

117TH CONGRESS
1ST SESSION

H. R. 447

AN ACT

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

1 *Be it enacted by the Senate and House of Representa-*
 2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “National Apprenticeship Act of 2021”.

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

7 This Act, and the amendments made by this Act,
 8 shall take effect beginning on October 1, 2021.

9 **SEC. 3. AMENDMENT.**

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

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

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

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

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

“Sec. 2. Definitions.

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

“Sec. 4. Transition provisions.

“Sec. 5. Disaggregation of data.

“Sec. 6. Relation to other laws.

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

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

“Sec. 111. The Office of Apprenticeship.

“Sec. 112. National Advisory Committee on Apprenticeships.

“Sec. 113. State apprenticeship agencies and State Offices of Apprenticeship.

“Sec. 114. Interagency agreement with Department of Education.

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

“Sec. 121. Apprenticeable occupations standards.

“Sec. 122. Quality standards of programs under the national apprenticeship system.

“Sec. 123. Apprenticeship agreements.

“Sec. 124. Registration of programs under the national apprenticeship system.

“Subtitle C—Evaluations and Research

“Sec. 131. Program evaluations.

“Sec. 132. National apprenticeship system research.

“Subtitle D—General Provisions

“Sec. 141. Authorization of appropriations.

“TITLE II—MODERNIZING THE NATIONAL APPRENTICESHIP
SYSTEM FOR THE 21ST CENTURY GRANTS

“Sec. 201. Grant requirements.

“Sec. 202. Uses of Funds.

“Sec. 203. Grant evaluations.

“Sec. 204. Grant appropriations.

1 **“SEC. 2. DEFINITIONS.**

2 “In this Act:

3 “(1) ADMINISTRATOR.—The term ‘Adminis-
4 trator’ means the Administrator of the Office of Ap-
5 prenticeship established under section 111(a).

6 “(2) ADVISORY COMMITTEE.—The term ‘Advi-
7 sory Committee’ means the National Advisory Com-
8 mittee on Apprenticeships established under section
9 112.

10 “(3) APPRENTICE.—The term ‘apprentice’
11 means a program participant in an apprenticeship
12 program.

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

1 “(A) an apprentice, a youth apprentice, or
2 a pre-apprentice; and

3 “(B) a sponsor.

4 “(5) APPRENTICESHIP HUB.—The term ‘ap-
5 prenticeship hub’ means a regional or sectoral quali-
6 fied intermediary recognized by a State apprentice-
7 ship agency or a State Office of Apprenticeship as
8 organizing and providing activities and services re-
9 lated to the development of programs under the na-
10 tional apprenticeship system.

11 “(6) APPRENTICEABLE OCCUPATION.—The
12 term ‘apprenticeable occupation’ means an occupa-
13 tion that the Administrator has determined meets
14 the requirements of section 121.

15 “(7) APPRENTICESHIP PROGRAM.—The term
16 ‘apprenticeship program’ means a program that
17 meets the standards described in section 122(b) and
18 is registered under this Act.

19 “(8) COMPETENCY.—The term ‘competency’
20 means the attainment of knowledge, skills, and abili-
21 ties in a subject area, as specified by an occupa-
22 tional skill standard and demonstrated by an appro-
23 priate written or hands-on proficiency measurement.

24 “(9) DEPARTMENT.—The term ‘Department’
25 means the Department of Labor.

1 “(10) EDUCATION AND TRAINING PROVIDER.—

2 The term ‘education and training provider’ means—

3 “(A) an area career and technical edu-
4 cation school;

5 “(B) an early college high school;

6 “(C) an educational service agency;

7 “(D) a high school;

8 “(E) a local educational agency or State
9 educational agency;

10 “(F) a Tribal educational agency, Tribally
11 controlled college or university, or Tribally con-
12 trolled postsecondary career and technical insti-
13 tution;

14 “(G) a postsecondary educational institu-
15 tion;

16 “(H) a minority-serving institution;

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

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

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

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

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

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

8 “(11) ELIGIBLE ENTITY.—

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

11 “(i) a program sponsor;

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

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

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

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

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

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

3 “(vii) a Governor of a State;

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

6 “(ix) a qualified intermediary.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

17 “(C) is registered under this Act.

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

21 “(23) QUALIFIED INTERMEDIARY.—

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

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

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

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

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

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

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

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

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

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

8 “(viii) serving as a program sponsor.

