

114TH CONGRESS  
2D SESSION

# H. R. 5635

To promote effective registered apprenticeships, for skills, credentials, and employment, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

JULY 6, 2016

Mr. POCAN (for himself, Mr. SCOTT of Virginia, Mr. CONYERS, Ms. NORTON, Ms. LEE, Mr. HONDA, Mrs. DINGELL, Ms. MOORE, Mr. PAYNE, Mr. NADLER, Mr. POLIS, Mr. LANGEVIN, Mr. BLUMENAUER, Mr. GRIJALVA, Mr. DESAULNIER, Mr. JEFFRIES, Mr. NORCROSS, Ms. KAPTUR, Mr. MURPHY of Florida, Mr. KIND, Mr. GENE GREEN of Texas, Mr. VISCLOSKY, Mr. ELLISON, Mr. SWALWELL of California, and Mr. KILDEE) introduced the following bill; which was referred to the Committee on Education and the Workforce

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## A BILL

To promote effective registered apprenticeships, for skills, credentials, and employment, and for other purposes.

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

3 **SECTION 1. SHORT TITLE AND TABLE OF CONTENTS.**

4 (a) SHORT TITLE.—This Act may be cited as the  
5 “Leveraging Effective Apprenticeships to Rebuild Na-  
6 tional Skills Act” or the “LEARNS Act”.

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

- Sec. 1. Short title and table of contents.
- Sec. 2. Findings and purposes.
- Sec. 3. Definitions.

TITLE I—PROMOTING REGISTERED APPRENTICESHIPS

- Sec. 101. Promoting registered apprenticeship programs.
- Sec. 102. Promoting integration with postsecondary education.

TITLE II—PROGRAM DEVELOPMENT AND ENHANCEMENT

- Sec. 201. Expanding registered apprenticeship programs.

3 **SEC. 2. FINDINGS AND PURPOSES.**

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

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

9 (2) The apprenticeship model is a longstanding,  
 10 on-the-job training and education model that pre-  
 11 pares workers for the skill demands of particular oc-  
 12 cupations and employers while, at the same time,  
 13 providing the workers with recognized, portable cre-  
 14 dentials, and wages while in training.

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

1           (4) Registered apprenticeships are becoming in-  
2           creasingly innovative and diverse in their designs,  
3           partnerships, timeframes, and use of emerging con-  
4           cepts such as competency-based learning, and will  
5           continue to evolve to meet emerging skill require-  
6           ments, while maintaining high standards and qual-  
7           ity.

8           (5) Registered apprenticeship programs are an  
9           essential element of an effective workforce develop-  
10          ment system and help individuals attain a recognized  
11          postsecondary credential, contributing to their per-  
12          sonal economic sustainability.

13          (6) According to a report from the Georgetown  
14          University Center on Education and the Workforce,  
15          by 2020 the United States will face a shortage of  
16          5,000,000 workers with recognized postsecondary  
17          credentials.

18          (7) According to a 2012 report from the Annie  
19          E. Casey Foundation, youth employment in the  
20          United States has reached the lowest point since  
21          World War II. More than 6,000,000 young people  
22          ages 16 through 24 are disconnected from school  
23          and work.

1           (8) A 2012 evaluation of registered apprentice-  
2           ship programs in 10 States by Mathematica Policy  
3           Research found that—

4                   (A) individuals who completed registered  
5                   apprenticeship programs earned over \$240,000  
6                   more over their careers than individuals not  
7                   participating in such apprenticeship programs;

8                   (B) the estimated social benefits of reg-  
9                   istered apprenticeship programs, including addi-  
10                  tional productivity of apprentices and the reduc-  
11                  tion in governmental expenditures as a result of  
12                  reduced use of unemployment compensation and  
13                  public assistance, exceeded the costs of the pro-  
14                  grams by more than \$49,000 per program; and

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

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

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

22                   (2) to increase the attainment of recognized  
23                   postsecondary credentials by participants;

24                   (3) to increase awareness about the value of the  
25                   registered apprenticeship program model as an effec-

