

118TH CONGRESS
1ST SESSION

H. R. 2851

To amend the Act of August 16, 1937 (commonly referred to as the “National Apprenticeship Act”), to expand the national apprenticeship system to include apprenticeships, youth apprenticeships, and pre-apprenticeships registered under such Act and to promote the furtherance of labor standards necessary to safeguard the welfare of apprentices, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

APRIL 25, 2023

Mr. SCOTT of Virginia (for himself, Mr. FITZPATRICK, Ms. WILSON of Florida, Mr. BACON, Mr. NORCROSS, Mr. BOST, Mr. POCAN, Mr. CAREY, Ms. LEGER FERNANDEZ, Mrs. CHAVEZ-DEREMER, Mrs. MCBATH, Mr. D’ESPOSITO, Mr. DESAULNIER, Mr. GARBARINO, Ms. STEVENS, Mr. JOHNSON of Ohio, Mr. SABLAN, Mr. JOYCE of Ohio, Mr. COURTNEY, Mr. KEAN of New Jersey, Mrs. HAYES, Mr. LALOTA, Mr. GRIJALVA, Mr. LAWLER, Ms. ADAMS, Ms. MALLIOTAKIS, Ms. WILD, Mr. MILLER of Ohio, Ms. MANNING, Mr. MOLINARO, Mr. TAKANO, Mr. STAUBER, Ms. BONAMICI, Mrs. TRAHAN, and Ms. OMAR) introduced the following bill; which was referred to the Committee on Education and the Workforce, and in addition to the Committee on the Judiciary, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

A BILL

To amend the Act of August 16, 1937 (commonly referred to as the “National Apprenticeship Act”), to expand the national apprenticeship system to include apprenticeships, youth apprenticeships, and pre-apprenticeships registered under such Act and to promote the further-

ance 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 2023”.

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

7 This Act, and the amendments made by this Act,
8 shall take effect beginning on October 1, 2024.

9 **SEC. 3. AMENDMENT.**

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

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

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

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

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

“Sec. 2. Definitions.

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

“Sec. 4. Transition provisions.

“Sec. 5. Disaggregation of data.

“Sec. 6. Relation to other laws.

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

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

- “Sec. 111. The Office of Apprenticeship.
 “Sec. 112. National Advisory Committee on Apprenticeships.
 “Sec. 113. State apprenticeship agencies and State Offices of Apprenticeship.
 “Sec. 114. Interagency agreement with Department of Education.

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

- “Sec. 121. Occupations suitable for apprenticeship.
 “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. Authorization of appropriations for grants.

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 an individual who is—

1 “(A) at least 16 years of age, except where
2 a higher minimum age standard is otherwise re-
3 quired by law;

4 “(B) employed by an employer that spon-
5 sors or participates in an apprenticeship pro-
6 gram; and

7 “(C) a participant of such an apprentice-
8 ship program.

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

12 “(A) an apprentice, a youth apprentice, or
13 a pre-apprentice; and

14 “(B) a sponsor.

15 “(5) APPRENTICESHIP HUB.—The term ‘ap-
16 prenticeship hub’ means a regional or sectoral quali-
17 fied intermediary recognized by a State apprentice-
18 ship agency or a State Office of Apprenticeship as
19 organizing and providing activities and services re-
20 lated to the development of programs under the na-
21 tional apprenticeship system.

22 “(6) APPRENTICESHIP PROGRAM.—The term
23 ‘apprenticeship program’ means a program that
24 meets the standards described in section 122(b) and
25 is registered under this Act.

1 “(7) COMPETENCY.—The term ‘competency’
2 means the attainment of knowledge, skills, and abili-
3 ties in a subject area, as specified by an occupa-
4 tional skill standard and demonstrated by an appro-
5 priate written or hands-on proficiency measurement.

6 “(8) DEPARTMENT.—The term ‘Department’
7 means the Department of Labor.

8 “(9) EDUCATION AND TRAINING PROVIDER.—
9 The term ‘education and training provider’ means—

10 “(A) an area career and technical edu-
11 cation school;

12 “(B) an early college high school;

13 “(C) an educational service agency;

14 “(D) a high school;

15 “(E) a local educational agency or State
16 educational agency;

17 “(F) a Tribal educational agency, Tribally
18 controlled college or university, or Tribally con-
19 trolled postsecondary career and technical insti-
20 tution;

21 “(G) a postsecondary educational institu-
22 tion;

23 “(H) a minority-serving institution;

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

4 “(J) a local agency administering plans
5 under title I of the Rehabilitation Act of 1973
6 (29 U.S.C. 720 et seq.), other than section 112
7 or part C of that title (29 U.S.C. 732, 741);

8 “(K) a related instruction provider, includ-
9 ing a qualified intermediary acting as a related
10 instruction provider as approved by a registra-
11 tion agency;

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

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

17 “(10) ELIGIBLE ENTITY.—

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

20 “(i) a program sponsor;

21 “(ii) a State workforce development
22 board or State workforce agency, or a local
23 workforce development board or local
24 workforce development agency;

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

3 “(iv) if the applicant is in a State
4 with a State apprenticeship agency, such
5 State apprenticeship agency;

6 “(v) an Indian Tribe or Tribal organi-
7 zation;

8 “(vi) an industry or sector partner-
9 ship, a group of employers, a trade asso-
10 ciation, or a professional association that
11 sponsors or participates in a program
12 under the national apprenticeship system;

13 “(vii) a Governor of a State;

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

16 “(ix) a qualified intermediary.

17 “(B) SPONSOR REQUIREMENT.—Not fewer
18 than one entity under subparagraph (A) shall
19 be the sponsor of a program under the national
20 apprenticeship system.

21 “(11) INDIAN TRIBE; TRIBAL ORGANIZATION.—
22 The terms ‘Indian Tribe’ and ‘Tribal organization’
23 have the meaning given the terms (without regard to
24 capitalization) in section 4 of the Indian Self-Deter-

1 mination and Education Assistance Act (25 U.S.C.
2 5304).

3 “(12) INTERIM CREDENTIAL.—The term ‘in-
4 terim credential’ means a credential issued by a reg-
5 istration agency, upon request of the appropriate
6 sponsor, as certification of competency attainment
7 by a program participant during participation in a
8 program under the national apprenticeship system.

9 “(13) JOURNEYWORKER.—The term
10 ‘journeyworker’ means a worker who has attained a
11 level of skill, abilities, and competencies recognized
12 within an industry as having mastered the skills and
13 competencies required for the occupation.

14 “(14) MINORITY-SERVING INSTITUTION.—The
15 term ‘minority-serving institution’ means an institu-
16 tion defined in any of paragraphs (1) through (7) of
17 section 371(a) of the Higher Education Act of 1965
18 (20 U.S.C. 1067q(a)).

19 “(15) NATIONAL APPRENTICESHIP SYSTEM.—
20 The term ‘national apprenticeship system’ means the
21 apprenticeship programs, youth apprenticeship pro-
22 grams, and pre-apprenticeship programs that are
23 approved by the Office of Apprenticeship and State
24 apprenticeship agencies.

1 “(16) NATIONAL PROGRAM STANDARDS OF AP-
2 PRENTICESHIP.—The term ‘national program stand-
3 ards of apprenticeship’ means a set of apprentice-
4 ship program standards developed and adopted by a
5 sponsor that—

6 “(A) are designed for nontraditional ap-
7 prenticeship occupations;

8 “(B) are demonstrably national or multi-
9 State in their design, suitability, and scope; and

10 “(C) are registered on a nationwide basis
11 by the Office of Apprenticeship upon having
12 satisfied 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—

18 “(A) comprise fewer than 25 percent of the
19 program participants in a program under the
20 national apprenticeship system; or

21 “(B) comprise a percentage of individuals
22 employed in an occupation that is lower than
23 the percentage of the total population com-
24 prised by such members, based on the most re-

1 cent satisfactory data from the Bureau of the
2 Census.

3 “(18) NONTRADITIONAL APPRENTICESHIP OC-
4 CUPATION.—

5 “(A) IN GENERAL.—The term ‘nonradi-
6 tional apprenticeship occupation’ means an oc-
7 cupation in an industry sector which has an av-
8 erage program participant rate of fewer than
9 10 percent for each of the 5 preceding years.

10 “(B) PROGRAM PARTICIPANT RATE.—In
11 this paragraph, the term ‘program participant
12 rate’, when used with respect to an occupation
13 in an industry sector, means the percentage of
14 the total program participants that participate
15 in a program under the national apprenticeship
16 system in such occupation.

17 “(19) OCCUPATION SUITABLE FOR APPREN-
18 TICESHIP.—The term ‘occupation suitable for ap-
19 prenticeship’ means an occupation that the Adminis-
20 trator has approved as an occupation suitable for
21 apprenticeship under section 121.

22 “(20) OUTLYING AREA.—The term ‘outlying
23 area’ means American Samoa, Guam, the Common-
24 wealth of the Northern Mariana Islands, and the
25 United States Virgin Islands.

1 “(21) PRE-APPRENTICE.—The term ‘pre-ap-
2 prentice’ means a participant in a pre-apprenticeship
3 program.

4 “(22) PRE-APPRENTICESHIP PROGRAM.—The
5 term ‘pre-apprenticeship program’ means a training
6 model or program that—

7 “(A) prepares individuals for acceptance
8 into an apprenticeship program;

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

11 “(C) is registered under this Act.

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

15 “(24) QUALIFIED INTERMEDIARY.—

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

23 “(i) connecting employers to programs
24 under the national apprenticeship system;

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

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

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

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

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

22 “(vii) providing services, resources,
23 and supports for development, delivery, ex-
24 pansion, or improvement of programs

1 under the national apprenticeship system;

2 or

3 “(viii) serving as a program sponsor.

4 “(B) PARTNERSHIPS.—The term ‘partner-
5 ships described in subparagraph (B)’ means
6 partnerships among entities involved in, or ap-
7 plying to participate in, programs under the na-
8 tional apprenticeship system, including—

9 “(i) industry or sector partnerships;

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

21 or

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

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

8 “(26) REGISTRATION AGENCY.—The term ‘reg-
9 istration agency’ means the Office of Apprenticeship
10 or State apprenticeship agency in a State that is re-
11 sponsible for—

12 “(A) registering programs under the na-
13 tional apprenticeship system and program par-
14 ticipants in the State or area covered by such
15 Office or agency; and

16 “(B) carrying out the responsibilities of
17 supporting the youth apprenticeship, pre-ap-
18 prenticeship, or apprenticeship programs reg-
19 istered by such Office or agency, including—

20 “(i) providing technical assistance to
21 such programs and sponsors of such pro-
22 grams; and

23 “(ii) conducting regular quality assur-
24 ance assessments and reviews of such pro-
25 grams to ensure their compliance with the

1 minimum labor standards and the equal
2 employment opportunity requirements of
3 Act.

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

8 “(28) RELATED FEDERAL PROGRAMS.—The
9 term ‘related Federal programs’ means programs or
10 activities under the following:

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

15 “(B) The Wagner-Peyser Act (29 U.S.C.
16 49 et seq.).

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

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

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

23 “(F) Title I of the Rehabilitation Act of
24 1973 (29 U.S.C. 720 et seq.).

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

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

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

8 “(J) Chapter 41 of title 38, United States
9 Code.

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

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

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

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

20 “(O) Employment and training activities
21 carried out by the Department of Housing and
22 Urban Development, the Department of De-
23 fense, the Department of Commerce, the De-
24 partment of Energy, the Department of Trans-

1 portation, and the Small Business Administra-
2 tion.

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

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

8 “(29) SECRETARY.—The term ‘Secretary’
9 means the Secretary of Labor.

10 “(30) SPONSOR.—The term ‘sponsor’ means
11 any employer, joint labor-management organization,
12 trade association, committee, professional associa-
13 tion, labor organization, education and training pro-
14 vider, or qualified intermediary—

15 “(A) in whose name a program under the
16 national apprenticeship system is (or is to be)
17 registered or approved by a registration agency;
18 and

19 “(B) that assumes responsibility for the
20 implementation of such program.

21 “(31) STATE.—The term ‘State’—

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

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

1 “(32) STATE APPRENTICESHIP AGENCY.—The
2 term ‘State apprenticeship agency’ means a State
3 agency recognized as a State apprenticeship agency
4 under section 113.

5 “(33) STATE APPRENTICESHIP COUNCIL.—The
6 term ‘State apprenticeship council’ means an entity
7 established under section 113(b)(3) to assist the
8 State apprenticeship agency.

9 “(34) STATE OFFICE OF APPRENTICESHIP.—
10 The term ‘State office of apprenticeship’ means the
11 office designated by the Administrator to administer
12 programs under the national apprenticeship system
13 in such State and meets the requirements of section
14 111(b)(3).

15 “(35) STATE OR LOCAL WORKFORCE DEVELOP-
16 MENT BOARDS.—The terms ‘State workforce devel-
17 opment board’ and ‘local workforce development
18 board’ have the meanings given the terms ‘State
19 board’ and ‘local board’, respectively, in section 3 of
20 the Workforce Innovation and Opportunity Act (29
21 U.S.C. 3102).

22 “(36) STATE WORKFORCE AGENCY.—The term
23 ‘State workforce agency’ means the State agency
24 with responsibility for workforce investment activi-
25 ties under chapters 2 and 3 of subtitle B of title I

1 of the Workforce Innovation and Opportunity Act
2 (29 U.S.C. 3121 et seq., 3131 et seq.).

3 “(37) CTE TERMS.—The terms ‘area career
4 and technical education school’, ‘articulation agree-
5 ment’, ‘credit transfer agreement’, ‘postsecondary
6 educational institution’, ‘Tribally controlled college
7 or university’, ‘Tribally controlled postsecondary ca-
8 reer and technical institution’, and ‘work-based
9 learning’ have the meanings given in section 3 of the
10 Carl D. Perkins Career and Technical Education
11 Act of 2006 (20 U.S.C. 2302).