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

14 “(i) industry or sector partnerships;

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

1 the State workforce development system;
2 or
3 “(iii) partnerships among one or more
4 of the entities described in clauses (i) and
5 (ii).

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

13 “(25) REGISTRATION AGENCY.—The term ‘reg-
14 istration agency’ means the State Office of Appren-
15 ticeship or State apprenticeship agency in a State
16 that is responsible for—

17 “(A) approving or denying applications
18 from sponsors for registration of programs
19 under the national apprenticeship system in the
20 State or area covered by the registration agen-
21 cy; and

22 “(B) carrying out the responsibilities of
23 supporting the youth apprenticeship, pre-ap-
24 prenticeship, or apprenticeship programs reg-
25 istered by the registration agency.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

15 “(30) STATE.—The term ‘State’—

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

19 “(A) Providing technical assistance to—

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

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

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

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

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

1 through facilitating the sharing of best
2 practices;

3 “(v) share, through a national appren-
4 ticeship system clearinghouse, high-quality
5 materials for programs under the national
6 apprenticeship system, such as related in-
7 struction or training materials, in user-
8 friendly formats and languages that are
9 easily accessible, as determined by the Ad-
10 ministrator; and

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

15 “(B) Cooperating with the—

16 “(i) Secretary of Education in—

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

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

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

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

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

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

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

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

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

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

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

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

21 “(3) STATE OFFICES OF APPRENTICESHIP.—

22 “(A) ESTABLISHMENT OF OFFICES.—

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

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

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

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

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

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

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

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

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

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

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

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

13 “(5) APPRENTICEABLE OCCUPATIONS.—

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

20 “(a) ESTABLISHMENT.—

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

24 “(2) COMPOSITION.—

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

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

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

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

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

3 “(iii) 1 representative of each from—

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

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

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

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

16 “(V) a State apprenticeship
17 council;

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

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

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

10 “(IX) a program participant.

11 “(C) EX OFFICIO NONVOTING MEMBERS.—

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

16 “(i) the Department of Labor;

17 “(ii) the Department of Commerce;

18 “(iii) the Department of Education;

19 “(iv) the Department of Energy;

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

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

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

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

3 “(ix) the Department of Justice;

4 “(x) the Department of Defense; and

5 “(xi) the Federal Communications
6 Commission.

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

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

21 “(4) TERMS.—

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

1 “(B) TERMS OF INITIAL APPOINTEES.—

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

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

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

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

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

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

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

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

12 “(c) MEETINGS.—

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

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

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

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

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

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

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

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

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

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

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

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

6 “(e) PERSONNEL.—

7 “(1) COMPENSATION OF MEMBERS.—

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

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

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

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

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

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

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

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

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

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

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

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

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

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

15 “(3) REVIEW AND RECOGNITION.—

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

22 “(B) DURATION OF RECOGNITION.—

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

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

3 “(ii) NOTIFICATION.—

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

9 “(3) STATE APPRENTICESHIP COUNCIL.—

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

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

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

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

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

1 traditional apprenticeship industries
2 or occupations;

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

8 “(III) public members; and

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

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

15 “(c) STATE PLAN.—

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

22 “(2) APPROVAL OF STATE PLAN.—

23 “(A) SUBMISSION.—

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

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

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

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

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

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

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

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

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

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

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

3 “(C) MODIFICATIONS.—

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

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

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

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

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

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

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

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

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

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

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

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

15 “(6) COMPLAINTS.—

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

3 “(A) staff and resources;