1       tive earn-and-learn model for students, workers, and  
2       employers;

3               (4) to support the development and expansion  
4       of registered apprenticeship programs with employ-  
5       ers, joint labor-management partnerships, trade and  
6       professional associations, and other program spon-  
7       sors, that offer jobs that lead to economic self-suffi-  
8       ciency;

9               (5) to support the development and expansion  
10      of effective pre-apprenticeship programs that lead to  
11      success in a registered apprenticeship program;

12              (6) to support a closer alignment between reg-  
13      istered apprenticeship programs, the workforce de-  
14      velopment system, career and technical education,  
15      and postsecondary education, including institutions  
16      of higher education; and

17              (7) to support innovative models of effective  
18      work-based learning.

19 **SEC. 3. DEFINITIONS.**

20       In this Act:

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

24              (2) CAREER PATHWAY.—The term “career  
25      pathway” has the meaning given the term in section

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

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

5 (A) has the meaning given the term in sec-  
6 tion 8101 of the Elementary and Secondary  
7 Education Act of 1965 (20 U.S.C. 7801); and

8 (B) includes a collaborative of those agen-  
9 cies.

10 (4) HIGH SCHOOL.—The term “high school”  
11 means a nonprofit institutional day or residential  
12 school that—

13 (A) provides secondary education, as deter-  
14 mined under State law;

15 (B) grants a diploma, as defined by the  
16 State; and

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

18 (5) IN-DEMAND INDUSTRY SECTOR OR OCCUPA-  
19 TION.—The term “in-demand industry sector or oc-  
20 cupation” means has the meaning given the term in  
21 section 3 of the Workforce Innovation and Oppor-  
22 tunity Act (29 U.S.C. 3102).

23 (6) LOCAL AND STATE WORKFORCE DEVELOP-  
24 MENT BOARDS.—The terms “local workforce devel-  
25 opment board” and “State workforce development

1 board” have the meanings given the terms “local  
2 board” and “State board”, respectively, in section 3  
3 of the Workforce Innovation and Opportunity Act  
4 (29 U.S.C. 3102).

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

11 (8) POSTSECONDARY EDUCATIONAL INSTITU-  
12 TION.—The term “postsecondary educational institu-  
13 tion” means an institution of higher education, as  
14 defined in section 102 of the Higher Education Act  
15 of 1965 (20 U.S.C. 1002).

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

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

22 (B) is carried out by an eligible entity  
23 (meaning an entity described in section  
24 101(b)(2)(C) that has an application approved  
25 under section 101(b)(3)) that has a documented

1 partnership with at least 1 sponsor of a reg-  
2 istered apprenticeship program; and

3 (C) includes each of the following elements:

4 (i) Training (including a curriculum  
5 for the training), aligned with industry  
6 standards and reviewed and approved an-  
7 nually by sponsors of the registered ap-  
8 prenticeships within the documented part-  
9 nership, that will prepare individuals by  
10 teaching the skills and competencies need-  
11 ed to enter one or more registered appren-  
12 ticeship programs.

13 (ii) Provision of hands-on training and  
14 theoretical education to individuals that—

15 (I) accurately simulates the in-  
16 dustry and occupational conditions of  
17 the registered apprenticeship program  
18 described in subparagraph (B);

19 (II) is carried out in a manner  
20 that includes proper observation of su-  
21 pervision and safety protocols; and

22 (III) is carried out in a manner  
23 that does not displace a paid em-  
24 ployee.



1 (iii) A formal agreement with a spon-  
2 sor of a registered apprenticeship program  
3 that would enable participants who suc-  
4 cessfully complete the pre-apprenticeship  
5 program to enter directly into the reg-  
6 istered apprenticeship program (if a place  
7 in the program is available), and includes  
8 agreements concerning earning credit rec-  
9 ognized by a postsecondary educational in-  
10 stitution for skills and competencies ac-  
11 quired during the pre-apprenticeship pro-  
12 gram.