12 “(38) ESEA TERMS.—The terms ‘dual or con-
13 current enrollment program’, ‘early college high
14 school’, ‘education service agency’, ‘high school’,
15 ‘local educational agency’, ‘paraprofessional’, and
16 ‘State educational agency’ have the meanings given
17 in section 8101 of the Elementary and Secondary
18 Education Act of 1965 (20 U.S.C. 7801).

19 “(39) TRIBAL EDUCATIONAL AGENCY.—The
20 term ‘Tribal educational agency’ has the meaning
21 given the term in section 6132 of the Elementary
22 and Secondary Education Act of 1965 (20 U.S.C.
23 7452).

24 “(40) WIOA TERMS.—The terms ‘career path-
25 way’, ‘dislocated worker’, ‘in-demand industry sector

1 or occupation’, ‘individual with a barrier to employ-
2 ment’, ‘industry or sector partnership’, ‘labor market
3 area’, ‘local area’, ‘one-stop center’, ‘one-stop oper-
4 ator’, ‘one-stop partner’, ‘supportive services’, and
5 ‘workforce development system’ have the meanings
6 given in section 3 of the Workforce Innovation and
7 Opportunity Act (29 U.S.C. 3102).

8 “(41) YOUTH APPRENTICE.—The term ‘youth
9 apprentice’ means a participant in a youth appren-
10 ticeship program.

11 “(42) YOUTH APPRENTICESHIP PROGRAM.—
12 The term ‘youth apprenticeship program’ means a
13 model or program that meets the standards de-
14 scribed in section 122(d) and is registered under this
15 Act.

16 **“SEC. 3. PROGRAMS UNDER THE NATIONAL APPRENTICE-**
17 **SHIP SYSTEM.**

18 “Any funds appropriated under this Act shall only
19 be used for, or provided to, programs under the national
20 apprenticeship system, including any funds awarded for
21 the purposes of grants, contracts, cooperative agreements,
22 or other agreements, or the development, implementation,
23 or administration, of programs under the national appren-
24 ticeship system.

1 **“SEC. 4. TRANSITION PROVISIONS.**

2 “(a) IN GENERAL.—The Secretary shall take such
3 steps as are necessary to provide for the orderly transition
4 to the authority of this Act (as amended by the National
5 Apprenticeship Act of 2023) from any authority under
6 this Act as in effect on the day before the date of enact-
7 ment of the National Apprenticeship Act of 2023.

8 “(b) RULES AND REGULATIONS.—The Secretary of
9 Labor may—

10 “(1) prescribe, in accordance with chapter 5 of
11 title 5, United States Code, rules and regulations to
12 carry out this Act to the extent necessary to admin-
13 ister and ensure compliance with the requirements of
14 this Act; and

15 “(2) continue to administer any regulations in
16 effect as of the date of enactment of the National
17 Apprenticeship Act of 2023 that are not inconsistent
18 with this Act.

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

20 “(a) IN GENERAL.—The disaggregation of data
21 under this Act shall not be required when the number of
22 program participants in a category is insufficient to yield
23 statistically reliable information or when the results would
24 reveal personally identifiable information about a program
25 participant or would reveal such information when com-
26 bined with other released information.

1 “(b) EXCEPTION.—This section shall not apply with
2 respect to the disaggregation of data for the purposes of
3 research and evaluation under section 132.

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

5 “Nothing in this Act shall invalidate, supersede, or
6 limit the remedies, rights, and procedures under any Fed-
7 eral, State, or local law, or the law of any State or political
8 subdivision of any State or jurisdiction establishing min-
9 imum labor standards of apprenticeship or minimum re-
10 quirements for equal employment opportunity in connec-
11 tion with programs under the national apprenticeship sys-
12 tem that are more protective than those established under
13 this Act, including those laws governing the numeric ratio
14 of apprentices to journeyworkers, the minimum starting
15 age of an apprentice, the minimum entry wage payable
16 to a program participant, the minimum number of hours
17 of on-the-job learning or related instruction required by
18 an apprenticeship program, and the provision of remedies,
19 rights, and procedures that provides greater or equal pro-
20 tection for individuals based on race, color, religion, na-
21 tional origin, sex, sexual orientation, gender identity, age,
22 genetic information, or disability than are afforded by this
23 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.—

12 “(1) IN GENERAL.—There is established, in the
13 Employment and Training Administration of the
14 Department of Labor, an Office of Apprenticeship
15 (referred to in this section as the ‘Office’), which
16 shall be directed by an Administrator who has dem-
17 onstrated knowledge of the national apprenticeship
18 system necessary to head the Office to facilitate the
19 administration of the requirements of this Act and
20 of any regulations issued under this Act, to coordi-
21 nate the effective operation of the national appren-
22 ticeship system, and to fulfill and advance the spe-
23 cific duties and objectives described in this Act.

24 “(2) FINAL DECISION-MAKING AUTHORITY.—
25 The Office of Apprenticeship shall retain final deci-

1 sion-making authority on all matters related to the
2 registration, deregistration, and operation of pro-
3 grams registered by a registration agency for Fed-
4 eral purposes.

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

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

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

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

3 “(i)(I) promoting outreach to non-
4 traditional apprenticeship populations, in-
5 cluding by engaging schools that partici-
6 pate in a schoolwide program under section
7 1114 of the Elementary and Secondary
8 Education Act of 1965 (20 U.S.C. 6314)
9 and minority-serving institutions;

10 “(II) disseminating best practices to
11 recruit nontraditional apprenticeship popu-
12 lations, women, minorities, long-term un-
13 employed, individuals with a disability, in-
14 dividuals recovering from substance abuse
15 disorders, veterans, military spouses, indi-
16 viduals experiencing homelessness, individ-
17 uals impacted by the criminal or juvenile
18 justice system, and foster and former fos-
19 ter youth; and

20 “(III) engaging small, medium-size,
21 women-owned, and minority-owned busi-
22 nesses, and employers in high-skill, high-
23 wage, and in-demand industry sectors and
24 occupations that are nontraditional ap-
25 prenticeship occupations; and

1 “(ii) supporting the participation and
2 retention of apprentices and employers de-
3 scribed in clause (i) in the national appren-
4 ticeship system.

5 “(2) TECHNICAL ASSISTANCE ACTIVITIES.—The
6 Administrator shall carry out technical assistance
7 activities, including the following:

8 “(A) Providing technical assistance to—

9 “(i) assist State apprenticeship agen-
10 cies and sponsors in complying with the re-
11 quirements of this Act, including devel-
12 oping the State plan in section 113(c), the
13 process and standards described in subtitle
14 B, and the evaluation and research re-
15 quirements described in subtitle C;

16 “(ii) receive and resolve comments or
17 complaints from youth apprentices, pre-ap-
18 prentices, or apprentices, sponsors, employ-
19 ers, State apprenticeship agencies, State
20 local workforce agencies or local workforce
21 agencies, State educational agencies or
22 local educational agencies, qualified inter-
23 mediaries, labor organizations, joint labor-
24 management organizations, or other stake-
25 holders;

1 “(iii) assist sponsors, employers,
2 qualified intermediaries, and education and
3 training or related instruction providers, or
4 other entities interested in becoming spon-
5 sors, or seeking support for developing pro-
6 grams under the national apprenticeship
7 system or effectively carrying out such pro-
8 grams, including providing assistance for
9 remote or virtual learning or training, as
10 necessary;

11 “(iv) assist those applying for or car-
12 rying out grants, contracts, or cooperative
13 agreements under title II, including
14 through facilitating the sharing of best
15 practices;

16 “(v) share, through a national appren-
17 ticeship system clearinghouse, high-quality
18 materials for programs under the national
19 apprenticeship system, such as related in-
20 struction or training materials, in user-
21 friendly formats and languages that are
22 easily accessible, as determined by the Ad-
23 ministrator; and

24 “(vi) assist State apprenticeship agen-
25 cies in establishing or expanding appren-

1 ticeship hubs as is required in section
2 113(e)(7).

3 “(B) Cooperating with other Federal agen-
4 cies for the promotion and adoption of pro-
5 grams under the national apprenticeship sys-
6 tem, including the—

7 “(i) Secretary of Education in—

8 “(I) providing technical assist-
9 ance for the development and imple-
10 mentation of related instruction under
11 the national apprenticeship system
12 that is aligned with State education
13 systems and education and training
14 providers; and

15 “(II) supporting the stackability
16 and portability of academic credit and
17 credentials earned as part of such
18 programs, including through articula-
19 tion agreements and career pathways;

20 “(ii) State workforce development sys-
21 tems to promote awareness of opportuni-
22 ties under the national apprenticeship sys-
23 tem;

24 “(iii) Attorney General and the Direc-
25 tor of the Bureau of Prisons in providing

1 technical assistance for the development
2 and implementation of related instruction
3 under the national apprenticeship system
4 that is aligned with a mentoring program
5 administered by the Attorney General to—

6 “(I) support the establishment or
7 expansion of pre-apprenticeships and
8 apprenticeship programs to all Fed-
9 eral correctional institutions;

10 “(II) share through the national
11 apprenticeship system clearinghouse
12 research and best practices for pro-
13 grams under the national apprentice-
14 ship system in correctional settings
15 and for individuals impacted by the
16 criminal and juvenile justice system;

17 “(III) provide technical assist-
18 ance for State prison systems and em-
19 ployers seeking to operate or improve
20 corrections-based pre-apprenticeship
21 or apprenticeship programs; and

22 “(IV) support the successful
23 transition of individuals in correc-
24 tional institutions to pre-apprentice-

1 ship or apprenticeship programs upon
2 exiting from correctional settings; and
3 “(iv) Secretary of Health and Human
4 Services to coordinate with State programs
5 for temporary assistance to needy families
6 funded under part A of title VI of the So-
7 cial Security Act to promote awareness of
8 opportunities under the national appren-
9 ticeship system for participants in such
10 State programs.

11 “(3) STATE OFFICES OF APPRENTICESHIP.—

12 “(A) ESTABLISHMENT OF OFFICES.—

13 “(i) IN GENERAL.—The Administrator
14 shall establish and operate a State Office
15 of Apprenticeship in a State described in
16 clause (ii) to serve as the registration
17 agency for such State.

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

20 “(I) in which, as of the day be-
21 fore the date of enactment of the Na-
22 tional Apprenticeship Act of 2023,
23 there is no State Office of Appren-
24 ticeship; and

1 “(II) that has not applied for
2 recognition as a State apprenticeship
3 agency under section 113, or for
4 which such recognition has not pro-
5 vided or has been withdrawn by the
6 Administrator under such section.

7 “(B) STATE PLAN REQUIREMENT.—Each
8 State Office of Apprenticeship shall be adminis-
9 tered by a State Director who shall prepare and
10 submit a State plan that meets the require-
11 ments of section 113(c).

12 “(C) VACANCIES.—Subject to the avail-
13 ability of appropriations, in the case of a State
14 Office of Apprenticeship with a vacant position,
15 the Administrator shall—

16 “(i) make information on such va-
17 cancy available on a publicly accessible
18 website; and

19 “(ii) report to the Committee on Edu-
20 cation and the Workforce of the House of
21 Representatives and the Committee on
22 Health, Education, Labor, and Pensions of
23 the Senate, on the status and length of
24 such vacancy if such vacancy is not filled

1 not later than 90 days after such position
2 has become vacant.

3 “(D) RULE OF CONSTRUCTION.—Nothing
4 in this paragraph shall be construed to prohibit
5 any State described in subparagraph (A)(ii)
6 from establishing an agency or entity to pro-
7 mote programs under the national apprentice-
8 ship system in such State, in coordination with
9 the State Office of Apprenticeship operating in
10 the State, so long as such agency or entity does
11 not act as the registration agency in such State.

12 “(4) QUALITY STANDARDS, APPRENTICESHIP
13 AGREEMENT, AND REGISTRATION REVIEW.—In order
14 for the Secretary, acting through the Administrator,
15 to support the formulation and furtherance of labor
16 standards necessary to safeguard the welfare of pro-
17 gram participants, and to extend the application of
18 such standards in apprenticeship agreements, not
19 later than 1 year after the effective date of the Na-
20 tional Apprenticeship Act of 2023, and at least every
21 3 years thereafter, the Administrator shall review,
22 and where appropriate, update the process for meet-
23 ing the requirements of subtitle B, including applica-
24 ble subregulatory guidance and registration proc-
25 esses to ensure that such process is easily accessible

1 and efficient to bring together employers and labor
2 as sponsors or potential sponsors of programs under
3 the national apprenticeship system.

4 “(5) OCCUPATIONS SUITABLE FOR APPREN-
5 TICESHIP.—

6 “(A) EXISTING OCCUPATIONS.—The Ad-
7 ministrator shall regularly review and update
8 the requirements for each occupation suitable
9 for apprenticeship to ensure that such require-
10 ments are in compliance with requirements
11 under this Act.

12 “(B) NEW OCCUPATIONS.—

13 “(i) IN GENERAL.—The Administrator
14 shall—

15 “(I) review each application sub-
16 mitted under section 121(a) seeking
17 approval for an occupation to be an
18 occupation suitable for apprenticeship;
19 and

20 “(II) not later than 45 days after
21 receipt of such application, make a de-
22 termination in accordance with section
23 121 on whether to provide such ap-
24 proval.

1 “(ii) ESTIMATED TIMELINE.—If the
2 Administrator does not make a determina-
3 tion under clause (i)(II) within 45 days of
4 receipt of the application under section
5 121(a), the Administrator shall provide the
6 applicant with—

7 “(I) a written explanation for the
8 delay; and

9 “(II) an estimated timeline for a
10 determination that does not exceed 90
11 days after the date of such written ex-
12 planation.