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

24 “(4) LEADERSHIP ACTIVITIES.—

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

25 “(3) DERECOGNITION PROCESS.—

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

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

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

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

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

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

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

15 “(D) OPPORTUNITY FOR HEARING.—

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

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

1 withdrawn as a result of such failure;
2 and

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

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

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

17 “(A) OFFICE OF APPRENTICESHIP.—

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

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

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

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

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

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

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

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

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

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

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

19 “(f) RESERVATION AND STATE ALLOTMENTS.—

20 “(1) STATE ALLOTMENTS.—

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

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

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

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

6 “(B) FORMULA.—

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

3 “(1) information and resources to—

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

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

18 “(2) technical assistance on how to—

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

12 “(2) The program—

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

1 “(1) The program—

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

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

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

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

19 “(3) The program provides—

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

16 “(b) RECOGNITION AND REGISTRATION PROCESS.—

17 “(1) REVIEW AND APPROVAL PROCESS.—

18 “(A) PROVISIONAL APPROVAL REVIEW.—

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

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

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

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

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

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

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

15 “(2) CERTIFICATE OF REGISTRATION.—

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

5 “(2) REGISTRATION AGENCY REQUIREMENTS.—

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

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

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

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

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

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

11 “(I) approve the proposal; or

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

16 “(D) LIST OF DISAPPROVED PROGRAMS.—

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

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

3 **“SEC. 131. PROGRAM EVALUATIONS.**

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

13 “(b) REVIEWS BY REGISTRATION AGENCIES.—

14 “(1) PERFORMANCE REVIEWS.—

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

25 “(2) COMPREHENSIVE PROGRAM REVIEWS.—

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

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

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

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

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

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

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

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

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

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

20 “(c) SUBSEQUENT ACTION.—

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

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

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

10 “(i) is not in operation;

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

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

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

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

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

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

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

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

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

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

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

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

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

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

3 “(i) relates to an apprentice; and

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

17 “(d) REPORTS.—

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

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

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

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

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

13 “(f) DEMONSTRATION AUTHORITY.—

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

19 “(A) is limited in size and scope;

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

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

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

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

9 **“Subtitle D—General Provisions**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

5 **“SEC. 201. GRANT REQUIREMENTS.**

6 “(a) AUTHORITY.—

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

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

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

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

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

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

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

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

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

1 system, and foster and former foster
2 youth;

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

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

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

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

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

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

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

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

16 “(2) DURATION.—

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

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

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

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

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

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

11 “(b) FUNDING REQUIREMENTS.—

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

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

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

7 “(c) PRIORITY AND DISTRIBUTION.—

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

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

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

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

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

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

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

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

10 “(C) a State apprenticeship agency;

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

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

18 “(F) a Governor;

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

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

24 “(I) a qualified intermediary; and

25 “(2) to the extent practicable—

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

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

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

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

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

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

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

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

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

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

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

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

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

13 “(5) A plan—

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

21 “(1) CREATION AND EXPANSION ACTIVITIES.—

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

1 address mental health or substance abuse
2 issues;

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

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

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

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

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

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

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

8 “(3) INTERMEDIARY GRANTS.—

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

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

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

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

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

16 “(iii) leverage additional resources, in-
17 cluding funding provided by Federal and
18 non-Federal resources; and

19 “(iv) provide services to program
20 sponsors and program participants.

21 “(4) EDUCATIONAL ALIGNMENT.—An eligible
22 entity applying to carry out activities in accordance
23 with subsection (a)(1)(D) shall include as part of
24 their application a description of—

1 “(A) a demonstration of a partnership
2 with—

3 “(i)(I) no less than three sponsors or
4 employers; or

5 “(II) an industry or sector partner-
6 ship; and

7 “(ii) at least 1 of the following—

8 “(I) an educational service agen-
9 cy;

10 “(II) a high school;

11 “(III) a local educational agency;

12 “(IV) State educational agency;

13 “(V) an Indian Tribe, Tribal or-
14 ganization, Tribal educational agency,
15 Tribally controlled college or univer-
16 sity, or Tribally controlled postsec-
17 ondary career and technical institu-
18 tion, as applicable;

19 “(VI) a postsecondary edu-
20 cational institution;

21 “(VII) a Job Corps center (as de-
22 fined in section 142 of the Workforce
23 Innovation and Opportunity Act (29
24 U.S.C. 3192)); or

1 “(VIII) a State higher education
2 agency; and

3 “(B) a commitment to establishing or ex-
4 panding the alignment of the related instruction
5 to—

6 “(i) the requirements for a high
7 school diploma, which may be fulfilled
8 through a dual or concurrent enrollment
9 program; or

10 “(ii) the requirements for a recognized
11 postsecondary credential, including the de-
12 gree requirements for an associate’s or
13 bachelor’s degree.

14 **“SEC. 202. USES OF FUNDS.**

15 “(a) GENERAL ACTIVITIES.—An eligible entity apply-
16 ing for any grant activity under section 201(a)(1)—

17 “(1) shall use at least 5 percent of the grant
18 funds to provide direct financial assistance to ap-
19 prentices, pre-apprentices, or youth apprentices
20 through emergency grants to support their financial
21 needs to enter, remain enrolled in, and complete
22 such program, such as support for the related costs
23 of supplies and equipment, assessment or licensure
24 fees, courses, transportation, child care, internet ac-
25 cess, and housing; and

1 “(2) may use funds for any of the following ac-
2 tivities:

3 “(A) To establish or expand partnerships
4 with organizations that provide program partici-
5 pants access to financial planning, mentoring,
6 and supportive services that are necessary to
7 enable an individual to participate in and com-
8 plete a program under the national apprentice-
9 ship system.