13 (10) RECOGNIZED POSTSECONDARY CREDEN-  
14 TIAL.—The term “recognized postsecondary creden-  
15 tial” has the meaning given the term in section 3 of  
16 the Workforce Innovation and Opportunity Act (29  
17 U.S.C. 3102).

18 (11) REGISTERED APPRENTICESHIP PRO-  
19 GRAM.—The term “registered apprenticeship pro-  
20 gram” means a program registered under the Act of  
21 August 16, 1937 (commonly known as the “National  
22 Apprenticeship Act”; 50 Stat. 664, chapter 663; 29  
23 U.S.C. 50 et seq.).

24 (12) SECRETARY.—Except as provided in sec-  
25 tion 102 or as otherwise modified, the term “Sec-

1       retary” means the Secretary of Labor, acting  
2       through the Administrator.

3               (13) SPONSOR.—The term “sponsor” means an  
4       employer, joint labor-management partnership, trade  
5       association, professional association, labor organiza-  
6       tion, or other entity that administers a registered  
7       apprenticeship program.

8                               **TITLE I—PROMOTING**  
9       **REGISTERED APPRENTICESHIPS**

10   **SEC. 101. PROMOTING REGISTERED APPRENTICESHIP PRO-**  
11                               **GRAMS.**

12       (a) ESTABLISHMENT OF THE OFFICE OF APPREN-  
13   TICESHIP.—

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

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

1           (3) RESPONSIBILITIES.—The Administrator,  
2 through the Office of Apprenticeship, shall carry out  
3 responsibilities including—

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

9           (B) managing the national apprenticeship  
10 system;

11           (C) carrying out activities under subsection  
12 (b) to promote effective pre-apprenticeship pro-  
13 grams;

14           (D) promoting awareness about registered  
15 apprenticeship programs, including carrying out  
16 activities under subsection (c);

17           (E) engaging in regular updates of the reg-  
18 istration process, ensuring that such process is  
19 easily accessible and efficient for use by spon-  
20 sors of registered apprenticeship programs;

21           (F) regularly engage with the National Ad-  
22 visory Committee on Apprenticeships and en-  
23 sure that the required reports of the Committee  
24 are submitted to the Secretary and transmitted  
25 to Congress;

1           (G) promoting greater diversity in reg-  
2           istered apprenticeship programs and pre-ap-  
3           prenticeship programs, including by promoting  
4           outreach to underrepresented populations,  
5           youth, and veterans and supporting the develop-  
6           ment of apprenticeship models;

7           (H) providing for evaluations and research,  
8           as described in subsection (e);

9           (I) providing technical assistance to spon-  
10          sors of registered apprenticeship programs, en-  
11          tities who are interested in developing and be-  
12          coming sponsors of registered apprenticeship  
13          programs, and eligible entities carrying out pre-  
14          apprenticeship programs; and

15          (J) coordinating and aligning registered  
16          apprenticeship programs with other Federal  
17          education and training programs, including  
18          those authorized under the Workforce Innova-  
19          tion and Opportunity Act (29 U.S.C. 3101 et  
20          seq.) and the Carl D. Perkins Career and Tech-  
21          nical Education Act of 2006 (20 U.S.C. 2301  
22          et seq.).

23          (b) SUPPORTING THE DEVELOPMENT OF PRE-AP-  
24          PRENTICESHIP PROGRAMS.—

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

3           (2) GRANTS.—

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

10           (B) PERIOD.—The Secretary shall make  
11 initial grants under this paragraph for periods  
12 of not more than 3 years, except that if an eli-  
13 gible entity demonstrates satisfactory perform-  
14 ance under paragraph (6) by the end of that  
15 third year, the Secretary may extend the grant  
16 period up to an additional 1 year for that enti-  
17 ty.

