act of August 16, 1937  
25                 (commonly known as the “National Apprenticeship

1 Act''; 50 Stat. 664, chapter 663; 29 U.S.C. 50 et  
2 seq.).

3 (5) PERSONNEL.—

4 (A) PROCUREMENT.—

5 (i) IN GENERAL.—The Chairperson of  
6 the Advisory Committee may procure the  
7 temporary and intermittent services of vot-  
8 ing members of the Advisory Committee  
9 under section 3109(b) of title 5, United  
10 States Code, at rates for individuals that  
11 do not exceed the daily equivalent of the  
12 annual rate of basic pay prescribed for  
13 level V of the Executive Schedule under  
14 section 5316 of such title.

15 (ii) OFFICERS OR EMPLOYEES OF THE  
16 UNITED STATES.—All members of the Ad-  
17 visory Committee who are officers or em-  
18 ployees of the United States shall serve  
19 without compensation in addition to that  
20 received for their services as officers or  
21 employees of the United States.

22 (B) STAFF.—The Secretary shall supply  
23 the Committee with an executive secretary and  
24 provide such secretarial, clerical, and other  
25 services as the Secretary determines to be nec-

1           essary to enable the Advisory Committee to  
2           conduct its business.

3           (6) PERMANENT COMMITTEE.—Section 14 of  
4           the Federal Advisory Committee Act (5 U.S.C.  
5           App.) shall not apply to the advisory committee.

6           (e) EVALUATIONS AND RESEARCH.—

7           (1) EVALUATIONS OF PROGRAMS AND ACTIVI-  
8           TIES CARRIED OUT UNDER THIS TITLE.—For the  
9           purpose of improving the management and effective-  
10          ness of the programs and activities carried out  
11          under this title, the Secretary shall provide for the  
12          continuing evaluation, by an independent entity, of  
13          the programs and activities, including activities car-  
14          ried out under subsection (a)(3)(C). Such evalua-  
15          tions shall address—

16                 (A) the general effectiveness of such pro-  
17                 grams and activities in relation to their cost, in-  
18                 cluding the extent to which the programs and  
19                 activities—

20                         (i) improve the skill and employment  
21                         competencies of participants in comparison  
22                         to comparably situated individuals who did  
23                         not participate in such programs and ac-  
24                         tivities; and

1 (ii) to the extent feasible, increase the  
2 level of total employment and recognized  
3 postsecondary credential attainment over  
4 the level that would have existed in the ab-  
5 sence of such programs and activities;

6 (B) the impact of the programs and activi-  
7 ties for the participants, sponsors, and employ-  
8 ers;

9 (C) the return on investment of Federal  
10 funding for the programs and activities;

11 (D) the longitudinal outcomes for partici-  
12 pants in the programs and activities; and

13 (E) the impact of specific policies on the  
14 general effectiveness of such programs and ac-  
15 tivities.

16 (2) RESEARCH.—The Secretary may conduct,  
17 through an independent entity, research on best  
18 practices in registered apprenticeship programs and  
19 pre-apprenticeship programs and other issues relat-  
20 ing to such programs.

21 (3) TECHNIQUES.—Evaluations and research  
22 conducted under this subsection shall utilize appro-  
23 priate methodology and research designs.

24 (4) REPORTS.—The independent entity carrying  
25 out the evaluations described in paragraph (1) or re-

1 search described in paragraph (2) shall prepare and  
2 submit to the Secretary a draft report and a final  
3 report containing the results of the evaluations or  
4 research, respectively, and including policy rec-  
5 ommendations. The draft and final reports shall be  
6 made available for public inspection.

7 (5) REPORTS TO CONGRESS.—Not later than  
8 60 days after the completion of such final report,  
9 the Secretary shall transmit the final report to the  
10 Committee on Education and the Workforce of the  
11 House of Representatives and the Committee on  
12 Health, Education, Labor, and Pensions of the Sen-  
13 ate.

14 (6) PUBLIC ACCESS.—

15 (A) PUBLIC ACCESS PROCEDURE.—The  
16 Secretary shall develop a mechanism to make  
17 research and curricula developed under this title  
18 publically available in a timely manner.

19 (B) CURRICULUM.—An eligible entity that  
20 develops a curriculum under this title shall  
21 make the curriculum available to the Secretary.  
22 Using the mechanism established under sub-  
23 paragraph (A), the Secretary shall make such  
24 curriculum accessible to providers of pre-ap-  
25 prenticeship programs and to the public.