13 “(C) NATIONAL OCCUPATIONAL STAND-
14 ARDS.—

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

1 able for apprenticeship (including potential
2 occupations) that—

3 “(I) meet the requirements of
4 this Act; and

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

11 “(ii) INDUSTRY SECTOR LEADERS AND
12 EXPERTS.—

13 “(I) IN GENERAL.—Subject to
14 subclause (II), the industry sector
15 leaders and experts described in this
16 clause are employers, industry asso-
17 ciations, joint labor-management orga-
18 nizations, labor organizations, edu-
19 cation and training providers, creden-
20 tial providers, program participants,
21 national qualified intermediaries, in-
22 cluding those supporting increased
23 participation of nontraditional appren-
24 ticeship populations and nontradi-
25 tional apprenticeship occupations, and

1 other stakeholders relevant to the sec-
2 tor or occupation for which the frame-
3 works are being established or up-
4 dated, as determined by the Adminis-
5 trator.

6 “(II) WORK RELATED TO SECTOR
7 23 OF THE NORTH AMERICAN INDUS-
8 TRY CLASSIFICATION SYSTEM.—In the
9 case of an occupation or sector that
10 performs work in sector 23 of the
11 North American Industry Classifica-
12 tion System, not fewer than half of
13 the industry sector leaders and ex-
14 perts involved in establishing or up-
15 dating the applicable frameworks
16 under clause (i) with respect to such
17 occupation or sector shall be rep-
18 resentatives of labor organizations
19 who represent employees primarily in
20 the building trades and construction
21 industry, or joint labor-management
22 organizations who have responsibility
23 for the administration of an appren-
24 ticeship program in the building
25 trades and construction industry.

1 “(iii) PRIORITY NATIONAL OCCUPA-
2 TIONS SUITABLE FOR APPRENTICESHIP.—
3 In establishing frameworks under clause
4 (i) for the first time after the effective date
5 of the National Apprenticeship Act of
6 2023, the Administrator shall prioritize the
7 establishment of such standards in high-
8 skill, high-wage, or in-demand industry
9 sectors and occupations.

10 “(D) REGULATIONS.—Not later than 1
11 year after the date of the enactment of the Na-
12 tional Apprenticeship Act of 2023, the Sec-
13 retary shall issue proposed regulations for pub-
14 lic comment that outline a process for
15 proactively establishing and approving stand-
16 ards and requirements for occupations suitable
17 for apprenticeship in consultation with the in-
18 dustry sector leaders and experts described in
19 subparagraph (C)(ii).

20 “(E) NONTRADITIONAL APPRENTICESHIP
21 POPULATIONS.—The Administrator shall regu-
22 larly evaluate the participation of the nontradi-
23 tional apprenticeship populations for each occu-
24 pation suitable for apprenticeship, such as
25 women, minorities, long-term unemployed, indi-

1 individuals with a disability, individuals with sub-
2 stance abuse issues, veterans, military spouses,
3 individuals experiencing homelessness, individ-
4 uals impacted by the criminal or juvenile justice
5 system, and foster and former foster youth.

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

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

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

16 “(C) conduct research and evaluation in
17 accordance with subtitle C; and

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

23 “(7) PROMOTING DIVERSITY IN THE NATIONAL
24 APPRENTICESHIP SYSTEM.—The Administrator shall
25 promote diversity and ensure equal opportunity to

1 participate in programs for apprentices, youth ap-
2 prentices, and pre-apprentices, including—

3 “(A) taking steps necessary to promote di-
4 versity in occupations suitable for apprentice-
5 ship under the national apprenticeship system,
6 especially in high-skill, high-wage, or in-demand
7 industry sectors and occupations in areas with
8 high percentages of low-income individuals;

9 “(B) ensuring programs under the national
10 apprenticeship system—

11 “(i) adopt and implement the policies
12 and programs described in part 30 of title
13 29, Code of Federal Regulations (as in ef-
14 fect on January 1, 2024); and

15 “(ii) are subject, for any violation of
16 clause (i), to enforcement action under this
17 Act; and

18 “(C) supporting the recruitment, employ-
19 ment, and retention of nontraditional appren-
20 ticeship populations in programs under the na-
21 tional apprenticeship system in high-skill, high-
22 wage, and in-demand industry sectors and occu-
23 pations, including women, people of color, indi-
24 viduals with disabilities, low-income participants
25 in related Federal programs, individuals im-

1 pacted by the criminal and juvenile justice sys-
2 tem, and individuals with barriers to employ-
3 ment, as applicable.

4 “(8) GRANT AWARDS.—The Administrator shall
5 award grants, contracts, cooperative agreements, or
6 other agreements under title II.

7 “(9) NATIONAL ADVISORY COMMITTEE.—The
8 Administrator shall—

9 “(A) regularly consult with the National
10 Advisory Committee on Apprenticeships under
11 section 112; and

12 “(B) ensure that the required rec-
13 ommendations and other reports of the Advi-
14 sory Committee are submitted to the Secretary
15 and transmitted to the Committee on Education
16 and the Workforce of the House of Representa-
17 tives and the Committee on Health, Education,
18 Labor, and Pensions of the Senate.

19 “(10) COORDINATION.—The Administrator
20 shall coordinate and align programs under the na-
21 tional apprenticeship system with related Federal
22 programs, to better promote participation in the na-
23 tional apprenticeship program.

24 “(c) INFORMATION COLLECTION AND DISSEMINA-
25 TION.—The Administrator shall provide for data collection

1 and dissemination of information regarding programs
2 under the national apprenticeship system, including—

3 “(1) not later than 1 year after the date of the
4 enactment of the National Apprenticeship Act of
5 2023, establishing and supporting a single informa-
6 tion technology infrastructure to support data collec-
7 tion and reporting from State apprenticeship agen-
8 cies, State Offices of Apprenticeship, grantees under
9 title II, program sponsors, and program administra-
10 tors under the national apprenticeship system by
11 providing for a data infrastructure that—

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

21 “(B) best meets the needs of the national
22 apprenticeship system stakeholders reporting
23 data to the Administrator or State apprentice-
24 ship agencies, including through the provision
25 of technical assistance and financial assistance

1 as necessary to ensure reporting systems are
2 equipped to report into a single information
3 technology infrastructure; and

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

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

20 “(A) information on program offerings
21 under the national apprenticeship system based
22 on geographical location and occupations suit-
23 able for apprenticeship;

24 “(B) information on education and train-
25 ing providers providing opportunities under

1 such system, including whether programs under
2 such system offer dual or concurrent enrollment
3 programs, articulation agreements, and recog-
4 nized postsecondary credentials as part of the
5 program offerings;

6 “(C) information about the educational
7 and occupational credentials and related com-
8 petencies of programs under such system; and

9 “(D) information based on the most recent
10 data available to the Office that is consistent
11 with national standards and practices.

12 **“SEC. 112. NATIONAL ADVISORY COMMITTEE ON APPREN-
13 TICESHIPS.**

14 “(a) ESTABLISHMENT.—

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

18 “(2) COMPOSITION.—

19 “(A) APPOINTMENTS.—The Advisory Com-
20 mittee shall consist of 27 voting members de-
21 scribed in subparagraph (B) appointed by the
22 Secretary.

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

1 “(i) 9 representatives of employers or
2 industry associations who participate in an
3 apprenticeship program (at least 1 of
4 which represents a women, minority, or
5 veteran-owned business), including rep-
6 resentatives of employers representing non-
7 traditional apprenticeship occupations, and
8 other high-skill, high-wage, or in-demand
9 industry sectors or occupations, as applica-
10 ble;

11 “(ii) 9 representatives of labor organi-
12 zations or joint labor-management organi-
13 zations who have responsibility for the ad-
14 ministration of an apprenticeship program
15 (including those sponsored by a joint labor-
16 management organization and from non-
17 traditional apprenticeship occupations), at
18 least 1 of which represent employees pri-
19 marily in the building trades and construc-
20 tion industry; and

21 “(iii) 1 representative of each from—

22 “(I) a State apprenticeship agen-
23 cy;

24 “(II) a State or local workforce
25 development board with significant ex-

1 pertise in supporting a program under
2 the national apprenticeship system;

3 “(III) a community organization
4 with significant expertise supporting
5 such a program;

6 “(IV) an area career and tech-
7 nical education school or local edu-
8 cational agency;

9 “(V) a State apprenticeship
10 council;

11 “(VI) a State or local postsec-
12 ondary education and training pro-
13 vider that administers, or has not less
14 than 1 articulation agreement with an
15 entity administering, a program under
16 the national apprenticeship system;

17 “(VII) a provider of an industry-
18 recognized credential;

19 “(VIII) a national qualified inter-
20 mediary, including a national qualified
21 intermediary that supports increased
22 participation of nontraditional appren-
23 ticeship populations and nontradi-
24 tional apprenticeship occupations; and

25 “(IX) a program participant.

1 “(C) EX OFFICIO NONVOTING MEMBERS.—
2 The Advisory Committee shall consist of ex offi-
3 cio nonvoting members from each of the fol-
4 lowing departments, selected by the applicable
5 Secretary—

6 “(i) the Department of Labor;

7 “(ii) the Department of Commerce;

8 “(iii) the Department of Education;

9 “(iv) the Department of Energy;

10 “(v) the Department of Housing and
11 Urban Development;

12 “(vi) the Department of Transpor-
13 tation;

14 “(vii) the Department of Veterans Af-
15 fairs;

16 “(viii) the Department of Health and
17 Human Services;

18 “(ix) the Department of Justice;

19 “(x) the Department of Defense; and

20 “(xi) the Federal Communications
21 Commission.

22 “(D) RECOMMENDATIONS.—The Speaker
23 of the House of Representatives, the minority
24 leader of the House of Representatives, the ma-
25 jority leader of the Senate, and the minority

1 leader of the Senate may each recommend to
2 the Secretary an individual described in clause
3 (i) or (ii) of subparagraph (B) for appointment
4 under subparagraph (A) who shall be subject to
5 the requirements of paragraph (3).

6 “(3) QUALIFICATIONS.—An individual shall be
7 selected under paragraph (1) on the basis of the ex-
8 perience and competence of such individual with re-
9 spect to programs under the national apprenticeship
10 system.

11 “(4) TERMS.—

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

16 “(B) TERMS OF INITIAL APPOINTEES.—

17 “(i) IN GENERAL.—The appointments
18 of the initial members of the Advisory
19 Committee shall be made not later than 6
20 months after the effective date of the Na-
21 tional Apprenticeship Act of 2023.

22 “(ii) STAGGERING OF TERMS.—As
23 designated by the Secretary at the time of
24 the appointment, of the members first ap-
25 pointed—

1 “(I) one-third of such members
2 shall serve a 1-year term;

3 “(II) one-third of such members
4 shall serve a 2-year term; and

5 “(III) one-third of such members
6 shall serve a 3-year term.

7 “(C) VACANCIES.—Any member appointed
8 to fill a vacancy occurring before the expiration
9 of the term for which the member’s predecessor
10 was appointed shall be appointed only for the
11 remainder of that term. A member may serve
12 after the expiration of that member’s term until
13 a successor has taken office. A vacancy in the
14 Advisory Committee shall be filled in the man-
15 ner in which the original appointment was
16 made, except that such appointment shall be
17 made not later than 90 days after the date of
18 the vacancy. A member who fulfilled a partial
19 term as the result of a vacancy may, at the end
20 of that term, be appointed to a full term.

21 “(D) MULTIPLE TERMS.—A voting mem-
22 ber of the Advisory Committee may serve not
23 more than 2 full terms on the Advisory Com-
24 mittee.

1 “(E) SUBCOMMITTEES.—The Secretary
2 may establish subcommittees under the Advi-
3 sory Committee, which shall be composed in
4 equal number of representatives from individ-
5 uals listed in subclauses (I), (II), and (III) of
6 subparagraph (B)(ii) to carry out specific func-
7 tions related to the purposes of the Advisory
8 Committee, and provide recommendations to
9 the Advisory Committee for the review and con-
10 sideration of the Advisory Committee, and
11 which may meet, as appropriate, when the Advi-
12 sory Committee is not meeting in accordance
13 with subsection (c).

14 “(b) CHAIRPERSON.—The Secretary shall designate
15 one of the voting members described in subsection
16 (a)(2)(A) of the Advisory Committee to serve as Chair-
17 person of the Advisory Committee.

18 “(c) MEETINGS.—

19 “(1) IN GENERAL.—The Advisory Committee
20 shall meet at the call of the Secretary and shall hold
21 not fewer than 4 meetings during each calendar
22 year. The Secretary shall consult with the Chair-
23 person in developing the agenda for the meeting.

24 “(2) OPEN ACCESS.—All meetings of the Advi-
25 sory Committee shall be open to the public. A tran-

1 script shall be kept of each meeting and made avail-
2 able for public inspection within 30 days of the
3 meeting.

4 “(d) DUTIES.—The Advisory Committee shall, at a
5 minimum—

6 “(1) advise, consult with, and make rec-
7 ommendations to the Secretary on matters relating
8 to the administration of this Act, including rec-
9 ommendations on regulations and policies related to
10 the administration of this Act;

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

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

24 “(4) review occupations suitable for apprentice-
25 ship and, based on reviews of labor market trends

1 and changes, make recommendations to the Sec-
2 retary on whether to—

3 “(A) update the list of occupations suitable
4 for apprenticeship under section 111(b)(5)(A);
5 or

6 “(B) convene sector leaders and experts
7 under section 111(b)(5)(C) for establishing spe-
8 cific frameworks of national occupational stand-
9 ards; and

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

13 “(e) PERSONNEL.—

14 “(1) COMPENSATION OF MEMBERS.—

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

1 “(B) OFFICERS OR EMPLOYEES OF THE
2 UNITED STATES.—Members of the Advisory
3 Committee who are officers or employees of the
4 United States may not receive additional pay,
5 allowances, or benefits by reason of their service
6 on the Advisory Committee.

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

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

18 “(f) PERMANENT COMMITTEE.—Chapter 10 of title
19 5, United States Code (commonly known as the ‘Federal
20 Advisory Committee Act’) (other than section 1013 of
21 such chapter) shall apply to the Advisory Committee.

22 **“SEC. 113. STATE APPRENTICESHIP AGENCIES AND STATE**
23 **OFFICES OF APPRENTICESHIP.**

24 “(a) RECOGNITION OF STATE APPRENTICESHIP
25 AGENCIES.—

1 “(1) IN GENERAL.—The Administrator shall
2 recognize a State agency as a State apprenticeship
3 agency in accordance with this section and cooperate
4 with such State apprenticeship agency regarding the
5 formulation and promotion of standards of appren-
6 ticeship under subtitle B.