18           (C) ELIGIBLE ENTITY.—To be eligible to  
19 receive a grant from the Secretary under this  
20 subsection, an entity shall be a public-private  
21 partnership consisting of—

22           (i) a local educational agency, high  
23 school, area career and technical school (as  
24 defined in section 3 of the Carl D. Perkins  
25 Career and Technical Education Act of

1           2006 (20 U.S.C. 2302)), educational serv-  
2           ice agency (as defined in section 8101 of  
3           the Elementary and Secondary Education  
4           Act of 1965 (20 U.S.C. 7801)), 2- or 4-  
5           year postsecondary educational institution,  
6           or collaborative of such entities;

7           (ii) in a State with a State entity rec-  
8           ognized by the Secretary of Labor to reg-  
9           ister apprenticeship programs in that  
10          State, that entity;

11          (iii) an industry or business, con-  
12          sisting of an employer, a group of employ-  
13          ers, a trade association, a professional as-  
14          sociation, or an entity that sponsors a reg-  
15          istered apprenticeship program;

16          (iv) a State workforce development  
17          board or local workforce development  
18          board; and

19          (v) to the maximum extent prac-  
20          ticable—

21                  (I) a labor organization associ-  
22                  ated with the industry or occupation  
23                  related to the pre-apprenticeship pro-  
24                  gram involved; and

1 (II) a community-based organiza-  
2 tion that provides pre-apprenticeship  
3 programs, as appropriate.

4 (3) APPLICATIONS.—To be eligible to receive a  
5 grant from the Secretary under this subsection, an  
6 entity shall submit an application to the Secretary at  
7 such time, in such manner, and containing such in-  
8 formation as the Secretary may require, including—

9 (A) a description of the training and cur-  
10 riculum described in section 3(9)(C)(i), and how  
11 the proposed pre-apprenticeship program makes  
12 individuals who successfully complete the pre-  
13 apprenticeship program qualified to enter into  
14 an established registered apprenticeship pro-  
15 gram;

16 (B) evidence that there are or will be suffi-  
17 cient openings available in the registered ap-  
18 prenticeship program referenced in (A) to en-  
19 able the registered apprenticeship program  
20 sponsor to place into a corresponding registered  
21 apprenticeship those individuals who success-  
22 fully complete the pre-apprenticeship program;

23 (C) information about the entity that dem-  
24 onstrates the existence of an active, advisory  
25 partnership between the partners described in

1 paragraph (2)(C) and the capacity, of a train-  
2 ing and education provider in the entity, to pro-  
3 vide the training and education services nec-  
4 essary for a pre-apprenticeship program; and

5 (D) information about the proposed pre-  
6 apprenticeship program that demonstrates—

7 (i) that the program is in an in-de-  
8 mand industry or occupation in the region  
9 in which the project is located;

10 (ii) the use of integrated work-based  
11 and academic learning that may include  
12 training in the workplace;

13 (iii) the inclusion of career exploration  
14 focused activities, such as job shadowing,  
15 career information activities, and resume  
16 preparation, in the program;

17 (iv) if the entity carrying out the  
18 project includes a high school, that the  
19 model to be used for the program leads to  
20 a high school diploma for participants  
21 without such a diploma;

22 (v) how the pre-apprenticeship pro-  
23 gram is aligned with and leverages re-  
24 sources of career and technical education  
25 programs, programs and services author-



1            ized under the Workforce Innovation and  
2            Opportunity Act (29 U.S.C. 3101 et seq.),  
3            or activities of entities that provide sup-  
4            portive services for participants in pre-ap-  
5            prenticeship programs; and

6            (vi) that the project aligns with an es-  
7            tablished registered apprenticeship pro-  
8            gram, including that the model used for  
9            the program leads to the attainment of  
10           skills and competencies necessary for en-  
11           trance into the registered apprenticeship  
12           program for participants.

13           (4) USE OF FUNDS.—

14           (A) IN GENERAL.—An eligible entity that  
15           receives a grant under this subsection shall use  
16           the grant funds to carry out a project that im-  
17           plements a pre-apprenticeship program.