1 (f) RESERVATION.—The Secretary may reserve not  
2 more than 5 percent of the funds appropriated under sub-  
3 section (g) for each fiscal year for Federal administration  
4 and management, technical assistance, and evaluation and  
5 research activities.

6 (g) AUTHORIZATION OF APPROPRIATIONS.—There  
7 are authorized to be appropriated to carry out this section  
8 such sums as may be necessary for fiscal year 2015 and  
9 each subsequent fiscal year.

10 **SEC. 102. PROMOTING INTEGRATION WITH POSTSEC-**  
11 **ONDARY EDUCATION.**

12 (a) DEFINITIONS.—In this section:

13 (1) CONSORTIUM.—The term “consortium”  
14 means the Registered Apprenticeship-College Con-  
15 sortium established under subsection (b)(1).

16 (2) SECRETARIES.—The term “Secretaries”  
17 means the Secretary of Labor, acting through the  
18 Administrator, working jointly with the Secretary of  
19 Education, acting through the Assistant Secretary  
20 for Vocational and Adult Education.

21 (b) CONSORTIUM WITH 2- AND 4-YEAR POSTSEC-  
22 ONDARY EDUCATIONAL INSTITUTIONS.—

23 (1) ESTABLISHMENT.—The Secretaries shall  
24 establish and maintain a voluntary Registered Ap-  
25 prenticeship-College Consortium. The Consortium

1 shall consist of the sponsors carrying out registered  
2 apprenticeship programs, 2- or 4-year postsecondary  
3 educational institutions, and organizations that rep-  
4 resent such programs or institutions, that agree to  
5 meet certain criteria in order to support the pur-  
6 poses described in paragraph (2).

7 (2) PURPOSES.—The Consortium shall support  
8 the purposes of—

9 (A) promoting stronger connections be-  
10 tween the registered apprenticeship programs  
11 involved and participating 2- and 4-year post-  
12 secondary educational institutions;

13 (B) promoting the translation of experi-  
14 ence in a registered apprenticeship program to  
15 academic credit at participating 2- and 4-year  
16 postsecondary educational institutions;

17 (C) facilitating the enrollment of an indi-  
18 vidual who has completed a registered appren-  
19 ticeship program (referred to in this section as  
20 an “apprentice”) at a participating 2- or 4-year  
21 postsecondary educational institution for the  
22 purpose of attaining academic credit toward an  
23 associate’s or more advanced degree;



1           (D) advancing the attainment of associ-  
2           ate's and more advanced degrees by appren-  
3           tices;

4           (E) promoting the attainment of recog-  
5           nized postsecondary credentials with value in  
6           the labor market; and

7           (F) expanding awareness about the value  
8           of registered apprenticeship programs as a  
9           postsecondary education option.

10           (3) PARTICIPANT REQUIREMENTS.—The Secre-  
11           taries shall establish criteria that any interested 2-  
12           or 4-year postsecondary educational institution or  
13           sponsor shall meet in order to participate in the  
14           Consortium, which criteria shall include, at a min-  
15           imum—

16           (A) for a 2- or 4-year postsecondary edu-  
17           cational institution—

18           (i) agreement to recognize the aca-  
19           demic credit (as assessed under subpara-  
20           graph (B)(i)) earned by an apprentice for,  
21           and the assessment of the apprentice's  
22           learning in, a registered apprenticeship  
23           program at another participating institu-  
24           tion;

1 (ii) agreement to develop a formal ar-  
2 ticulation agreement with a participating  
3 sponsor of a registered apprenticeship pro-  
4 gram, other than a 2- or 4-year postsec-  
5 ondary educational institution; and

6 (iii) agreement to provide certain in-  
7 formation, as determined by the Secre-  
8 taries, to the Consortium; and

9 (B) for a sponsor—

10 (i) agreement to participate in third-  
11 party evaluations of the quality and rigor  
12 of the program offerings in order to deter-  
13 mine the value of academic credit for  
14 learning during a registered apprenticeship  
15 program;

16 (ii) agreement to develop a formal ar-  
17 ticulation agreement with a participating  
18 2- or 4-year postsecondary educational in-  
19 stitution; and

20 (iii) agreement to provide certain in-  
21 formation, as determined by the Secre-  
22 taries, to the Consortium.

23 (4) MEMORANDUM OF UNDERSTANDING.—

24 (A) IN GENERAL.—In order to participate  
25 in the Consortium, interested 2- or 4-year post-

1 secondary educational institutions and sponsors  
2 shall agree to meet certain conditions deter-  
3 mined by the Secretaries.