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

13 “(A) the initial State plan described in
14 subsection (c)(2)(A)(i);

15 “(B) a description of how the State ap-
16 prenticeship agency will meet the State plan re-
17 quirements of subsection (c); and

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

24 “(3) REVIEW AND RECOGNITION.—

1 “(A) IN GENERAL.—Not later than 6
2 months after the date on which a State submits
3 an application under paragraph (2), the Sec-
4 retary shall notify the State regarding whether
5 the agency of the State is recognized as a State
6 apprenticeship agency under this section.

7 “(B) DURATION OF RECOGNITION.—

8 “(i) DURATION.—The recognition of a
9 State apprenticeship agency shall be for a
10 4-year period beginning on the date the
11 State apprenticeship agency is notified
12 under subparagraph (A).

13 “(ii) NOTIFICATION.—

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

21 “(II) COMPLIANCE.—In the case
22 of a State apprenticeship agency that
23 is in compliance with this section, the
24 agency’s recognition under this section
25 shall be renewed for an additional 4-

1 year period and the notification under
2 subclause (I) shall include notification
3 of such renewal.

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

8 “(aa) specify the areas of
9 noncompliance;

10 “(bb) require corrective ac-
11 tion; and

12 “(cc) offer technical assist-
13 ance.

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

23 “(C) TRANSITION PERIOD FOR STATE
24 AGENCIES.—

1 “(i) IN GENERAL.—Not later than 1
2 year after the effective date of the Na-
3 tional Apprenticeship Act of 2023, a State
4 agency that, as of the day before the date
5 of enactment of such Act, was recognized
6 by the Secretary for purposes of reg-
7 istering apprenticeship programs in accord-
8 ance with this Act shall submit an applica-
9 tion under paragraph (2).

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

17 “(b) AUTHORITY OF A STATE APPRENTICESHIP
18 AGENCY.—

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

24 “(2) PROGRAM REGISTRATION.—With respect
25 to a State with a State apprenticeship agency, the

1 State apprenticeship agency shall have authority to
2 register a pre-apprenticeship, youth apprenticeship,
3 or apprenticeship program in such State, which shall
4 include—

5 “(A) determining whether such program is
6 in compliance with the standards for such pro-
7 gram under section 122;

8 “(B) in the case of such a program that is
9 in compliance with such standards, registering
10 the program and providing a certificate of reg-
11 istration for such program in accordance with
12 section 124;

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

15 “(D) in the case of such a program that
16 fails to meet the requirements of this Act, pro-
17 viding for the deregistration of the program in
18 accordance with section 131(c).

19 “(3) STATE APPRENTICESHIP COUNCIL.—

20 “(A) IN GENERAL.—A State apprentice-
21 ship agency shall establish and maintain a
22 State apprenticeship council, which shall oper-
23 ate under the direction and control of the State
24 apprenticeship agency, and whose functions
25 shall include providing the State apprenticeship

1 agency with advice, recommendations, and re-
2 ports concerning apprenticeship policies, regula-
3 tions, and trends.

4 “(B) COMPOSITION.—A State apprentice-
5 ship council may be regulatory or advisory in
6 nature, and shall—

7 “(i) be composed of persons familiar
8 with occupations suitable for apprentice-
9 ship; and

10 “(ii) be fairly balanced, with an equal
11 number of—

12 “(I) representatives of employer
13 organizations, including from non-
14 traditional apprenticeship occupations;

15 “(II) representatives of labor or-
16 ganizations or joint labor-management
17 organizations, including from non-
18 traditional apprenticeship occupations;
19 and

20 “(III) public members; and

21 “(iii) to the extent practicable, have
22 not less than 1 member who is a member
23 of the State workforce board.

24 “(C) SPECIAL RULE.—A State apprentice-
25 ship council may make recommendations on a

1 sponsor’s application for program registration,
2 but shall not make final determinations on ap-
3 proval or disapproval of such application.

4 “(c) STATE PLAN.—

5 “(1) IN GENERAL.—For a State apprenticeship
6 agency to be eligible to receive allotments under sub-
7 section (f) and to be recognized under this section,
8 the State apprenticeship agency shall submit to the
9 Secretary a State plan that meets the requirements
10 of this subsection.

11 “(2) APPROVAL OF STATE PLAN.—

12 “(A) SUBMISSION.—

13 “(i) INITIAL PLAN.—The first State
14 plan of a State apprenticeship agency shall
15 contain the contents required under this
16 subsection, including the plan to promote
17 diversity in the national apprenticeship
18 system as described in paragraph (5), and
19 shall be submitted to the Administrator
20 not later than 120 days prior to the com-
21 mencement of the first full program year
22 of the State apprenticeship agency, which
23 shall include—

24 “(I) a description of any State
25 laws, policies, or operational proce-

1 dures relating to the process of reg-
2 istering programs under the national
3 apprenticeship system that is incon-
4 sistent with, or imposes requirements
5 in addition to, the requirements of
6 this Act;

7 “(II) an assurance that the State
8 will notify the Administrator if there
9 are any changes to the State laws (in-
10 cluding regulations), policies, or pro-
11 cedures described in subclause (I) that
12 occur after the date of submission of
13 such plan; and

14 “(III) an assurance that the
15 State will make available on a publicly
16 available website a description of any
17 laws (including regulations), policies,
18 and operational procedures relating to
19 the process of registering programs
20 under the national apprenticeship sys-
21 tem that are inconsistent with, or im-
22 pose requirements in addition to, the
23 requirements of this Act.

24 “(ii) SUBSEQUENT PLANS.—Except as
25 provided in clause (i), a State plan shall be

1 submitted to the Administrator not later
2 than 120 days prior to the end of the 4-
3 year period covered by the preceding State
4 plan.

5 “(B) APPROVAL.—A State plan shall be
6 subject to the approval of the Administrator
7 and shall be considered to be approved at the
8 end of the 90-day period beginning on the date
9 that the plan is submitted under this para-
10 graph, unless the Administrator, during the 90-
11 day period, provides the State apprenticeship
12 agency, in writing—

13 “(i) an explanation for why the State
14 plan is inconsistent with the requirements
15 of this Act; and

16 “(ii) an opportunity for an appeal of
17 such determination to an Administrative
18 Law Judge for the Department of Labor
19 not later than 30 days after receipt of the
20 notice of denial from the Administrator.

21 “(C) MODIFICATIONS.—

22 “(i) MODIFICATIONS.—At the end of
23 the first 2-year period of any 4-year State
24 plan, the State may submit modifications
25 to the State plan to reflect changes in

1 labor market and economic conditions or
2 other factors affecting the implementation
3 of the State plan.

4 “(ii) APPROVAL.—A modified State
5 plan submitted for review under clause (i)
6 shall be subject to the approval require-
7 ments described in subparagraph (B).

8 “(3) TECHNICAL ASSISTANCE.—Each State
9 Plan shall describe how the State apprenticeship
10 agency will provide technical assistance for—

11 “(A) potential sponsors, employers, labor
12 organizations, joint labor-management organi-
13 zations, qualified intermediaries, apprentices,
14 education and training providers, credentialing
15 bodies, eligible entities, industry associations, or
16 any potential program participant in the na-
17 tional apprenticeship system in the State for
18 the purposes of recruitment, retention, program
19 development, expansion, or implementation, in-
20 cluding supporting remote or virtual learning or
21 training, as necessary;

22 “(B) sponsors of programs registered in
23 the State, including sponsors that are not meet-
24 ing performance goals under subtitle C, for pur-

1 poses of assisting sponsors in meeting or ex-
2 ceeding such goals; and

3 “(C) sponsors of programs registered in
4 that State for purposes of assisting such spon-
5 sors in achieving State goals in diversity and
6 equal opportunity in apprenticeships in accord-
7 ance with paragraph (5).

8 “(4) RECIPROCITY.—Each State plan shall de-
9 scribe the process for the State apprenticeship agen-
10 cy to register in the State any apprenticeship pro-
11 gram that is seeking to be registered in such State,
12 and that is registered in another State or that meets
13 the national program standards of apprenticeship,
14 including a description of the process for—

15 “(A) the program sponsor of such appren-
16 ticeship program to request that the State ap-
17 prenticeship agency register such program in
18 the State of the State apprenticeship agency;
19 and

20 “(B) the State apprenticeship agency to
21 register such program by not later than 90 days
22 after receiving the request for such registration
23 under subparagraph (A) only if, after consulta-
24 tion with the State Apprenticeship Council, the
25 agency determines that such program will, as of

1 the date on which the agency registers such
2 program—

3 “(i) provide not less than the wages,
4 overtime pay, fringe benefits, and hours of
5 on-the-job learning and related classroom-
6 based instruction that are required for ap-
7 prenticeship programs registered in the
8 State; and

9 “(ii) in the case of a program that is
10 determined by the Secretary to be in a
11 high-hazard occupation, meet the numeric
12 ratio requirement of apprentices to super-
13 visors (such as journeyworkers, mentors,
14 or on-the-job learning instructors, as appli-
15 cable) that is at least as protective with re-
16 gard to health, safety, and supervision as
17 such numeric ratio requirement for ap-
18 prenticeship programs registered in the
19 State.

20 “(5) PROMOTING DIVERSITY IN THE NATIONAL
21 APPRENTICESHIP SYSTEM.—Each State plan shall
22 include a plan for how the State apprenticeship
23 agency will—

24 “(A) promote diversity in occupations suit-
25 able for apprenticeship offered throughout the

1 State, and a description of how such agency will
2 promote the addition of such occupations in
3 high-skill, high-wage, or in-demand industry
4 sectors and occupations, and in nontraditional
5 apprenticeship occupations; and

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

11 “(6) COMPLAINTS.—

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

23 “(B) COLLECTIVE BARGAINING AGREE-
24 MENTS.—Any controversy arising under an ap-
25 prenticeship agreement which is covered by a

1 collective bargaining agreement shall not be
2 subject to the system described in subparagraph
3 (A), except that complaints concerning discrimi-
4 nation or any matters described in subpara-
5 graph (5)(B) shall be subject to such system.

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

15 “(8) STATE APPRENTICESHIP PERFORMANCE
16 OUTCOMES.—Each State plan shall—

17 “(A) in coordination with the Adminis-
18 trator, establish annual State performance goals
19 for the programs registered by the State ap-
20 prenticeship agency for the indicators de-
21 scribed—

22 “(i) in subparagraph (A) of section
23 131(b)(1); and

24 “(ii) in subparagraph (B)(ii) of sec-
25 tion 131(b)(1);

1 “(B) describe how the State apprenticeship
2 agency will collect performance data from pro-
3 grams registered by the agency; and

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

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

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

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

21 “(B) the degree to which the programs
22 under the national apprenticeship system in the
23 State are aligned with and address the skill
24 needs of the employers in the State identified
25 by the State workforce development board; and

1 “(C) a description of how apprenticeship
2 programs will receive expedited consideration to
3 be included on the list of eligible providers of
4 training services under section 122(d) of the
5 Workforce Innovation and Opportunity Act (29
6 U.S.C. 3152(d)).

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

16 “(12) STRATEGY FOR ANY JOINT PLANNING,
17 ALIGNMENT, COORDINATION, AND LEVERAGING OF
18 FUNDS.—Each State plan shall provide a description
19 of the State apprenticeship agency’s strategy for
20 joint planning, alignment, coordination, and
21 leveraging of funds—

22 “(A) with the State’s workforce develop-
23 ment system, to achieve the strategic vision and
24 goals described in paragraph (11), including the
25 core programs defined in section 3 of the Work-

1 force Innovation and Opportunity Act (29
2 U.S.C. 3102) and the elements related to sys-
3 tem alignment under section 102(b)(2)(B) of
4 such Act (29 U.S.C. 3112(b)(2)(B));

5 “(B) for programs under the national ap-
6 prenticeship system in the State with other
7 Federal education programs, including pro-
8 grams under—

9 “(i) the Elementary and Secondary
10 Education Act of 1965;

11 “(ii) the Individuals with Disabilities
12 Education Act;

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

15 “(iv) the Higher Education Act of
16 1965; and

17 “(C) to provide information about access
18 to available State assistance or assistance under
19 related Federal programs, including such assist-
20 ance under—

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

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

1 “(iii) section 231 of the Second
2 Chance Act of 2007 (34 U.S.C. 60541);
3 and

4 “(iv) the State Temporary Assistance
5 for Needy Families programs under part A
6 of title IV of the Social Security Act.

7 “(13) STATE APPRENTICESHIP COUNCIL.—
8 Each State plan shall provide for a description of
9 the composition, roles, and responsibility of the
10 State apprenticeship council, and how the Council
11 will comply with the requirements of subsection
12 (b)(3).

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

17 “(1) PROGRAM ADMINISTRATION.—The State
18 apprenticeship agency shall use such funds to sup-
19 port the administration of programs under the na-
20 tional apprenticeship system across the State, in-
21 cluding for—

22 “(A) staff and resources;

23 “(B) oversight and evaluation as required
24 under this Act;

1 “(C) technical assistance to program spon-
2 sors, program participants, employers, labor or-
3 ganizations, joint labor-management organiza-
4 tions, education and training providers, and
5 qualified intermediaries;

6 “(D) pre-apprenticeship, youth, and ap-
7 prenticeship program recruitment and develop-
8 ment, including for—

9 “(i) engaging potential providers of
10 such programs such as employers, qualified
11 intermediaries, related instruction pro-
12 viders, and potential program participants;

13 “(ii) publicizing apprenticeship oppor-
14 tunities and benefits; and

15 “(iii) engaging State workforce and
16 education systems for collaboration and
17 alignment across systems;

18 “(E) supporting the enrollment and ap-
19 prenticeship certification requirements to allow
20 veterans and other individuals eligible for the
21 educational assistance programs under chapters
22 30 through 36 of title 38, United States Code,
23 and any related educational assistance pro-
24 grams under laws administered by the Sec-
25 retary of Veterans Affairs, to use such assist-

1 ance for the apprenticeship program, including
2 the requirement of designating a certifying offi-
3 cial; and

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

7 “(i) related to enrolling in such pro-
8 grams; or

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

11 “(2) EDUCATIONAL ALIGNMENT.—The State
12 apprenticeship agency shall use not less than 10 per-
13 cent of such funds to engage with the State edu-
14 cation system to provide technical assistance and
15 best practices regarding—

16 “(A) alignment of youth apprenticeship
17 programs with the secondary education pro-
18 grams in the State, including support for career
19 exploration, career pathways, education and ca-
20 reer planning, and engagement with youth ap-
21 prenticeship programs for teachers, career guid-
22 ance and academic counselors, school leaders,
23 administrators, and specialized instructional
24 support personnel and paraprofessionals;

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

7 “(C) the joint planning, alignment, coordi-
8 nation, and leveraging of funds described in
9 subparagraphs (B) and (C) of subsection
10 (c)(12).