10 “(B) To conduct outreach and recruitment
11 activities, including assessments of potential
12 participants for, and enrollment of participants
13 in, a program under the national apprenticeship
14 system.

15 “(C) To conduct outreach, engagement, re-
16 cruitment, and coordination of activities with
17 employers, industry associations, labor and joint
18 labor-management organizations, qualified
19 intermediaries, education and training pro-
20 viders, State or local workforce agencies, poten-
21 tial sponsors, community-based organizations,
22 communities with high numbers or percentages
23 of nontraditional apprenticeship populations,
24 small- and medium-sized businesses, or rural
25 communities to establish or expand industry or

1 sector partnerships and opportunities under the
2 national apprenticeship system.

3 “(D) To carry out grant requirements, in-
4 cluding program evaluation and reporting re-
5 quirements.

6 “(E) To conduct any activities as described
7 in the application that would advance the pur-
8 poses of the grant.

9 “(F) To support the transition to virtual
10 or remote learning or training, as necessary and
11 as approved by the registration agency.

12 “(b) ADDITIONAL USES OF FUNDS.—

13 “(1) CREATION OR EXPANSION ACTIVITIES.—

14 “(A) APPRENTICESHIP PROGRAM CRE-
15 ATION.—An eligible entity that receives funds
16 under section 201(a)(1)(A)(i) shall use such
17 funding to create and implement an apprentice-
18 ship program, which may include—

19 “(i) creating and providing training
20 and related instruction based on employer
21 engagement;

22 “(ii) applying apprenticeship frame-
23 works as described in section 111(b)(5)(C)
24 to the State or local labor market and em-
25 ployer needs;

1 “(iii) aligning the new program with
2 existing apprenticeship programs; or

3 “(iv) appropriate equipment, tech-
4 nology, and instructional materials aligned
5 with new program needs, including ma-
6 chinery, testing equipment, tools, imple-
7 ments, hardware and software, and other
8 new and emerging instructional materials.

9 “(B) APPRENTICESHIP PROGRAM EXPAN-
10 SION.—An eligible entity that receives funds
11 under section 201(a)(1)(A)(ii) shall use such
12 funds to expand an existing apprenticeship pro-
13 gram, which may include—

14 “(i) expanding and enhancing related
15 instruction;

16 “(ii) conducting outreach to and en-
17 gagement with employers for the purposes
18 of program expansion, including creation
19 of new or expansion of existing industry or
20 sector partnerships;

21 “(iii) preparing additional instructors
22 or mentors needed for program expansion;

23 “(iv) building awareness of appren-
24 ticeship program opportunities for State or

1 local workforce development, education,
2 and economic development entities; and

3 “(v) providing commensurate wages to
4 wages for on-the-job training for program
5 participants during related instruction, as
6 applicable.

7 “(C) PRE-APPRENTICESHIP PROGRAMS.—

8 An eligible entity that receives funds under sec-
9 tion 201(a)(1)(A)(iii) shall use such funds to
10 create a new pre-apprenticeship program or ex-
11 pand an existing pre-apprenticeship program,
12 which may include—

13 “(i) coordinating pre-apprenticeship
14 program activities with an apprenticeship
15 program in a high-skill, high-wage, or in-
16 demand industry sector or occupation, in-
17 cluding the creation or expansion of work-
18 based learning opportunities, and articula-
19 tion agreements for those who successfully
20 complete a pre-apprenticeship to earn aca-
21 demic credit and enroll in an apprentice-
22 ship program;

23 “(ii) creating, expanding, or inte-
24 grating related instruction and work-based
25 learning, which may include training in the

1 workplace and supporting partnerships to
2 create opportunities for pre-apprentices to
3 earn credit at a postsecondary educational
4 institution for skills and competencies ac-
5 quired during the pre-apprenticeship pro-
6 gram;

7 “(iii) providing participants with ca-
8 reer exploration and career planning activi-
9 ties and with exploration of postsecondary
10 opportunities including apprenticeship pro-
11 grams;