4 (B) CONDITIONS.—Such conditions shall  
5 address, at a minimum—

6 (i) how learning during a registered  
7 apprenticeship program, including related  
8 instruction and on-the-job training, will be  
9 assessed for academic credit;

10 (ii) how programs and procedures, es-  
11 pecially those related to admissions, credit  
12 transfer, and recognition of such learning  
13 will be structured to support accessibility  
14 for apprentices;

15 (iii) how the structure and scheduling  
16 of courses will be developed in a way that  
17 supports the matriculation of apprentices;  
18 and

19 (iv) how residency requirements will  
20 be modified to support the transferability  
21 of credit earned by apprentices.

22 (5) PUBLICLY AVAILABLE INFORMATION.—The  
23 Secretaries shall maintain a publicly accessible  
24 website identifying, at a minimum—

1 (A) the participating members of the Con-  
2 sortium in each State, including those with es-  
3 tablished articulation agreements;

4 (B) a model for articulation agreements,  
5 and copies of some exemplary articulation  
6 agreements for illustrative purposes; and

7 (C) such other information as the Secre-  
8 taries determine to be necessary to promote  
9 awareness of the Consortium and its members.

10 (6) ADVISORY COMMITTEE.—

11 (A) ESTABLISHMENT.—The Secretaries  
12 shall establish an advisory committee for the  
13 Consortium.

14 (B) COMPOSITION.—The advisory com-  
15 mittee shall be composed of members appointed  
16 by the Secretaries, consisting of—

17 (i) representatives of 2- or 4-year  
18 postsecondary educational institutions;

19 (ii) representatives of sponsors; and

20 (iii) a representative from the Advi-  
21 sory Committee described in section  
22 101(d).

23 (C) TERM.—Members of the advisory com-  
24 mittee shall serve for a term of 2 years.

1           (D) DUTIES.—Such advisory committee  
2 shall seek input from organizations and experts  
3 representing industry, labor, and postsecondary  
4 education, and shall make recommendations to  
5 the Consortium and the Secretary regarding ac-  
6 tions necessary to achieve the objectives of this  
7 subsection.

8           (E) TRAVEL EXPENSES.—The members of  
9 the advisory committee shall not receive com-  
10 pensation for the performance of services for  
11 the committee, but shall be allowed travel ex-  
12 penses, including per diem in lieu of subsist-  
13 ence, at rates authorized for employees of agen-  
14 cies under subchapter I of chapter 57 of title 5,  
15 United States Code, while away from their  
16 homes or regular places of business in the per-  
17 formance of services for the Committee. Not-  
18 withstanding section 1342 of title 31, United  
19 States Code, the Secretary may accept the vol-  
20 untary and uncompensated services of members  
21 of the advisory committee.

22           (F) PERMANENT COMMITTEE.—Section 14  
23 of the Federal Advisory Committee Act (5  
24 U.S.C. App.) shall not apply to the advisory  
25 committee.

## 1 (7) USE OF FUNDS.—

2 (A) ADMINISTRATIVE.—The Secretaries  
3 shall use 30 percent of the funds appropriated  
4 under subsection (c) to establish and maintain  
5 the Consortium and the website referred to in  
6 paragraph (5), to support the advisory com-  
7 mittee referred to in paragraph (6), and for  
8 technical assistance, evaluation, and research  
9 activities.

10 (B) FOR PROGRAM PARTICIPANTS.—The  
11 Secretaries shall use 70 percent of the appro-  
12 priated funds to carry out, directly or by grant  
13 or contract with an eligible entity, activities  
14 consisting of—

15 (i) providing funding to Consortium  
16 participants to support the development of  
17 articulation agreements with other Consor-  
18 tium participants;

19 (ii) providing funding to the Consor-  
20 tium to support the assessment of learning  
21 during a registered apprenticeship pro-  
22 gram, for academic credit;

23 (iii) providing funding to the Consor-  
24 tium to support third-party assessments of

1 the quality and rigor of program offerings,  
2 referred to in paragraph (3)(B)(i);

3 (iv) providing curriculum develop-  
4 ment, for participating institutions and  
5 sponsors; and

6 (v) carrying out other purposes that  
7 will help participating 2- and 4-year post-  
8 secondary educational institutions and  
9 sponsors meet the requirements of para-  
10 graphs (3) and (4).