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

16 “(A) alignment with the State’s workforce
17 activities and strategic vision in accordance
18 with paragraphs (10), (11), and subparagraphs
19 (A) and (C) of paragraph (12) of subsection
20 (c);

21 “(B) guidance for training staff of the
22 workforce development system, including the vo-
23 cational rehabilitation agencies, within the
24 State on the value of programs under the na-
25 tional apprenticeship system as a work-based

1 learning option for participants, including par-
2 ticipants of programs authorized under the
3 Workforce Innovation and Opportunity Act (29
4 U.S.C. 3101 et seq.) such as Job Corps under
5 subtitle C of title I of such Act and YouthBuild
6 under section 171 of such Act;

7 “(C) providing a list of programs under
8 the national apprenticeship system that are of-
9 fered in the State, including in the State’s high-
10 skill, high-wage, or in-demand industry sectors
11 or occupations;

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

22 “(E) partnerships with State or local work-
23 force development boards, State workforce
24 agencies, and one-stop centers and one-stop op-

1 erators that assist program participants in ac-
2 cessing supportive services to support—

3 “(i) the recruitment, retention, and
4 completion of programs under the national
5 apprenticeship system, including the re-
6 cruitment of nontraditional populations
7 and dislocated workers;

8 “(ii) transitions from youth appren-
9 ticeships and pre-apprenticeships to ap-
10 prenticeship programs; and

11 “(iii) the placement into employment
12 or further education upon program comple-
13 tion; and

14 “(F) expanding the list of eligible providers
15 of training services under section 122(d) of the
16 Workforce Innovation and Opportunity Act to
17 include programs under the national apprentice-
18 ship system in the State (29 U.S.C. 3152(d)).

19 “(4) LEADERSHIP ACTIVITIES.—

20 “(A) IN GENERAL.—A State apprentice-
21 ship agency may reserve not more than 15 per-
22 cent of the funds received under subsection (f)
23 in support of State apprenticeship initiatives
24 described in this paragraph.

1 “(B) DIVERSITY.—Not less than 5 percent
2 of the amount reserved under subparagraph (A)
3 shall be used by the State apprenticeship agen-
4 cy for supporting and expanding diversity in oc-
5 cupations suitable for apprenticeship under the
6 national apprenticeship system in the State and
7 program participant populations in the State.

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

17 “(D) STATE-SPECIFIC INITIATIVES.—A
18 State apprenticeship agency may use funds re-
19 served under subparagraph (A) for State-spe-
20 cific initiatives, such as the development or ex-
21 pansion of youth apprenticeship programs or
22 apprenticeship programs in high-skill, high-
23 wage, or in-demand industry sectors and occu-
24 pations.

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

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

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

17 “(e) DERECOGNITION OF STATE APPRENTICESHIP
18 AGENCIES.—

19 “(1) IN GENERAL.—The Secretary may with-
20 draw recognition of a State apprenticeship agency
21 before the end of the agency’s 4-year recognition pe-
22 riod under subsection (a)(2)(B) if the Secretary de-
23 termines, after notice and an opportunity for a hear-
24 ing, that the State apprenticeship agency has failed
25 for one of the reasons described in paragraph (2),

1 and has not been in compliance with the perform-
2 ance improvement plan under paragraph (3) to rem-
3 edy such failure.

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

9 “(A) adopt or properly enforce a State
10 plan;

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

13 “(C) submit a report under section
14 131(b)(1)(B) for any program year;

15 “(D) meet the State levels of performance
16 as described in subsection (c)(8)(A) or dem-
17 onstrate improvements in performance for 3
18 consecutive program years; or

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

21 “(3) DERECOGNITION PROCESS.—

22 “(A) IN GENERAL.—If a State apprentice-
23 ship agency fails for any of the reasons de-
24 scribed in paragraph (2), the Secretary shall
25 provide technical assistance to such agency for

1 corrective action to remedy such failure, includ-
2 ing assistance in the development of a perform-
3 ance improvement plan.

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

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

16 “(ii) the Administrator shall provide
17 notice to the State apprenticeship agency
18 that the agency’s recognition under this
19 section may be withdrawn if the agency
20 fails to remedy the failure.

21 “(C) TERMINATION OF PROCEEDINGS.—If
22 the Administrator determines that the State ap-
23 prenticeship agency’s corrective action under
24 subparagraph (A) has addressed the agency’s

1 failure identified under paragraph (2), the Ad-
2 ministrator shall—

3 “(i) restore the agency’s full funding
4 allocation under this title for the next full
5 fiscal year; and

6 “(ii) notify the State apprenticeship
7 agency that the agency’s recognition will
8 not be withdrawn under this section for
9 the reason for which the agency’s funding
10 under this title was most recently reduced.

11 “(D) OPPORTUNITY FOR HEARING.—

12 “(i) IN GENERAL.—In a case in which
13 a State apprenticeship agency fails to rem-
14 edy a failure identified under paragraph
15 (2), the Administrator shall—

16 “(I) notify, in writing, the State
17 apprenticeship agency of the failure of
18 the State apprenticeship agency, in-
19 cluding a description of such failure
20 and an explanation that the agency’s
21 recognition under this section may be
22 withdrawn as a result of such failure;
23 and

24 “(II) offer the State apprentice-
25 ship agency an opportunity to request

1 a hearing not later than 30 days after
2 the date of such notice.

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

11 “(4) REQUIREMENTS REGARDING WITHDRAWAL
12 OF RECOGNITION.—

13 “(A) OFFICE OF APPRENTICESHIP.—

14 “(i) PRIOR TO ORDER.—Prior to the
15 withdrawal of the recognition of a State
16 apprenticeship agency under this section,
17 the Administrator shall—

18 “(I) provide to the State appren-
19 ticeship agency an order withdrawing
20 recognition of such agency under this
21 section; and

22 “(II) establish a State Office of
23 Apprenticeship; and

24 “(ii) AFTER ORDER.—Not later than
25 30 days after the date of such order, pro-

1 vide notification of the withdrawal to the
2 sponsors of the programs under the na-
3 tional apprenticeship system in such State
4 that were registered with the State appren-
5 ticeship agency to enable each such spon-
6 sor to be registered with the Administrator
7 (acting through the State Office of Ap-
8 prenticeship established under clause
9 (i)(II)).

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

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

22 “(ii) cooperate fully during the transi-
23 tion period beginning on the date of the
24 order withdrawing such recognition and
25 ending on the date on which the Adminis-

1 trator establishes a State Office of Appren-
2 ticeship in the State; and

3 “(iii) return any unused funds re-
4 ceived under this Act.

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

11 “(A) submitted an application under sub-
12 section (a)(2); and

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

15 “(f) RESERVATION AND STATE ALLOTMENTS.—

16 “(1) STATE ALLOTMENTS.—

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

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

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

1 “(B) FORMULA.—

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

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

13 “(II) 25 percent shall be allotted
14 on the basis of the relative share of
15 program participants who have com-
16 pleted a program under the national
17 apprenticeship system in each eligible
18 State during the most recent 5-year
19 period, as determined on the basis of
20 the most recent satisfactory data
21 available from the Administrator,
22 compared to the total 5-year average
23 of program participants who have
24 completed a program in all eligible

1 States, as determined on such basis;
2 and

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

5 “(ii) ALLOTMENTS BASED ON BLS
6 AND ACS DATA.—Of the amount available
7 under clause (i)(III)—

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

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

22 “(III) $33\frac{1}{3}$ percent shall be allot-
23 ted on the basis of the relative num-
24 ber of unemployed individuals in each
25 eligible State, compared to the total

1 number of unemployed individuals in
2 all eligible States.

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

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

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

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

16 “(g) AUTHORIZATION OF APPROPRIATIONS.—There
17 are authorized to be appropriated to carry out this sec-
18 tion—

19 “(1) \$75,000,000 for fiscal year 2025;

20 “(2) \$85,000,000 for fiscal year 2026;

21 “(3) \$95,000,000 for fiscal year 2027;

22 “(4) \$105,000,000 for fiscal year 2028; and

23 “(5) \$115,000,000 for fiscal year 2029.

1 **“SEC. 114. INTERAGENCY AGREEMENT WITH DEPARTMENT**
2 **OF EDUCATION.**

3 “(a) IN GENERAL.—Not later than 1 year after the
4 effective date of the National Apprenticeship Act of 2023,
5 in order to cooperate with the Secretary of Education and
6 promote awareness and adoption of apprenticeship pro-
7 grams, the Secretary (acting through the Administrator)
8 shall—

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

15 “(2) submit to the Committee on Education
16 and the Workforce of the House of Representatives
17 and the Committee on Health, Education, Labor,
18 and Pensions of the Senate, such agreement and any
19 modifications to such agreement.

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

25 “(1) information and resources to—

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

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

15 “(2) technical assistance on how to—

16 “(A) align related instruction and skills
17 and competencies for occupations suitable for
18 apprenticeship to high school graduation re-
19 quirements;

20 “(B) offer related instruction through dual
21 and concurrent enrollment programs and other
22 accelerated learning programs, as described in
23 section 4104(b)(3)(A)(i)(IV) of the Elementary
24 and Secondary Education Act of 1965 (20
25 U.S.C. 7114(b)(3)(A)(i)(IV));

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

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

16 “(c) APPRENTICESHIP COLLEGE CONSORTIUM.—In
17 order to support the establishment of a college consortium
18 of postsecondary educational institutions, including minor-
19 ity-serving institutions, related instruction providers,
20 sponsors, qualified intermediaries, employers, labor orga-
21 nizations, and joint labor-management organizations for
22 the purposes of promoting stronger connections between
23 programs under the national apprenticeship system and
24 participating 2- and 4-year postsecondary educational in-

1 stitutions, the interagency agreement under subsection (a)
2 shall include a description of how the Secretaries will—

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

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

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

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

24 “(B) create or expand the awarding and
25 articulation of academic credit for related in-

1 instruction completed and credentials awarded to
2 program participants as part of a program
3 under the national apprenticeship system; and

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

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

14 “(5) provide to consortium participants or po-
15 tential participants information regarding—

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

20 “(B) information on how to develop an ap-
21 prenticeship program;

22 “(C) information on Federal, State, and
23 local financial resources available to assist with
24 the establishment and implementation of ap-
25 prenticeship programs; and

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

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

8 “(A) a list of participating members of the
9 consortium, apprenticeship programs provided,
10 credentials awarded with each program, and
11 available occupations suitable for apprentice-
12 ship; and

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

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

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

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

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

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

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

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

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

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

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

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

7 **“SEC. 121. OCCUPATIONS SUITABLE FOR APPRENTICESHIP.**

8 “(a) APPLICATION.—

9 “(1) IN GENERAL.—For an occupation to be
10 approved as an occupation suitable for apprentice-
11 ship by the Administrator, a person seeking such ap-
12 proval shall submit to the Administrator an applica-
13 tion that demonstrates demand from multiple em-
14 ployers in such occupation for a program under the
15 national apprenticeship system in such occupation
16 that will prepare individuals for the full range of
17 skills and competencies needed for such occupation.

18 “(2) CONTENTS.—To demonstrate the demand
19 referred to in paragraph (1), an application sub-
20 mitted under this subsection with respect to a pro-
21 gram in an occupation shall describe how the pro-
22 gram will—

23 “(A) meet the national occupational stand-
24 ards under section 111(b)(5)(C); or

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

3 “(i) clearly identified and commonly
4 recognized throughout the relevant indus-
5 try or occupation;

6 “(ii) customarily learned or enhanced
7 in a practical way through a structured,
8 systematic program of on-the-job super-
9 vised learning and related instruction to
10 supplement such learning; and

11 “(iii) offered through a time-based,
12 competency-based, or hybrid model as de-
13 scribed in section 122(b)(1)(E).

14 “(b) ASSESSMENT.—

15 “(1) IN GENERAL.—In assessing whether a pro-
16 gram in an occupation for which an application is
17 submitted under subsection (a) will meet the re-
18 quirements of subparagraph (A) or (B) of subsection
19 (a)(2), the Administrator shall—

20 “(A) conduct a comprehensive assessment
21 of the skills, techniques, and competencies re-
22 quired by the occupation, which assesses wheth-
23 er such skills, techniques, and competencies—

24 “(i) are specialized and acquired opti-
25 mally through a structured, systematic

1 training program involving close on-the-job
2 supervision and mentoring by subject-mat-
3 ter experts;

4 “(ii) require at least 2,000 hours of
5 on-the-job learning and mentoring or
6 whether an alternative amount of time is
7 appropriate for the occupation; and

8 “(iii) are acquired optimally through a
9 supplementary educational or instructional
10 component conveying theoretical and con-
11 ceptual knowledge relevant to the occupa-
12 tion;

13 “(B) determine whether the occupation is
14 an occupation that is commonly recognized
15 throughout an industry or sector; and

16 “(C) determine the extent to which the
17 skills, competencies, and knowledge of the occu-
18 pation overlap with the skills, competencies, and
19 knowledge of an occupation suitable for an ap-
20 prenticeship.