12 “(iv) with respect to participants
13 without a high school diploma or a gen-
14 erally recognized equivalent, paying the
15 costs affiliated with acquiring such equiva-
16 lent, and the costs of any related assess-
17 ments of potential pre-apprentices or active
18 pre-apprentices, including those that would
19 verify the attainment of foundational
20 knowledge and skills necessary to succeed
21 in an apprenticeship program;

22 “(v) development or expansion of
23 partnerships with organizations that assist
24 program participants in accessing sup-
25 portive services, which may include the 12-

1 month period after the conclusion of a pre-
2 apprenticeship program;

3 “(vi) providing commensurate wages
4 to the linked apprenticeship program for
5 pre-apprentices as they participate in and
6 complete the pre-apprenticeship program,
7 as appropriate;

8 “(vii) paying the cost of related in-
9 struction or assessment or licensure fees
10 associated with the pre-apprenticeship pro-
11 gram, as appropriate;

12 “(viii) providing stipends to pre-ap-
13 prentices enrolled in a pre-apprenticeship
14 program to cover costs such as housing,
15 transportation, childcare or out of pocket
16 expenses resulting from the pre-apprentice-
17 ship program such as assessments and fees
18 for industry-recognized credentials or driv-
19 ers licenses during the time of enrollment;
20 or

21 “(ix) creating or expanding industry
22 or sector partnerships to support the pre-
23 apprenticeship program and to provide ad-
24 ditional opportunities to the pre-appren-
25 tices.

1 “(D) YOUTH APPRENTICESHIP PRO-
2 GRAMS.—An eligible entity that receives funds
3 under section 201(a)(1)(A)(iv) shall use such
4 funds to create a new youth apprenticeship pro-
5 gram or expand an existing youth apprentice-
6 ship program, which may include—

7 “(i) paying for the costs associated
8 with curriculum development and align-
9 ment of that curriculum with recognized
10 postsecondary credentials including indus-
11 try-recognized credentials, high school
12 graduation requirements, and related in-
13 struction, including curriculum develop-
14 ment for dual or concurrent enrollment;

15 “(ii) providing employers, and to the
16 extent practicable, labor organizations and
17 joint labor-management organizations,
18 technical assistance to support the partici-
19 pation of youth apprentices under the age
20 of 18;

21 “(iii) integrating work-based and aca-
22 demic learning, which may include training
23 in the workplace;

24 “(iv) providing career exploration and
25 career planning activities, including explo-

1 ration of postsecondary opportunities such
2 as apprenticeship programs;

3 “(v) providing technical assistance to
4 support the participation of small- and me-
5 dium-sized businesses in youth apprentice-
6 ship programs;

7 “(vi) developing or expanding partner-
8 ships with organizations that assist pro-
9 gram participants in accessing supportive
10 services, which may include the 12-month
11 period after the conclusion of such a youth
12 apprenticeship program; or

13 “(vii) providing teachers, career guid-
14 ance and academic counselors, school lead-
15 ers, administrators, specialized instruc-
16 tional support personnel, and paraprofes-
17 sionals with professional development op-
18 portunities to build an understanding of
19 apprenticeship opportunities available to
20 students, including experiential opportuni-
21 ties like externships.

22 “(2) INCENTIVE FUNDS.—

23 “(A) BARRIERS TO EMPLOYMENT.—An eli-
24 gible entity that receives funds under section
25 201(a)(1)(B)(i) shall use such funds to encour-

1 age employer participation in programs under
2 the national apprenticeship system that target
3 individuals with barriers to employment, which
4 may include—

5 “(i) providing financial assistance to
6 employers to support costs related to the
7 programs, such as training incumbent
8 workers for participation as mentors or
9 employees supervising the on-the-job learn-
10 ing;

11 “(ii) supporting the cost of related in-
12 struction, assessment or licensure fees, or
13 wages for program participants during re-
14 lated instruction; and

15 “(iii) establishing or expanding part-
16 nerships with organizations that assist pro-
17 gram participants in accessing supportive
18 services to support recruitment, retention,
19 and completion, including providing sup-
20 plies and equipment necessary to begin a
21 program under the national apprenticeship
22 system.