18           (B) REQUIRED ACTIVITIES.—The eligible  
19           entity shall use the grant funds—

20           (i) to pay for the cost of training or  
21           education associated with the pre-appren-  
22           ticeship program;

23           (ii) for curriculum development that  
24           align with the requirements of the appro-

1            p r i a t e r e g i s t e r e d a p p r e n t i c e s h i p p r o g r a m s  
2            a n d l e a r n i n g a s s e s s m e n t s ;

3            ( i i i ) t o m a i n t a i n a c o n n e c t i o n b e t w e e n  
4            t h e p r e - a p p r e n t i c e s h i p p r o g r a m a n d r e g -  
5            i s t e r e d a p p r e n t i c e s h i p p r o g r a m ;

6            ( i v ) f o r a s s e s s m e n t s o f p o t e n t i a l p a r -  
7            t i c i p a n t s f o r , a n d e n r o l l m e n t o f t h e p a r t i c i -  
8            p a n t s i n , t h e p r e - a p p r e n t i c e s h i p p r o g r a m ;  
9            a n d

10            ( v ) t o c o n d u c t e v a l u a t i o n s d e s c r i b e d i n  
11            p a r a g r a p h ( 6 ) ( B ) .

12            ( C ) A L L O W A B L E A C T I V I T I E S . — T h e e l i g i b l e  
13            e n t i t y m a y u s e t h e g r a n t f u n d s f o r —

14            ( i ) t e a c h e r t r a i n i n g , i n c l u d i n g p r o -  
15            v i d i n g e x t e r n s h i p o p p o r t u n i t i e s f o r t e a c h e r s  
16            t o l e a r n a b o u t t h e s k i l l n e e d s o f t h e i n d u s -  
17            t r y o r o c c u p a t i o n t h a t t h e p r e - a p p r e n t i c e -  
18            s h i p p r o g r a m f o c u s e s o n ;

19            ( i i ) s t i p e n d s f o r p a r t i c i p a n t s d u r i n g  
20            w o r k - b a s e d t r a i n i n g i n t h e p r o g r a m ; o r

21            ( i i i ) c o o r d i n a t i o n o f a c t i v i t i e s u n d e r  
22            t h i s s u b s e c t i o n w i t h a c t i v i t i e s c a r r i e d o u t  
23            u n d e r t h e C a r l D . P e r k i n s C a r e e r a n d  
24            T e c h n i c a l E d u c a t i o n A c t o f 2 0 0 6 ( 2 0  
25            U . S . C . 2 3 0 1 e t e s q . ) o r t h e W o r k f o r c e I n -

1           novation and Opportunity Act (29 U.S.C.  
2           3101 et seq.).

3           (5) FEDERAL SHARE.—

4           (A) IN GENERAL.—The Federal share of  
5           the cost described in paragraph (2)(A) shall be  
6           75 percent.

7           (B) NON-FEDERAL SHARE.—The eligible  
8           entity may contribute the non-Federal share of  
9           the cost in cash or in-kind, fairly evaluated, in-  
10          cluding plant, equipment, or services.

11          (6) PERFORMANCE.—

12          (A) MEASURES.—The Secretary shall iden-  
13          tify a set of common measures that, at a min-  
14          imum, include measures of entry into a reg-  
15          istered apprenticeship program and that are  
16          aligned with performance accountability meas-  
17          ures described in section 116(c) of the Work-  
18          force Innovation and Opportunity Act (29  
19          U.S.C. 3141(c)) for the local workforce develop-  
20          ment area (meaning a local area, as defined in  
21          section 3 of that Act) and with corresponding  
22          measures under the Carl D. Perkins Career and  
23          Technical Education Act of 2006 (20 U.S.C.  
24          2301 et seq.), as appropriate.

1           (B) EVALUATIONS.—Each eligible entity  
2           that receives a grant to carry out a project  
3           under this subsection shall arrange for another  
4           qualified entity to conduct an evaluation, or  
5           shall participate in a Department of Labor  
6           sponsored evaluation, of the project using the  
7           identified common measures, and shall, to the  
8           extent practicable, cooperate with the evaluator  
9           in any evaluations of activities carried out  
10          under this section.