21 “(2) PROHIBITION ON DESKILLING.—In a case
22 in which the Administrator determines under para-
23 graph (1)(C) that the skills, competencies, and
24 knowledge of the occupation being assessed under
25 paragraph (1) significantly overlap with the skills,

1 competencies, and knowledge of an occupation suit-
2 able for an apprenticeship, the Administrator may
3 determine that the occupation being so assessed—

4 “(A) is not an occupation suitable for ap-
5 prenticeship on the basis of such significant
6 overlap; and

7 “(B) in the case of such occupation that
8 performs work in sector 23 of the North Amer-
9 ican Industry Classification System, is an occu-
10 pation suitable for apprenticeship only if the in-
11 dustry sector leaders and experts described in
12 section 111(b)(5)(C)(ii)(II) with respect to such
13 occupation determine, by a consensus, that such
14 occupation is an occupation suitable for appren-
15 ticeship.

16 **“SEC. 122. QUALITY STANDARDS OF PROGRAMS UNDER**
17 **THE NATIONAL APPRENTICESHIP SYSTEM.**

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

23 “(b) APPRENTICESHIP PROGRAM STANDARDS.—In
24 addition to the standards described in subsection (e), an

1 apprenticeship program shall meet the following stand-
2 ards:

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

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

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

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

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

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

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

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

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

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

18 “(iii) shall be provided by one or more
19 qualified instructors that—

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

24 “(bb) are subject matter experts,
25 defined for purposes of this subpara-

1 graph as individuals recognized within
2 an industry as having expertise in a
3 specific occupation; and

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

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

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

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

19 “(i) consistent with measurable skill
20 gains; and

21 “(ii) ensures the entry wage is not
22 less than the greater of—

23 “(I) the minimum wage required
24 under section 6(a) of the Fair Labor

1 Standards Act of 1938 (29 U.S.C.
2 206(a)); or

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

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

9 “(i) a time-based model, which re-
10 quires the completion of the industry
11 standard for on-the-job learning hours,
12 which in no case shall be less than a cumu-
13 lative 2,000 hours, unless an alternative
14 requirement is put forth by the employer
15 and sponsor from a nontraditional appren-
16 ticeship occupation as of the date of the
17 enactment of the National Apprenticeship
18 Act of 2023 that reflects industry stand-
19 ards and the relative hazards of the occu-
20 pation, and is accepted by the Secretary
21 and registration agency;

22 “(ii) a competency-based model, which
23 requires the attainment of competency in
24 the occupation; or

1 “(iii) a hybrid model, which blends the
2 time-based and competency-based ap-
3 proaches.

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

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

17 “(ii) in the case of a competency-
18 based model described in subparagraph
19 (E)(ii), the individual apprentice’s success-
20 ful demonstration of acquired skills and
21 knowledge through appropriate means of
22 testing and evaluation for such com-
23 petencies, and by requiring apprentices to
24 complete a paid on-the-job learning compo-
25 nent of the apprenticeship; or

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

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

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

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

21 “(A) clearly identifies each interim creden-
22 tial;

23 “(B) only issues an interim credential for
24 recognized components of an occupation suit-
25 able for apprenticeship and demonstrates how

1 each interim credential specifically links to the
2 knowledge, skills, and abilities associated with
3 such components; and

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

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

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

19 “(2) The program—

20 “(A) is carried out by a sponsor that has
21 a written agreement with at least one sponsor
22 of an apprenticeship program;

23 “(B) demonstrates the existence of an ac-
24 tive, advisory partnership with an industry or
25 sector partnership to inform the training and

1 education services necessary for a pre-appren-
2 ticeship program;

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

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

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

17 “(A) provides for paid work-based learn-
18 ing, to the extent practicable, or simulated work
19 experience, in which an industry or sector part-
20 nership and a related instruction provider col-
21 laborate to provide training that will introduce
22 participants to the skills, competencies, and ma-
23 terials used in one or more occupations suitable
24 for apprenticeship;

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

10 “(1) The program—

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

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

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

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

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

3 “(3) The program provides—

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

8 “(B) materials that meet, at a minimum,
9 conformance to Level AA of the Web Content
10 Accessibility Guidelines 2.0 of the Web Accessi-
11 bility Initiative (or any successor guidelines).

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

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

24 “(6) The numeric ratio of program participants
25 to supervisors (such as journeyworkers, mentors, or

1 on-the-job learning instructors, as applicable) for the
2 occupation suitable for apprenticeship, which are
3 based on evidence-based and evidence-informed best
4 practices for supervision, training, safety, and con-
5 tinuity of employment, throughout the work pro-
6 cesses of the program, job site, department, or plant,
7 appropriate for the degree of hazard in different oc-
8 cupations, and—

9 “(A) are consistent with provisions in col-
10 lective bargaining agreements, as applicable, ex-
11 cept if such ratios are expressly prohibited by
12 the collective bargaining agreements; and

13 “(B) provide that such a ratio does not
14 contravene the application of other Federal or
15 State laws that may establish more protective
16 standards with respect to the establishment of
17 ratios of apprentices to journeyworkers, includ-
18 ing any rules or orders promulgated under the
19 Fair Labor Standards Act of 1938 with respect
20 to the employment, training, and supervision of
21 16- and 17-year-old youth apprentices in cer-
22 tain hazardous occupations.

23 **“SEC. 123. APPRENTICESHIP AGREEMENTS.**

24 “(a) IN GENERAL.—To ensure the standards de-
25 scribed in section 122 are applied to programs under the

1 national apprenticeship system, the Administrator shall
2 require a sponsor to develop an apprenticeship agreement
3 that shall—

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

5 “(2) contain the names and signatures of the
6 program participant and the sponsor;

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

8 and

9 “(4) be submitted to the registration agency in
10 accordance with section 124 by the program spon-
11 sor.

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

15 “(1) in the case of an apprenticeship pro-
16 gram—

17 “(A) that is time-based, a statement of the
18 number of hours to be spent by the program
19 participant in on-the-job learning and on-the-
20 job training in order to complete the program;

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

1 “(C) that is a hybrid model, the minimum
2 number of hours to be spent by the program
3 participant in on-the-job learning and work
4 components and in related instruction, and a
5 description of the skill sets and competencies to
6 be attained by completion of the program;

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

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

20 “(4) for apprenticeships or youth apprentice-
21 ships, the graduated wage scale to be paid to the ap-
22 prentices, benefits offered to the apprentices, and
23 how the wages and benefits compare to State, local,
24 or regional wages in the related occupation; and

1 “(5) demonstration of commitment to and com-
2 pliance with subparagraphs (B) and (C) of section
3 111(b)(7).

4 “(c) COLLECTIVE BARGAINING.—Nothing in an ap-
5 prenticeship agreement or this Act shall operate to invali-
6 date an applicable provision in a collective bargaining
7 agreement between employers and employees establishing
8 higher standards for programs under the national appren-
9 ticeship system.

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

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

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

24 “(2) a copy of the apprenticeship agreement de-
25 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—

3 “(A) administer the program in accordance
4 with the requirements of this Act and comply
5 with the requirements of the apprenticeship
6 agreement for each apprentice; and

7 “(B) enroll at least 1 program participant;
8 and

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

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

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

18 “(b) RECOGNITION AND REGISTRATION PROCESS.—

19 “(1) REVIEW AND APPROVAL PROCESS.—

20 “(A) PROVISIONAL APPROVAL REVIEW.—

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

1 such application is submitted. During such pe-
2 riod, the registration agency shall accept and
3 record the apprenticeship agreement as evidence
4 of the program's compliance and registration to
5 operate such program.

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

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

21 “(ii) if a registration agency con-
22 ducting a provisional review determines
23 that the program is not conforming to the
24 requirements or standards under this Act,
25 the registration agency may continue the

1 provisional registration of the program
2 through the first full training cycle for pro-
3 gram participants, and conduct an addi-
4 tional provisional review at the conclusion
5 of the training cycle.

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

17 “(2) CERTIFICATE OF REGISTRATION.—

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

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

24 “(ii) provide a copy of the certificate
25 of registration to the Secretary of Veterans

1 Affairs or the applicable State veterans
2 agency for the purpose of aligning the reg-
3 istration process with the process for ap-
4 proving such program for eligible veterans’
5 use of supplemental educational assistance
6 benefits.

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

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

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

22 “(B) individually register each program
23 participant with the registration agency by fil-
24 ing a copy of the individual apprenticeship
25 agreement with the registration agency or as

1 otherwise required by the registration agency,
2 and sharing a copy with the Administrator as
3 appropriate, as described under section
4 123(a)(4).

5 “(4) TRANSITION PROCESS FOR PREVIOUSLY
6 APPROVED PROGRAMS.—With respect to a program
7 that was registered under this Act as of the day be-
8 fore the date of enactment of the National Appren-
9 ticeship Act of 2023, the registration agency shall
10 take such steps as necessary to—

11 “(A) in the case of a program that meets
12 the requirements of this Act, maintain the sta-
13 tus of the sponsor of the program as of the date
14 before such date of enactment as the sponsor of
15 such program under this Act; and

16 “(B) in the case of a program that does
17 not meet the requirements of this Act, provide
18 technical assistance to the sponsor of such pro-
19 gram to ensure that the sponsor is in compli-
20 ance with this Act not later than 3 years after
21 the date of enactment of the National Appren-
22 ticeship Act of 2023.

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

1 “(1) SPONSOR PROPOSAL.—Any sponsor that
2 wishes to modify a program, including the program’s
3 method of meeting the standards required under this
4 Act, shall submit the proposal for such change or
5 modification to the registration agency for the pro-
6 gram.

7 “(2) REGISTRATION AGENCY REQUIREMENTS.—

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

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

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

23 “(i) notify the sponsor of the reasons
24 for the disapproval and provide the sponsor

1 with technical assistance to maintain the
2 program as originally registered;

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

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

13 “(I) approve the proposal; or

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

18 “(D) LIST OF DISAPPROVED PROGRAMS.—

19 The registration agency shall maintain a list of
20 programs that were disapproved which includes
21 the reasons for each such disapproval and pro-
22 vide such list to the Administrator at least an-
23 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

1 case of a youth apprenticeship pro-
2 gram, section 116(b)(2)(A)(ii) of such
3 Act (29 U.S.C. 3141(b)(2)(A)(ii)), as
4 applied to programs under the na-
5 tional apprenticeship system; and

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

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 “(iii) comply with the report require-
13 ments under subparagraph (B); and

14 “(iv) provide data collected under
15 clause (i) of this subparagraph and sub-
16 paragraph (B), disaggregated in accord-
17 ance with clause (ii) of subparagraph (B),
18 to the independent entity conducting the
19 evaluations on behalf of the Secretary
20 under section 132.

21 “(B) REPORTS.—

22 “(i) IN GENERAL.—The registration
23 agency for a State shall annually prepare
24 and submit to the Administrator a State
25 performance report that is disaggregated

1 in accordance with clause (ii), and includes
2 the following information with respect to
3 each program registered under section 124
4 by such agency:

5 “(I) Information specifying the
6 levels of performance described in
7 subparagraph (A), as compared to
8 goals set in section 113(c)(8)(A)(i).

9 “(II) The percentage of program
10 participants by race, sex, ethnicity
11 and, to the extent practicable, by indi-
12 viduals with disabilities, as compared
13 to such percentages within the work-
14 ing age population who are in the geo-
15 graphical area from which the sponsor
16 usually seeks or reasonably could seek
17 program participants and who meet
18 the minimum eligibility requirements
19 for entry into the program.

20 “(III) The percentage of program
21 participants served by each of the pro-
22 grams that obtained unsubsidized em-
23 ployment in a field related to the oc-
24 cupation suitable for apprenticeship.

1 “(IV) The average time to com-
2 pletion for the program as compared
3 to the description in the agreement
4 under paragraphs (1) and (2) of sec-
5 tion 123(b).

6 “(V) The average cost per partic-
7 ipant during the most recent program
8 year and the 3 preceding program
9 years.

10 “(VI) The percentage of program
11 participants who received supportive
12 services.

13 “(VII) Information on the State’s
14 activities required under section
15 113(c), including the State’s uses of
16 funds.

17 “(ii) DISAGGREGATION.—The per-
18 formance data described in subclauses (I)
19 through (VI) of clause (i) shall be
20 disaggregated—

21 “(I) by the program type (ap-
22 prenticeship, youth apprenticeship, or
23 pre-apprenticeship program) involved;
24 and

1 “(II) by race, ethnicity, sex, age,
2 veteran status, and membership in a
3 population specified in section 3(24)
4 of the Workforce Innovation and Op-
5 portunity Act (29 U.S.C. 3102(24)).

6 “(C) REPORTS TO CONGRESS.—Not later
7 than 60 days after receiving a report under
8 subparagraph (B), the Secretary shall transmit
9 to the Committee on Education and the Work-
10 force of the House of Representatives and the
11 Committee on Health, Education, Labor, and
12 Pensions of the Senate.

13 “(D) PUBLICATION.—The Administrator
14 shall annually make available on a publicly ac-
15 cessible website each report received under sub-
16 paragraph (B) not later than 30 days after re-
17 ceipt of such report.

18 “(2) COMPREHENSIVE PROGRAM REVIEWS.—

19 “(A) IN GENERAL.—A registration agency
20 shall periodically review each program reg-
21 istered under section 124 by such agency for
22 quality assurance and compliance with the re-
23 quirements of this Act.

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

1 “(i) at the end of the first full train-
2 ing cycle of program participants under
3 the program; and

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

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

10 “(i) determining whether the registra-
11 tion agency is receiving notification from
12 the sponsor of a program regarding indi-
13 viduals who are registered as new youth
14 apprentices, pre-apprentices, or apprentices
15 under the program, or who successfully
16 complete the program, as required under
17 this Act;

18 “(ii) determining whether the sponsor
19 of the program is complying with the re-
20 quirements of this Act;

21 “(iii) evaluating the performance of
22 the sponsor with respect to, at a minimum,
23 the indicators described in paragraph
24 (1)(A)(i), with the performance data

1 disaggregated as described in paragraph
2 (1)(B)(viii); and

3 “(iv) ensuring the sponsor’s compli-
4 ance with the requirement to provide equal
5 opportunity in recruitment, training, and
6 employment as described in subparagraphs
7 (B) and (C) of section 111(b)(7).