23 “(B) HIGH-NEED SOCIAL SERVICE-RE-
24 LATED INDUSTRIES.—An eligible entity that re-
25 ceives funds under section 201(a)(1)(B)(ii)

1 shall use such funds to incentivize employer
2 participation in programs under the national
3 apprenticeship system in high need social serv-
4 ice-related industries, sectors, or occupations,
5 which may include—

6 “(i) providing financial assistance to
7 employers to support costs related to the
8 program, such as training incumbent work-
9 ers as mentors, or employees providing on-
10 the-job training;

11 “(ii) supporting the cost of related in-
12 struction, assessment or licensure fees, or
13 wages for program participants during re-
14 lated instruction;

15 “(iii) establishing or expanding part-
16 nerships with organizations that assist pro-
17 gram participants in accessing supportive
18 services to support recruitment, retention,
19 and completion, including providing sup-
20 plies and equipment necessary to begin a
21 program under the national apprenticeship
22 system; or

23 “(iv) aligning such program with ca-
24 reer pathways and opportunities for ad-
25 vancement along such career pathways.

1 “(C) INDIVIDUALS IMPACTED BY THE JUSTICE SYSTEM.—An eligible entity that receives
2 funds under section 201(a)(1)(B)(iii) shall use
3 such funds to incentivize employer participation
4 in programs under the national apprenticeship
5 system that target individuals impacted by the
6 criminal or juvenile justice system, which may
7 include—
8

9 “(i) providing financial assistance to
10 employers to support costs related to the
11 program, such as training incumbent work-
12 ers as mentors or employees supervising
13 the on-the-job learning; or

14 “(ii) supporting the cost of related in-
15 struction, assessment or licensure fees, or
16 wages for program participants during re-
17 lated instruction.

18 “(D) IN-DEMAND INDUSTRY SECTOR OR
19 OCCUPATION GRANTS FOR SMALL- AND ME-
20 DIUM-SIZED BUSINESSES.— An eligible entity
21 that receives funds under section
22 201(a)(1)(B)(iv) shall use such funds to en-
23 courage participation of small- and medium-
24 sized businesses in programs under the national
25 apprenticeship system, which may include—

1 “(i) providing financial assistance to
2 employers to support costs related to the
3 program, such as training incumbent work-
4 ers as mentors or employees supervising
5 the on-the-job learning;

6 “(ii) supporting the cost of related in-
7 struction, assessment or licensure fees, or
8 wages for program participants during re-
9 lated instruction;

10 “(iii) providing technical assistance to
11 small- and medium-sized businesses on the
12 program registration process and
13 leveraging other available funds to support
14 carrying out programs supported by this
15 grant; or

16 “(iv) establishing or expanding part-
17 nerships to support program development
18 or expansion, including establishing or ex-
19 panding industry or sector partnerships to
20 ensure inclusion of small- and medium-
21 sized businesses.

22 “(3) INTERMEDIARY GRANTS.—

23 “(A) NATIONAL INDUSTRY AND EQUITY
24 INTERMEDIARIES.—An eligible entity that re-
25 ceives funds under section 201(a)(1)(C)(i) shall

1 use such funds to carry out activities at a na-
2 tional and regional level to support the pro-
3 motion and expansion of industry or equity
4 intermediaries, which may include—

5 “(i) creating partnerships and
6 leveraging collaborations with employers,
7 workforce development organizations, in-
8 dustry associations, labor organizations,
9 and education and training providers to
10 help multiple employers make education
11 and training more affordable and accel-
12 erate the expansion of programs under the
13 national apprenticeship system nationwide;

14 “(ii) assisting employers in expanding
15 programs, starting new programs, and
16 working together to create a pipeline of
17 skilled workers;

18 “(iii) increasing the participation and
19 completion of nontraditional apprenticeship
20 populations in programs under the national
21 apprenticeship system, which may in-
22 clude—

23 “(I) supporting the development,
24 implementation, and scaling of plans
25 and practices; and

1 “(II) identifying, developing, and
2 disseminating effective program tools
3 and strategies;

4 “(iv) providing national activities to
5 increase awareness and access to pro-
6 grams, including strategic marketing and
7 outreach, technology improvements, and
8 innovations that make it easier for employ-
9 ers to start programs and for individuals
10 to connect with program opportunities;

11 “(v) developing and disseminating
12 training or related instruction associated
13 with the program or for curriculum im-
14 provements that align with the require-
15 ments of the program and learning assess-
16 ments; or

17 “(vi) providing industry employees or
18 potential employees with a clear under-
19 standing of future career paths and the
20 skills needed to succeed, along with cost ef-
21 fective ways of acquiring those skills
22 through youth apprenticeship, pre-appren-
23 ticeship, or apprenticeship programs.