11 (C) ELIGIBLE ENTITIES.—To be eligible to  
12 receive a grant or contract under subparagraph  
13 (B), an entity shall be a partnership comprised  
14 of—

15 (i) at least one 2- or 4-year postsec-  
16 ondary educational institution participating  
17 in the Consortium; and

18 (ii) at least one sponsor of a reg-  
19 istered apprenticeship program partici-  
20 pating in the Consortium.

21 (c) AUTHORIZATION OF APPROPRIATIONS.—

22 (1) FISCAL YEAR 2015.—There is authorized to  
23 be appropriated to carry out this section  
24 \$50,000,000 for fiscal year 2015.

25 (2) SUBSEQUENT FISCAL YEARS.—

1           (A) AUTHORIZATION.—There is authorized  
2           to be appropriated to carry out this section for  
3           each fiscal year subsequent to fiscal year 2015  
4           the amount determined under subparagraph  
5           (B) for the fiscal year involved.

6           (B) ADJUSTMENT FOR INFLATION.—The  
7           amount referred to in subparagraph (A) for a  
8           fiscal year shall be determined by multiplying—

9                   (i) the amount authorized under this  
10                  subsection for the preceding fiscal year; by

11                   (ii) the percentage change in the Con-  
12                  sumer Price Index for All Urban Con-  
13                  sumers during the annual interval imme-  
14                  diately preceding the date on which the de-  
15                  termination is made.

## 16 **TITLE II—PROGRAM DEVELOP-** 17 **MENT AND ENHANCEMENT**

### 18 **SEC. 201. EXPANDING REGISTERED APPRENTICESHIP PRO-** 19 **GRAMS.**

20           (a) IN GENERAL.—The Secretary shall provide pay-  
21           ments of assistance for eligible sponsors of new (as of the  
22           date of submission of an application under subsection (b))  
23           registered apprenticeship programs, or for sponsors of ex-  
24           isting joint labor-management registered apprenticeship



1 programs that add employers as new (as of such date)  
2 partners.

3 (b) APPLICATIONS.—To be eligible to receive pay-  
4 ments under this section for a registered apprenticeship  
5 program, a sponsor shall submit an application to the Sec-  
6 retary at such time, in such manner, and containing such  
7 information as the Secretary may require, including infor-  
8 mation on how the activities carried out under the grant  
9 would enhance and expand the registered apprenticeship  
10 system, such as extending registered apprentice programs  
11 into new industries and occupations, and including infor-  
12 mation demonstrating that, as of the date the sponsor sub-  
13 mitted an application under this section—

14 (1) for a new registered apprenticeship pro-  
15 gram, the program received recognition as a reg-  
16 istered apprenticeship program within the 36  
17 months preceding that date;

18 (2) the sponsor offered jobs that lead to eco-  
19 nomic self-sufficiency, as determined by a local  
20 workforce investment board established under sec-  
21 tion 117 of the Workforce Investment Act of 1998  
22 (29 U.S.C. 2832) located in the same local work-  
23 force investment area (as designated under section  
24 116 of such Act (29 U.S.C. 2831));

1           (3) the sponsor has demonstrated success in en-  
2           rolling, instructing, advancing, and graduating indi-  
3           viduals in the relevant registered apprenticeship pro-  
4           gram, and in the employment of such individuals  
5           after completion of the program; and

6           (4) the sponsor had not received a payment  
7           under subsection (d).

8           (c) USE OF FUNDS.—In providing assistance under  
9           this section, the Secretary shall arrange to provide pay-  
10          ments for eligible sponsors, as funds are available under  
11          this section. Funds made available through such a pay-  
12          ment shall be used to reimburse an eligible sponsor for  
13          the allowable costs (as determined by the Secretary) of  
14          operating the registered apprenticeship program involved.  
15          The maximum total payment to any one sponsor may not  
16          exceed \$5,000 or 50 percent of the allowable costs of oper-  
17          ating the program.

18          (d) DISBURSEMENT THROUGH LOCAL BOARDS.—  
19          The Secretary shall enter into arrangements with the local  
20          workforce investment boards described in subsection  
21          (b)(2) to provide the payments to the eligible sponsors.

22          (e) EVALUATIONS.—Sponsors receiving grants under  
23          this section shall, to the extent practicable, cooperate with  
24          the Secretary in the conduct of evaluations of the activities  
25          carried out under this section.

1 (f) AUTHORIZATION OF APPROPRIATIONS.—

2 (1) IN GENERAL.—There is authorized to be  
3 appropriated to carry out this section \$25,000,000  
4 for fiscal year 2015 and each subsequent fiscal year.