8 “(D) REPORTS.—On completion of a re-
9 view under this paragraph, the registration
10 agency shall prepare and submit to the Admin-
11 istrator a report containing the results of the
12 review.

13 “(c) SUBSEQUENT ACTION.—

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

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

21 “(B) assistance in the development of a
22 performance improvement plan if the registra-
23 tion agency determines, pursuant to any review
24 under subsection (b), that the youth apprentice-

1 ship, pre-apprenticeship, or apprenticeship pro-
2 gram—

3 “(i) is not in operation;

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

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

10 “(2) CORRECTIVE ACTION AND
11 DEREGISTRATION OF AN APPRENTICESHIP PRO-
12 GRAM.—The registration agency may take corrective
13 action, and if warranted, deregister a youth appren-
14 ticeship, pre-apprenticeship, or apprenticeship pro-
15 gram, after making a determination that the pro-
16 gram demonstrates persistent and significant failure
17 to perform successfully, which occurs when—

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

21 “(B) the program shows a pattern of poor
22 results on the indicators described in subsection
23 (b)(1)(A)(i) over a period of 3 years, given the
24 characteristics of program participants and eco-

1 nomic conditions in the area served, or are
2 lower than the national or State average;

3 “(C) the program shows no indication of
4 improvement in the areas identified by the reg-
5 istration agency and in the performance im-
6 provement plan under paragraph (1); or

7 “(D) the sponsor has not administered the
8 program in accordance with the program’s reg-
9 istration, as applicable, or with the require-
10 ments of this Act.

11 “(3) NOTIFICATION AND HEARING.—If the reg-
12 istration agency makes a determination described in
13 paragraph (2), the registration agency shall notify
14 the Secretary and the sponsor of the determination
15 in writing, and permit the sponsor to request a hear-
16 ing by the Office of Administrative Law Judges. The
17 registration agency shall transmit to the Secretary a
18 report containing all pertinent facts and cir-
19 cumstances concerning the determination, including
20 findings and a recommendation for deregistration,
21 and copies of all relevant documents and records. If
22 the sponsor does not request the hearing not later
23 than 15 days after receiving such notification, the
24 registration agency shall deregister the program

1 after the period for requesting such a hearing has
2 expired.

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

8 “(A) of such deregistration and the effec-
9 tive date;

10 “(B) that such deregistration automatically
11 deprives the program participant of individual
12 registration as part of such youth apprentice-
13 ship, pre-apprenticeship, or apprenticeship pro-
14 gram, including the ability to receive a certifi-
15 cate of completion from the registration agency;

16 “(C) that the deregistration of the pro-
17 gram removes the program participant from eli-
18 gibility for any Federal financial or other assist-
19 ance, or rights, privileges, or exemptions under
20 Federal law, that—

21 “(i) relates to an apprentice; and

22 “(ii) requires the registration agency’s
23 approval; and

24 “(D) that all youth apprentices, pre-ap-
25 prentices, or apprentices are referred to the

1 registration agency for information about po-
2 tential transfers to other programs under the
3 national apprenticeship system.

4 **“SEC. 132. NATIONAL APPRENTICESHIP SYSTEM RE-**
5 **SEARCH.**

6 “(a) RESEARCH.—The Secretary shall conduct,
7 through an independent entity, research for the purpose
8 of improving the management and effectiveness of the pro-
9 grams and activities carried out under this Act and to as-
10 sist in the evaluation of the programs as described in sec-
11 tion 131.

12 “(b) TECHNIQUES.—The research conducted under
13 this section shall utilize appropriate methodology and re-
14 search designs.

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

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

19 “(A) improve the skill and employment
20 competencies of participants in comparison to
21 comparably situated individuals who did not
22 participate in such programs and activities;

23 “(B) to the extent feasible, increase the
24 levels of total employment, of attainment of rec-
25 ognized postsecondary credentials, and of meas-

1 urable skills, above the levels that would have
2 existed in the absence of such programs and ac-
3 tivities;

4 “(C) respond to the needs reflected in
5 labor market data in the local area and align
6 with high-skill, high-wage, or in-demand indus-
7 tries or occupations;

8 “(D) demonstrate a return on investment
9 of Federal, State, local, sponsor, employer, and
10 other funding for programs under the national
11 apprenticeship system, capturing the full level
12 of investment in, and impact of, such programs
13 under the national apprenticeship system; and

14 “(E) regularly assess the impact of ap-
15 prenticeship programs under the national ap-
16 prentice system in effectively increasing the
17 participation of women, minorities, individuals
18 with disabilities, long-term unemployed, individ-
19 uals impacted by the criminal and juvenile jus-
20 tice system, foster and former foster youth, and
21 individuals with barriers to employment;

22 “(2) the impact of the National Apprenticeship
23 Act of 2023 on the general effectiveness of programs
24 under the national apprenticeship system, including
25 the implementation of policies such as dual or con-

1 current enrollment programs, advanced standing, or
2 national occupational standards;

3 “(3) best practices in increasing participation of
4 nontraditional apprenticeship populations and indi-
5 viduals with barriers to employment, including indi-
6 viduals with disabilities, in programs under the na-
7 tional apprenticeship system; and

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

10 “(d) REPORTS.—

11 “(1) INDEPENDENT ENTITY.—The independent
12 entity carrying out the research shall prepare and
13 submit to the Secretary—

14 “(A) an interim report containing findings
15 from the research; and

16 “(B) a final report containing the results
17 of the research, including policy recommenda-
18 tions.

19 “(2) REPORTS TO CONGRESS.—Not later than
20 60 days after receipt of the interim report and final
21 report described in subparagraphs (A) and (B) of
22 paragraph (1), respectively, the Secretary shall sub-
23 mit each report to the Committee on Education and
24 the Workforce of the House of Representatives and

1 the Committee on Health, Education, Labor, and
2 Pensions of the Senate.

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

7 **“Subtitle D—General Provisions**

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

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

12 “(1) \$50,000,000 for fiscal year 2025;

13 “(2) \$60,000,000 for fiscal year 2026;

14 “(3) \$70,000,000 for fiscal year 2027;

15 “(4) \$80,000,000 for fiscal year 2028; and

16 “(5) \$90,000,000 for fiscal year 2029.

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

19 “(1) \$10,000,000 for fiscal year 2025;

20 “(2) \$12,000,000 for fiscal year 2026;

21 “(3) \$14,000,000 for fiscal year 2027;

22 “(4) \$16,000,000 for fiscal year 2028; and

23 “(5) \$18,000,000 for fiscal year 2029.

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 occupation, such as for programs dem-
17 onstrating demand in advanced manufac-
18 turing (including semiconductor and auto-
19 motive manufacturing), cybersecurity and
20 information technology, computer science,
21 clean energy (including renewable energy,
22 environmental protection, and conserva-
23 tion), transportation (including electric ve-
24 hicle infrastructure), health care, or edu-

1 cation (including early childhood edu-
2 cation);

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
25 system (including individuals currently or

1 recently incarcerated), and foster and
2 former foster 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; or

8 “(iii) among small- and medium-sized
9 employers.

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

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

23 “(ii) national equity qualified inter-
24 mediaries serving nontraditional appren-
25 ticeship populations, women, minorities, in-

1 individuals with disabilities, and individuals
2 impacted by the criminal or juvenile justice
3 system; or

4 “(iii) local or regional qualified inter-
5 mediaries serving programs under the na-
6 tional apprenticeship system.

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

13 “(2) DURATION.—

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

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

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

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

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

9 “(b) FUNDING REQUIREMENTS.—

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

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

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

5 “(c) PRIORITY AND DISTRIBUTION.—

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

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

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

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

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

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

3 “(A) a State or local workforce develop-
4 ment board or State or local workforce agency;

5 “(B) an education and training provider,
6 or a consortium thereof;

7 “(C) a State apprenticeship agency;

8 “(D) an Indian Tribe or Tribal organiza-
9 tion;

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

15 “(F) a Governor;

16 “(G) a labor organization or joint labor-
17 management organization;

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

21 “(I) a qualified intermediary; and

22 “(2) to the extent practicable—

23 “(A) be part of an industry or sector part-
24 nership; and

1 “(B) partner with a labor or joint labor-
2 management organization.

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

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

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

13 “(3) The ability of the applicant, directly or
14 through partners—

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

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

1 “(C) to provide opportunities to rural com-
2 munities, as applicable.

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

5 “(A) the need to create or expand the pro-
6 gram; and

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

11 “(5) A plan—

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

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

1 grams will be leveraged in support of the pro-
2 grams supported by this grant;

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

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

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

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

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

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

1 “(A) a plan to coordinate the activities car-
2 ried out under the grant with the existing pro-
3 gram; and

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

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

19 “(8) A description of strategies to recruit and
20 support employers involved in programs under the
21 national apprenticeship system.

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

23 “(A) provide information to the Adminis-
24 trator, as requested, for any such evaluations as
25 the Administrator may carry out;

1 “(B) make program performance data col-
2 lected under section 131 available (in accord-
3 ance with applicable data privacy laws, includ-
4 ing section 444 of the General Education Provi-
5 sions Act (20 U.S.C. 1232g) and section 4 of
6 this Act) to independent evaluators to enable
7 the evaluators to prepare the evaluations and
8 research reports described in section 203(a)(1);
9 and

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

14 “(f) ADDITIONAL APPLICATION REQUIREMENTS.—

15 The Administrator shall require an eligible entity applying
16 for a grant under this title to include as part of their ap-
17 plication in subsection (e) the following information, as
18 applicable:

19 “(1) CREATION AND EXPANSION ACTIVITIES.—

20 “(A) NEW APPRENTICESHIP PROGRAMS.—

21 An eligible entity applying to create new ap-
22 prenticeship programs and carry out activities
23 in accordance with subsection (a)(1)(A)(i) shall
24 include as part of their application a description
25 of—

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

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

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

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

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

24 “(ii) existing partnerships with em-
25 ployers acting in either an advisory capac-

1 ity or actively participating in the pre-ap-
2 prenticeship program.

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

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

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

22 “(2) ENCOURAGING EMPLOYER PARTICIPA-
23 TION.—

24 “(A) INDIVIDUALS WITH BARRIERS TO EM-
25 PLOYMENT.—An eligible entity applying to tar-

1 get individuals with barriers to employment for
2 apprenticeship, youth apprenticeship, or pre-ap-
3 prenticeship programs and carry out activities
4 in accordance with subsection (a)(1)(B)(i) shall
5 include as part of their application a description
6 of—

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

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

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

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

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

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

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

22 “(iv) a plan to provide information
23 about resources to program participants to
24 address mental health or substance abuse
25 issues;

1 “(v) partnerships with organizations
2 that support—

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

7 “(II) successful completion of an
8 apprenticeship or pre-apprenticeship
9 program;

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

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

20 “(D) SMALL- AND MEDIUM-SIZED EMPLOY-
21 ERS.—An eligible entity applying to engage
22 small- and medium-sized employers and carry
23 out activities in accordance with subsection
24 (a)(1)(B)(iv) shall include as part of their ap-
25 plication a description of demonstrated success

1 in engaging small- and medium-sized employers
2 and the ability to recruit new employers to par-
3 ticipate in related partnerships or programs, in-
4 cluding small businesses owned or controlled by
5 women, minorities, or veterans.

6 “(3) INTERMEDIARY GRANTS.—

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

22 “(B) SERVING PROGRAMS IN A LOCAL OR
23 REGIONAL SETTING.—An eligible entity apply-
24 ing to carry out activities in accordance with
25 subsection (a)(1)(C)(ii) shall include as part of

1 their application a description of how such enti-
2 ty will—

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

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

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

17 “(iv) provide services to program
18 sponsors and program participants.

19 “(4) EDUCATIONAL ALIGNMENT.—An eligible
20 entity applying to carry out activities in accordance
21 with subsection (a)(1)(D) shall include as part of
22 their application a description of—

23 “(A) a demonstration of a partnership
24 with—

1 “(i)(I) no less than three sponsors or
2 employers; or

3 “(II) an industry or sector partner-
4 ship; and

5 “(ii) at least 1 of the following—

6 “(I) an educational service agen-
7 cy;

8 “(II) a high school;

9 “(III) a local educational agency;

10 “(IV) State educational agency;

11 “(V) an Indian Tribe, Tribal or-
12 ganization, Tribal educational agency,
13 Tribally controlled college or univer-
14 sity, or Tribally controlled postsec-
15 ondary career and technical institu-
16 tion, as applicable;

17 “(VI) a postsecondary edu-
18 cational institution;

19 “(VII) a Job Corps center (as de-
20 fined in section 142 of the Workforce
21 Innovation and Opportunity Act (29
22 U.S.C. 3192)); or

23 “(VIII) a State higher education
24 agency; and

1 “(B) a commitment to establishing or ex-
2 panding the alignment of the related instruction
3 to—

4 “(i) the requirements for a high
5 school diploma, which may be fulfilled
6 through a dual or concurrent enrollment
7 program; or

8 “(ii) the requirements for a recognized
9 postsecondary credential, including the de-
10 gree requirements for an associate’s or
11 bachelor’s degree.

12 **“SEC. 202. USES OF FUNDS.**

13 “(a) GENERAL ACTIVITIES.—An eligible entity apply-
14 ing for any grant activity under section 201(a)(1)—

15 “(1) shall use at least 5 percent of the grant
16 funds to provide direct financial assistance to ap-
17 prentices, pre-apprentices, or youth apprentices
18 through emergency grants to support their financial
19 needs to enter, remain enrolled in, and complete
20 such program, such as support for the related costs
21 of supplies and equipment, assessment or licensure
22 fees, courses, transportation, child care, internet ac-
23 cess, and housing; and

24 “(2) may use funds for any of the following ac-
25 tivities:

1 “(A) To establish or expand partnerships
2 with organizations that provide program partici-
3 pants access to financial planning, mentoring,
4 and supportive services that are necessary to
5 enable an individual to participate in and com-
6 plete a program under the national apprentice-
7 ship system.