24 “(B) LOCAL INTERMEDIARIES.—An eligi-
25 ble entity that receives funds under section

1 201(a)(1)(C)(ii) may use such funds to carry
2 out activities at a local or regional level to sup-
3 port the promotion and expansion of programs
4 under the national apprenticeship system, which
5 may include—

6 “(i) providing training or related in-
7 struction associated with the programs or
8 for curriculum improvements that align
9 with the requirements of the programs and
10 learning assessments;

11 “(ii) engaging with local education
12 and training providers to support related
13 instruction aligned with the needs of high-
14 skill, high-wage, or in-demand industry
15 sectors and occupations, and to the extent
16 practicable, support the provision of aca-
17 demic credit for related instruction;

18 “(iii) providing services, including
19 business engagement, classroom instruc-
20 tion, and development of partnerships with
21 organizations that assist program partici-
22 pants in accessing supportive services
23 (which may include the 12-month period
24 after the conclusion of the other activities

1 in the youth apprenticeship and pre-ap-
2 prenticeship programs involved);

3 “(iv) providing technical assistance on
4 the registration process for a sponsor of a
5 youth apprenticeship, pre-apprenticeship,
6 or apprenticeship program;

7 “(v) connecting businesses, labor or-
8 ganizations, or joint labor-management or-
9 ganizations with education and training
10 providers to develop related instruction to
11 complement the on-the-job learning portion
12 of a youth apprenticeship, pre-apprentice-
13 ship, or apprenticeship program;

14 “(vi) providing training to employees
15 to serve as on-the-job trainers or mentors
16 to program participants; and

17 “(vii) providing career exposure, ca-
18 reer planning, and career awareness activi-
19 ties.

20 “(4) EDUCATIONAL ALIGNMENT GRANTS.—An
21 eligible entity that receives funds under section
22 201(a)(1)(D) shall use such funds to strengthen
23 alignment between programs under the national ap-
24 prenticeship system and education and training pro-
25 viders with secondary and postsecondary education

1 systems, including degree and credential require-
2 ments, which may include—

3 “(A) creating and aligning the related in-
4 struction to requirements for a high school di-
5 ploma or an associate’s or bachelor’s degree, in-
6 cluding through—

7 “(i) dual enrollment and credit articu-
8 lation for youth apprenticeship programs;

9 “(ii) articulation agreements; or

10 “(iii) credit transfer agreements;

11 “(B) creating or expanding career path-
12 ways aligned with pre-apprenticeship, youth ap-
13 prenticeship, or apprenticeship programs;

14 “(C) providing professional development
15 for teachers, career guidance and academic
16 counselors, school leaders, administrators, spe-
17 cialized instructional support personnel, and
18 paraprofessionals to build an understanding of
19 opportunities in the national apprenticeship sys-
20 tem available to students and to incorporate
21 such opportunities into academic content and
22 offerings;

23 “(D) offering prior learning assessments,
24 which may include credit for prior learning to
25 grant advanced standing in a program under

1 the national apprenticeship system and credit
2 towards an associate's or bachelor's degree;

3 “(E) maintaining a connection between a
4 pre-apprenticeship or youth apprenticeship pro-
5 gram and an apprenticeship program; and

6 “(F) providing training for instructors or
7 mentors.

8 **“SEC. 203. GRANT EVALUATIONS.**

9 “(a) RECIPIENT REPORTS.—Each recipient of a
10 grant under this section shall—

11 “(1) provide for an independent evaluation of
12 the activities carried out under this title during the
13 grant period;

14 “(2) provide for an annual report and for a
15 final report at the conclusion of the grant period,
16 which include—

17 “(A) a description of how the funds re-
18 ceived through the grant were used and how the
19 uses of funds aligned with the description in the
20 application specified in section 201(e)(5)(C);

21 “(B) in the case of an eligible entity that
22 is required to report data under section
23 131(b)(1), the data collected under such section
24 for the grant period;

1 “(C) the total number of active program
2 participants served by each of the grant pro-
3 grams;

4 “(D) the total number that obtained un-
5 subsidized employment in a field related to the
6 apprenticeable occupation;

7 “(E) the total number of program partici-
8 pants that completed the program in which they
9 were enrolled;

10 “(F) the average time to completion for
11 each program as compared to the program
12 standards description under paragraphs (1) and
13 (2) of section 123(b);

14 “(G) the average cost per participant dur-
15 ing the most recent program year and the 3
16 preceding program years;

17 “(H) the percentage of participants who
18 received support services; and

19 “(I) the disaggregation of performance
20 data described in subparagraphs (A) through
21 (H)—

22 “(i) by the program type (apprentice-
23 ship, youth apprenticeship, or pre-appren-
24 ticeship program) involved; and

1 “(ii) by race, ethnicity, sex, age, and
2 membership in a population specified in
3 section 3(24) of the Workforce Innovation
4 and Opportunity Act (29 U.S.C.
5 3102(24)); and

6 “(3) submit each report under paragraph (2)—

7 “(A) to the registration agency; and

8 “(B) to the Administrator.