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

16          (c) PROMOTING AWARENESS OF REGISTERED AP-  
17          PRENTICESHIP PROGRAMS.—

18           (1) IN GENERAL.—To promote awareness about  
19           registered apprenticeship programs, the Secretary,  
20           in cooperation with the Secretary of Education and  
21           the Secretary of Commerce, shall ensure that timely,  
22           current information about the value of registered ap-  
23           prenticeship programs in the labor market is made  
24           available through a range of widely accessible for-  
25           mats and venues. The information shall be made

1 available to businesses, trade associations, profes-  
2 sional associations, students, parents, workers, edu-  
3 cational institutions, workforce and economic devel-  
4 opment organizations, and State and local elected of-  
5 ficials.

6 (2) INFORMATION FOR STATE AND LOCAL  
7 WORKFORCE DEVELOPMENT BOARDS.—To promote  
8 awareness about registered apprenticeship programs  
9 within the workforce development system, the Sec-  
10 retary shall disseminate information on the value of  
11 registered apprenticeship programs, to State and  
12 local workforce development boards described in sub-  
13 section (b)(2)(C)(iv), which information shall in-  
14 clude—

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

17 (B) guidance for training staff of the  
18 workforce development system within the State  
19 on the value of registered apprenticeship pro-  
20 grams, including relevant placement, retention  
21 and earnings information, as a training option  
22 for participants;

23 (C) guidance on how individual training  
24 accounts under section 134(e)(3) of the Work-  
25 force Innovation and Opportunity Act (29

1 U.S.C. 3174(c)(3)) could be used by partici-  
2 pants for a registered apprenticeship program;  
3 and

4 (D) guidance on how performance account-  
5 ability measures under section 116 of the  
6 Workforce Innovation and Opportunity Act (29  
7 U.S.C. 3141) apply to participants in registered  
8 apprenticeship programs, including relevant  
9 placement, retention and earnings information.

10 (3) INFORMATION FOR EMPLOYERS, TRADE AS-  
11 SOCIATIONS, PROFESSIONAL ASSOCIATIONS, INDUS-  
12 TRY GROUPS AND LABOR ORGANIZATIONS.—To pro-  
13 mote awareness about registered apprenticeship pro-  
14 grams to workers and employers, the Secretary, in  
15 cooperation with the Secretary of Commerce, shall  
16 provide information about the value of registered ap-  
17 prenticeship programs, including relevant placement,  
18 retention and earnings information, through the one-  
19 stop delivery systems described in section 121 of the  
20 Workforce Innovation and Opportunity Act (29  
21 U.S.C. 3151), to employers, trade associations, pro-  
22 fessional associations, industry groups, and labor or-  
23 ganizations, which information shall include, at a  
24 minimum—

1 (A) a list of registered apprenticeship pro-  
2 grams in the State;

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

5 (C) information on financial resources  
6 available to assist with the establishment and  
7 implementation of registered apprenticeship  
8 programs.

9 (4) INFORMATION FOR STUDENTS AND  
10 SCHOOLS.—To promote awareness about registered  
11 apprenticeship programs among students and school  
12 staff, the Secretary, in cooperation with the Sec-  
13 retary of Education, shall disseminate information  
14 on the value of registered apprenticeship programs,  
15 including relevant placement, retention and earnings  
16 information, to high schools, area career and tech-  
17 nical education schools (as defined in subsection  
18 (b)(2)(C)(i)), 2- and 4-year postsecondary edu-  
19 cational institutions, and educational service agen-  
20 cies, to enable, at a minimum—

21 (A) parents to understand registered ap-  
22 prenticeship programs and their value in post-  
23 secondary education and career pathways;

1 (B) students to understand registered ap-  
2 prenticeship programs and their value in career  
3 pathways;

4 (C) career and academic counselors to un-  
5 derstand registered apprenticeship programs as  
6 a valuable postsecondary education option for  
7 students leading to job placement in in-demand  
8 industries and occupations; and

9 (D) school administrators, workforce and  
10 economic development coordinators, and teach-  
11 ers and faculty to assist with the development,  
12 implementation, and continuation of registered  
13 apprenticeship programs.