8 “(B) To conduct outreach and recruitment
9 activities, including assessments of potential
10 participants for, and enrollment of participants
11 in, a program under the national apprenticeship
12 system.

13 “(C) To conduct outreach, engagement, re-
14 cruitment, and coordination of activities with
15 employers, industry associations, labor and joint
16 labor-management organizations, qualified
17 intermediaries, education and training pro-
18 viders, State or local workforce agencies, poten-
19 tial sponsors, community-based organizations,
20 communities with high numbers or percentages
21 of nontraditional apprenticeship populations,
22 small- and medium-sized businesses, or rural
23 communities to establish or expand industry or
24 sector partnerships and opportunities under the
25 national apprenticeship system.

1 “(D) To carry out grant requirements, in-
2 cluding program evaluation and reporting re-
3 quirements.

4 “(E) To conduct any activities as described
5 in the application that would advance the pur-
6 poses of the grant.

7 “(F) To support the transition to virtual
8 or remote learning or training, as necessary and
9 as approved by the registration agency.

10 “(b) ADDITIONAL USES OF FUNDS.—

11 “(1) CREATION OR EXPANSION ACTIVITIES.—

12 “(A) APPRENTICESHIP PROGRAM CRE-
13 ATION.—An eligible entity that receives funds
14 under section 201(a)(1)(A)(i) shall use such
15 funding to create and implement an apprentice-
16 ship program, which may include—

17 “(i) creating and providing training
18 and related instruction based on employer
19 engagement;

20 “(ii) applying apprenticeship frame-
21 works as described in section 111(b)(5)(C)
22 to the State or local labor market and em-
23 ployer needs;

24 “(iii) aligning the new program with
25 existing apprenticeship programs; or

1 “(iv) appropriate equipment, tech-
2 nology, and instructional materials aligned
3 with new program needs, including ma-
4 chinery, testing equipment, tools, imple-
5 ments, hardware and software, and other
6 new and emerging instructional materials.

7 “(B) APPRENTICESHIP PROGRAM EXPAN-
8 SION.—An eligible entity that receives funds
9 under section 201(a)(1)(A)(ii) shall use such
10 funds to expand an existing apprenticeship pro-
11 gram, which may include—

12 “(i) expanding and enhancing related
13 instruction;

14 “(ii) conducting outreach to and en-
15 gagement with employers for the purposes
16 of program expansion, including creation
17 of new or expansion of existing industry or
18 sector partnerships;

19 “(iii) preparing additional instructors
20 or mentors needed for program expansion;

21 “(iv) building awareness of appren-
22 ticeship program opportunities for State or
23 local workforce development, education,
24 and economic development entities; and

1 “(v) providing commensurate wages to
2 wages for on-the-job training for program
3 participants during related instruction, as
4 applicable.

5 “(C) PRE-APPRENTICESHIP PROGRAMS.—
6 An eligible entity that receives funds under sec-
7 tion 201(a)(1)(A)(iii) shall use such funds to
8 create a new pre-apprenticeship program or ex-
9 pand an existing pre-apprenticeship program,
10 which may include—

11 “(i) coordinating pre-apprenticeship
12 program activities with an apprenticeship
13 program in a high-skill, high-wage, or in-
14 demand industry sector or occupation, in-
15 cluding the creation or expansion of work-
16 based learning opportunities, and articula-
17 tion agreements for those who successfully
18 complete a pre-apprenticeship to earn aca-
19 demic credit and enroll in an apprentice-
20 ship program;

21 “(ii) creating, expanding, or inte-
22 grating related instruction and work-based
23 learning, which may include training in the
24 workplace and supporting partnerships to
25 create opportunities for pre-apprentices to

1 earn credit at a postsecondary educational
2 institution for skills and competencies ac-
3 quired during the pre-apprenticeship pro-
4 gram;

5 “(iii) providing participants with ca-
6 reer exploration and career planning activi-
7 ties and with exploration of postsecondary
8 opportunities including apprenticeship pro-
9 grams;

10 “(iv) with respect to participants
11 without a high school diploma or a gen-
12 erally recognized equivalent, paying the
13 costs affiliated with acquiring such equiva-
14 lent, and the costs of any related assess-
15 ments of potential pre-apprentices or active
16 pre-apprentices, including those that would
17 verify the attainment of foundational
18 knowledge and skills necessary to succeed
19 in an apprenticeship program;

20 “(v) development or expansion of
21 partnerships with organizations that assist
22 program participants in accessing sup-
23 portive services, which may include the 12-
24 month period after the conclusion of a pre-
25 apprenticeship program;

1 “(vi) providing commensurate wages
2 to the linked apprenticeship program for
3 pre-apprentices as they participate in and
4 complete the pre-apprenticeship program,
5 as appropriate;

6 “(vii) paying the cost of related in-
7 struction or assessment or licensure fees
8 associated with the pre-apprenticeship pro-
9 gram, as appropriate;

10 “(viii) providing stipends to pre-ap-
11 prentices enrolled in a pre-apprenticeship
12 program to cover costs such as housing,
13 transportation, child care or out-of-pocket
14 expenses resulting from the pre-apprentice-
15 ship program such as assessments and fees
16 for industry-recognized credentials or driv-
17 er’s licenses during the time of enrollment;
18 or

19 “(ix) creating or expanding industry
20 or sector partnerships to support the pre-
21 apprenticeship program and to provide ad-
22 ditional opportunities to the pre-appren-
23 tices.

24 “(D) YOUTH APPRENTICESHIP PRO-
25 GRAMS.—An eligible entity that receives funds

1 under section 201(a)(1)(A)(iv) shall use such
2 funds to create a new youth apprenticeship pro-
3 gram or expand an existing youth apprentice-
4 ship program, which may include—

5 “(i) paying for the costs associated
6 with curriculum development and align-
7 ment of that curriculum with recognized
8 postsecondary credentials including indus-
9 try-recognized credentials, high school
10 graduation requirements, and related in-
11 struction, including curriculum develop-
12 ment for dual or concurrent enrollment;

13 “(ii) providing employers, and to the
14 extent practicable, labor organizations and
15 joint labor-management organizations,
16 technical assistance to support the partici-
17 pation of youth apprentices under the age
18 of 18;

19 “(iii) integrating work-based and aca-
20 demic learning, which may include training
21 in the workplace;

22 “(iv) providing career exploration and
23 career planning activities, including explo-
24 ration of postsecondary opportunities such
25 as apprenticeship programs;

1 “(v) providing technical assistance to
2 support the participation of small- and me-
3 dium-sized businesses in youth apprentice-
4 ship programs;

5 “(vi) developing or expanding partner-
6 ships with organizations that assist pro-
7 gram participants in accessing supportive
8 services, which may include the 12-month
9 period after the conclusion of such a youth
10 apprenticeship program; or

11 “(vii) providing teachers, career guid-
12 ance and academic counselors, school lead-
13 ers, administrators, specialized instruc-
14 tional support personnel, and paraprofes-
15 sionals with professional development op-
16 portunities to build an understanding of
17 apprenticeship opportunities available to
18 students, including experiential opportuni-
19 ties like externships.

20 “(2) INCENTIVE FUNDS.—

21 “(A) BARRIERS TO EMPLOYMENT.—An eli-
22 gible entity that receives funds under section
23 201(a)(1)(B)(i) shall use such funds to encour-
24 age employer participation in programs under
25 the national apprenticeship system that target

1 individuals with barriers to employment, which
2 may include—

3 “(i) providing financial assistance to
4 employers to support costs related to the
5 programs, such as training incumbent
6 workers for participation as mentors or
7 employees supervising the on-the-job learn-
8 ing;

9 “(ii) supporting the cost of related in-
10 struction, assessment or licensure fees, or
11 wages for program participants during re-
12 lated instruction; and

13 “(iii) establishing or expanding part-
14 nerships with organizations that assist pro-
15 gram participants in accessing supportive
16 services to support recruitment, retention,
17 and completion, including providing sup-
18 plies and equipment necessary to begin a
19 program under the national apprenticeship
20 system.

21 “(B) HIGH-NEED SOCIAL SERVICE-RE-
22 LATED INDUSTRIES.—An eligible entity that re-
23 ceives funds under section 201(a)(1)(B)(ii)
24 shall use such funds to incentivize employer
25 participation in programs under the national

1 apprenticeship system in high-need social serv-
2 ice-related industries, sectors, or occupations,
3 which may include—

4 “(i) providing financial assistance to
5 employers to support costs related to the
6 program, such as training incumbent work-
7 ers as mentors, or employees providing on-
8 the-job training;

9 “(ii) supporting the cost of related in-
10 struction, assessment or licensure fees, or
11 wages for program participants during re-
12 lated instruction;

13 “(iii) establishing or expanding part-
14 nerships with organizations that assist pro-
15 gram participants in accessing supportive
16 services to support recruitment, retention,
17 and completion, including providing sup-
18 plies and equipment necessary to begin a
19 program under the national apprenticeship
20 system; or

21 “(iv) aligning such program with ca-
22 reer pathways and opportunities for ad-
23 vancement along such career pathways.

24 “(C) INDIVIDUALS IMPACTED BY THE JUS-
25 TICE SYSTEM.—An eligible entity that receives

1 funds under section 201(a)(1)(B)(iii) shall use
2 such funds to incentivize employer participation
3 in programs under the national apprenticeship
4 system that target individuals impacted by the
5 criminal or juvenile justice system, which may
6 include—

7 “(i) providing financial assistance to
8 employers to support costs related to the
9 program, such as training incumbent work-
10 ers as mentors or employees supervising
11 the on-the-job learning; or

12 “(ii) supporting the cost of related in-
13 struction, assessment or licensure fees, or
14 wages for program participants during re-
15 lated instruction.

16 “(D) IN-DEMAND INDUSTRY SECTOR OR
17 OCCUPATION GRANTS FOR SMALL- AND ME-
18 DIUM-SIZED BUSINESSES.—An eligible entity
19 that receives funds under section
20 201(a)(1)(B)(iv) shall use such funds to en-
21 courage participation of small- and medium-
22 sized businesses in programs under the national
23 apprenticeship system, which may include—

24 “(i) providing financial assistance to
25 employers to support costs related to the

1 program, such as training incumbent work-
2 ers as mentors or employees supervising
3 the on-the-job learning;

4 “(ii) supporting the cost of related in-
5 struction, assessment or licensure fees, or
6 wages for program participants during re-
7 lated instruction;

8 “(iii) providing technical assistance to
9 small- and medium-sized businesses on the
10 program registration process and
11 leveraging other available funds to support
12 carrying out programs supported by this
13 grant; or

14 “(iv) establishing or expanding part-
15 nerships to support program development
16 or expansion, including establishing or ex-
17 panding industry or sector partnerships to
18 ensure inclusion of small- and medium-
19 sized businesses.

20 “(3) INTERMEDIARY GRANTS.—

21 “(A) NATIONAL INDUSTRY AND EQUITY
22 INTERMEDIARIES.—An eligible entity that re-
23 ceives funds under section 201(a)(1)(C)(i) shall
24 use such funds to carry out activities at a na-
25 tional and regional level to support the pro-

1 motion and expansion of industry or equity
2 intermediaries, which may include—

3 “(i) creating partnerships and
4 leveraging collaborations with employers,
5 workforce development organizations, in-
6 dustry associations, labor organizations,
7 and education and training providers to
8 help multiple employers make education
9 and training more affordable and accel-
10 erate the expansion of programs under the
11 national apprenticeship system nationwide;

12 “(ii) assisting employers in expanding
13 programs, starting new programs, and
14 working together to create a pipeline of
15 skilled workers;

16 “(iii) increasing the participation and
17 completion of nontraditional apprenticeship
18 populations in programs under the national
19 apprenticeship system, which may in-
20 clude—

21 “(I) supporting the development,
22 implementation, and scaling of plans
23 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 on a quarterly basis;

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 occupation suitable for apprenticeship;

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 2023, 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 2023, 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 the Workforce of the
24 House of Representatives and the Committee on
25 Health, Education, Labor, and Pensions of the Sen-

1 ate a report summarizing the findings of the interim
2 evaluations and a report summarizing the final eval-
3 uations.

4 “(4) PUBLIC ACCESS.—The Administrator shall
5 make the interim and final reports available on a
6 publicly accessible website not later than 60 days
7 after the completion of the interim report and the
8 final report.

9 **“SEC. 204. AUTHORIZATION OF APPROPRIATIONS FOR**
10 **GRANTS.**

11 “‘There are authorized to be appropriated to carry out
12 this title:

13 “(1) \$400,000,000 for fiscal year 2025;

14 “(2) \$500,000,000 for fiscal year 2026;

15 “(3) \$600,000,000 for fiscal year 2027;

16 “(4) \$700,000,000 for fiscal year 2028; and

17 “(5) \$800,000,000 for fiscal year 2029.”.

18 **SEC. 4. CONFORMING AMENDMENTS.**

19 (a) AMERICAN COMPETITIVENESS AND WORKFORCE
20 IMPROVEMENT ACT OF 1998.—Section 414(c) of the
21 American Competitiveness and Workforce Improvement
22 Act of 1998 (29 U.S.C. 2916a) is repealed.

23 (b) IMMIGRATION AND NATIONALITY ACT.—Section
24 286(s)(2) of the Immigration and Nationality Act (8
25 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”.

9 (c) TRANSITION PROVISION.—Notwithstanding the
10 repeal and amendments made by subsections (a) and (b),
11 each eligible entity that received a grant under section
12 414(c) of the American Competitiveness and Workforce
13 Improvement Act of 1998 (29 U.S.C. 2916a), as such sec-
14 tion was in effect before October 1, 2024—

15 (1) shall continue to receive funds in accord-
16 ance with the terms of such grant; and

17 (2) may not receive any additional funds under
18 such section after the expiration of such grant.

○