5 (2) RESERVATION.—The Secretary may reserve  
6 5 percent of the amount appropriated under para-  
7 graph (1) for a fiscal year for distribution to the  
8 local workforce investment boards, to pay for the  
9 costs of the boards associated with making deter-  
10 minations under subsection (b)(2) and disburse-  
11 ments under subsection (d), and as funds remain  
12 available, other costs of Federal administration and  
13 management, technical assistance, research and eval-  
14 uation under this section.

15 **TITLE III—CONFORMING**  
16 **AMENDMENTS**

17 **SEC. 301. AMENDMENTS.**

18 (a) REFERENCES.—

19 (1) Section 3(7) is amended by striking “sec-  
20 tion 101 of the Workforce Investment Act of 1998  
21 (29 U.S.C. 2801)” and inserting “section 102 of the  
22 Higher Education Act of 1965 (20 U.S.C. 1002)”.

23 (2) Section 101 is amended—

24 (A) in subsection (b)—

1 (i) in paragraph (3)(B)(iv), by strik-  
2 ing “State or local workforce investment  
3 board (established under subtitle B of title  
4 I of the Workforce Investment Act of 1998  
5 (29 U.S.C. 2811 et seq.)” and inserting  
6 “State or local workforce development  
7 board (established under subtitle A of title  
8 I of the Workforce Innovation and Oppor-  
9 tunity Act)”; and

10 (ii) in paragraph (7)(A), by striking  
11 “performance measures described in sec-  
12 tion 136(c) of the Workforce Investment  
13 Act of 1998 (29 U.S.C. 2871(c)) for the  
14 local workforce investment area (des-  
15 ignated under section 116 of such Act (29  
16 U.S.C. 2831))” and inserting “(before July  
17 1, 2016) performance measures described  
18 in section 136(c) of the Workforce Invest-  
19 ment Act of 1998 (29 U.S.C. 2871(c)) for  
20 the local workforce investment area (des-  
21 ignated under section 116 of such Act (29  
22 U.S.C. 2831)) or (after June 30, 2016)  
23 performance accountability measures de-  
24 scribed in section 116(c) of the Workforce  
25 Innovation and Opportunity Act for the

1 local workforce development area (meaning  
2 a local area, as defined in section 3 of such  
3 Act)”; and

4 (B) in subsection (c)—

5 (i) in paragraph (1)—

6 (I) in the matter preceding sub-  
7 paragraph (A), by striking “State and  
8 local workforce investment boards”  
9 and inserting “State and local work-  
10 force development boards”;

11 (II) in subparagraph (C), by  
12 striking “section 134(d)(4) of the  
13 Workforce Investment Act of 1998  
14 (29 U.S.C. 2864(d)(4))” and inserting  
15 “section 134(e)(3) of the Workforce  
16 Innovation and Opportunity Act”; and

17 (III) in subparagraph (D), by  
18 striking “performance measures under  
19 section 136 of the Workforce Invest-  
20 ment Act of 1998 (29 U.S.C. 2871)”  
21 and inserting “(before July 1, 2016)  
22 performance measures under section  
23 136 of the Workforce Investment Act  
24 of 1998 (29 U.S.C. 2871) or (after  
25 June 30, 2016) performance account-

1 ability measures under section 116 of  
2 the Workforce Innovation and Oppor-  
3 tunity Act”; and

4 (ii) in paragraph (2), in the matter  
5 preceding subparagraph (A), by striking  
6 “section 121 of the Workforce Investment  
7 Act of 1998 (29 U.S.C. 2841)” and insert-  
8 ing “section 121 of the Workforce Innova-  
9 tion and Opportunity Act”.

10 (3) Section 201 is amended—

11 (A) in subsection (b)(2), by striking “local  
12 workforce investment board established under  
13 section 117 of the Workforce Investment Act of  
14 1998 (29 U.S.C. 2832) located in the same  
15 local workforce investment area (as designated  
16 under section 116 of such Act (29 U.S.C.  
17 2831))” and inserting “local workforce develop-  
18 ment board (meaning a local board, as defined  
19 in section 3 of the Workforce Innovation and  
20 Opportunity Act) located in the same local  
21 workforce development area (meaning a local  
22 area, as defined in that section 3)”; and

23 (B) in subsections (d) and (f)(2), by strik-  
24 ing “local workforce investment boards” and in-  
25 serting “local workforce development boards”.

1 (b) EFFECTIVE DATE.—This section takes effect on  
2 July 1, 2015.

○