14 (d) SECRETARY'S NATIONAL ADVISORY COMMITTEE  
15 ON APPRENTICESHIPS.—

16 (1) ESTABLISHMENT.—

17 (A) IN GENERAL.—There is established in  
18 the Department of Labor a National Advisory  
19 Committee on Apprenticeships, referred to in  
20 this section as the “Advisory Committee”.

21 (B) COMPOSITION.—The Advisory Com-  
22 mittee shall have—

23 (i) 21 voting members appointed by  
24 the Secretary, composed of—



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

7 (II) 7 representatives of labor or-  
8 ganizations who have responsibility  
9 for the administration of a registered  
10 apprenticeship program sponsored by  
11 a joint labor-management partnership;

12 (III) 7 representatives of State  
13 apprenticeship agencies, community  
14 organizations with significant experi-  
15 ence with a registered apprenticeship  
16 program, and 2- or 4-year postsec-  
17 ondary educational institutions with  
18 at least one articulation agreement  
19 with the entity administering a reg-  
20 istered apprenticeship program; and

21 (ii) members who are ex officio non-  
22 voting representatives from the Depart-  
23 ments of Labor, Commerce, Education,  
24 Energy, Housing and Urban Development,  
25 and Health and Human Services.

1           (C) QUALIFICATIONS.—The members shall  
2           be selected upon the basis of their experience  
3           and competence concerning apprenticeships.

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

6           (2) CHAIRPERSON.—The Secretary shall des-  
7           ignate one of the members of the Advisory Com-  
8           mittee to serve as Chairperson of the Advisory Com-  
9           mittee.

10          (3) MEETINGS.—The Advisory Committee shall  
11          hold not fewer than 2 meetings during each calendar  
12          year. All meetings of the Advisory Committee shall  
13          be open to the public. A transcript shall be kept of  
14          each meeting and made available for public inspec-  
15          tion.

16          (4) DUTIES.—The Advisory Committee shall  
17          advise, consult with, and make recommendations to  
18          the Secretary on matters relating to the administra-  
19          tion of this title and the Act of August 16, 1937  
20          (commonly known as the “National Apprenticeship  
21          Act”; 50 Stat. 664, chapter 663; 29 U.S.C. 50 et  
22          seq.).

23          (5) PERSONNEL.—

24                 (A) PROCUREMENT.—

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

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

18 (B) STAFF.—The Secretary shall supply  
19 the Committee with an executive secretary and  
20 provide such secretarial, clerical, and other  
21 services as the Secretary determines to be nec-  
22 essary to enable the Advisory Committee to  
23 conduct its business.

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

4 (e) EVALUATIONS AND RESEARCH.—

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

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

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

23           (ii) to the extent feasible, increase the  
24 level of total employment and recognized  
25 postsecondary credential attainment over

1           the level that would have existed in the ab-  
2           sence of such programs and activities;

3           (B) the impact of the programs and activi-  
4           ties for the participants, sponsors, and employ-  
5           ers;

6           (C) the return on investment of Federal,  
7           State, local, sponsor, employer, and other fund-  
8           ing for registered apprenticeships to capture the  
9           full level of investment in, and impact of, reg-  
10          istered apprenticeships;

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

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

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

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

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

1 search described in paragraph (2) shall prepare and  
2 submit to the Secretary a final report containing the  
3 results of the evaluations or research, respectively,  
4 and including policy recommendations. The final re-  
5 port shall be made available for public inspection.  
6 Not later than 36 months after the date of enact-  
7 ment of this Act, the Secretary shall produce a final  
8 report related to the return on investment described  
9 in paragraph (1)(C).

10 (5) REPORTS TO CONGRESS.—Not later than  
11 60 days after the completion of all the final reports  
12 described in paragraph (4), the Secretary shall  
13 transmit the final reports to the Committee on Edu-  
14 cation and the Workforce of the House of Rep-  
15 resentatives and the Committee on Health, Edu-  
16 cation, Labor, and Pensions of the Senate.

17 (6) PUBLIC ACCESS.—The Secretary shall de-  
18 velop a mechanism to make research developed  
19 under this title publically available in a timely man-  
20 ner.