9 “(b) ADMINISTRATOR EVALUATIONS.—

10 “(1) IN GENERAL.—The Administrator shall
11 prepare—

12 “(A) not later than 36 months after the
13 date of enactment of the National Apprenticeship
14 Act of 2021, an interim evaluation on the
15 activities carried out under grants, contracts, or
16 cooperative agreements awarded under this sec-
17 tion; and

18 “(B) not later than 60 months after the
19 date of enactment of the National Apprenticeship
20 Act of 2021, a final evaluation containing
21 the results of the grant activities.

22 “(2) CONTENTS.—Such evaluations shall ad-
23 dress, for the activities carried out under each grant
24 awarded under this section, the general effectiveness

1 of the activities in relation to their cost, including
2 the extent to which the activities—

3 “(A) improve the participation in, reten-
4 tion in, and completion of youth apprenticeship,
5 pre-apprenticeship, and apprenticeship pro-
6 grams by nontraditional apprenticeship popu-
7 lations;

8 “(B) to the extent feasible, increase the
9 levels of total employment, of attainment of rec-
10 ognized postsecondary credentials, and of meas-
11 urable skills, above the levels that would have
12 existed in the absence of such activities;

13 “(C) respond to the needs reflected in
14 State, regional, or local labor market data;

15 “(D) align with high-skill, high-wage, or
16 in-demand industries or occupations; and

17 “(E) reach a wide variety of industry sec-
18 tors and occupations;

19 “(3) REPORTS TO CONGRESS.—Not later than
20 60 days after the completion of the interim evalua-
21 tion and the final evaluation described in this sec-
22 tion, the Administrator shall submit to the Com-
23 mittee on Education and Labor of the House of
24 Representatives and the Committee on Health, Edu-
25 cation, Labor, and Pensions of the Senate a report

1 summarizing the findings of the interim evaluations
2 and a report summarizing the final evaluations.

3 “(4) PUBLIC ACCESS.—The Administrator shall
4 make the interim and final reports available on a
5 publicly accessible website not later than 60 days
6 after the completion of the interim report and the
7 final report.

8 **“SEC. 204. GRANT APPROPRIATIONS.**

9 “There are authorized to be appropriated to carry out
10 this title:

11 “(1) \$400,000,000 for fiscal year 2022;

12 “(2) \$500,000,000 for fiscal year 2023;

13 “(3) \$600,000,000 for fiscal year 2024;

14 “(4) \$700,000,000 for fiscal year 2025; and

15 “(5) \$800,000,000 for fiscal year 2026.”.

16 **SEC. 4. CONFORMING AMENDMENTS.**

17 (a) AMERICAN COMPETITIVENESS AND WORKFORCE
18 IMPROVEMENT ACT OF 1998.—Section 414(c) of the
19 American Competitiveness and Workforce Improvement
20 Act of 1998 (29 U.S.C. 2916a) is repealed.

21 (b) IMMIGRATION AND NATIONALITY ACT.—Section
22 286(s)(2) of the Immigration and Nationality Act (8
23 U.S.C. 1356(s)(2)) is amended—

1 (1) in the heading, by striking “FOR JOB
2 TRAINING” and inserting “FOR PROGRAMS UNDER
3 THE NATIONAL APPRENTICESHIP SYSTEM”; and

4 (2) by striking “for demonstration programs
5 and projects described in section 414(c) of the
6 American Competitiveness and Workforce Improve-
7 ment Act of 1998” and inserting “to carry out title
8 II of the National Apprenticeship Act”.

Passed the House of Representatives February 5,
2021.

Attest:

Clerk.

117TH CONGRESS
1ST SESSION

H. R. 447

AN ACT

To amend the Act of August 16, 1937 (commonly referred to as the “National Apprenticeship Act”) and expand the national apprenticeship system to include apprenticeships, youth apprenticeships, and pre-apprenticeship registered under such Act, to promote the furtherance of labor standards necessary to safeguard the welfare of apprentices, and for other purposes.