21 (f) RESERVATION.—The Secretary shall reserve not  
22 less than 10 percent of the funds appropriated under sub-  
23 section (g) for each fiscal year for grants to States. A  
24 State that receives such a grant shall use the grant funds  
25 for the purpose of assisting the Administrator in carrying

1 out the activities under this section, and may use the grant  
2 funds to support the voluntary establishment of a State  
3 apprenticeship office, if no such office exists in the State.

4 (g) AUTHORIZATION OF APPROPRIATIONS.—There is  
5 authorized to be appropriated to carry out this section  
6 \$75,000,000 for fiscal year 2017 and each subsequent  
7 year.

8 **SEC. 102. PROMOTING INTEGRATION WITH POSTSEC-**  
9 **ONDARY EDUCATION.**

10 (a) DEFINITIONS.—In this section:

11 (1) COLLABORATIVE.—The term “Collabo-  
12 rative” means the Registered Apprenticeship-College  
13 Collaborative established under subsection (b)(1).

14 (2) SECRETARIES.—The term “Secretaries”  
15 means the Secretary of Labor, acting through the  
16 Administrator, working jointly with the Secretary of  
17 Education, acting through the Assistant Secretary  
18 for the Office of Career, Technical, and Adult Edu-  
19 cation.

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

22 (1) ESTABLISHMENT.—The Secretaries shall  
23 establish and maintain a voluntary Registered Ap-  
24 prenticeship-College Collaborative. The Collaborative  
25 shall consist of the sponsors carrying out registered

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

6 (2) PURPOSES.—The Collaborative shall sup-  
7 port the purposes of—

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

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

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

23 (D) advancing the attainment of associ-  
24 ate’s and more advanced degrees by appren-  
25 tices;



1 (E) promoting the attainment of recog-  
2 nized postsecondary credentials with value in  
3 the labor market; and

4 (F) expanding awareness about the value  
5 of registered apprenticeship programs as a  
6 postsecondary education option.

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

13 (A) for a 2- or 4-year postsecondary edu-  
14 cational institution—

15 (i) agreement to recognize and accept  
16 the academic credit (as assessed under  
17 subparagraph (B)(i)) earned by an appren-  
18 tice for, and the assessment of the appren-  
19 tice’s learning in, a registered apprentice-  
20 ship program at another participating in-  
21 stitution;

22 (ii) agreement to have a formal ar-  
23 ticulation agreement with a participating  
24 sponsor of a registered apprenticeship pro-

1           gram, other than a 2- or 4-year postsec-  
2           ondary educational institution; and

3                   (iii) agreement to provide certain in-  
4           formation, as determined by the Secre-  
5           taries, to the Collaborative; and

6           (B) for a sponsor—

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

13                   (ii) agreement to have a formal ar-  
14          ticulation agreement with a participating  
15          2- or 4-year postsecondary educational in-  
16          stitution; and

17                   (iii) agreement to provide certain in-  
18          formation, as determined by the Secre-  
19          taries, to the Collaborative.

20          (4) MEMORANDUM OF UNDERSTANDING.—

21                   (A) IN GENERAL.—In order to participate  
22          in the Collaborative, interested 2- or 4-year  
23          postsecondary educational institutions and  
24          sponsors shall agree to meet certain conditions  
25          determined by the Secretaries.

1 (B) CONDITIONS.—Such conditions shall  
2 address, at a minimum—

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

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

12 (iii) how the structure and scheduling  
13 of courses will be developed in a way that  
14 supports the matriculation of apprentices;  
15 and

16 (iv) how residency requirements will  
17 support the transferability of credit earned  
18 by apprentices.

19 (5) PUBLICLY AVAILABLE INFORMATION.—The  
20 Secretaries shall maintain a publicly accessible  
21 website identifying, at a minimum—

22 (A) the participating members of the Col-  
23 laborative in each State;

1 (B) a model for articulation agreements,  
2 and copies of some exemplary articulation  
3 agreements for illustrative purposes; and

4 (C) such other information as the Secre-  
5 taries determine to be necessary to promote  
6 awareness of the Collaborative and its members.

7 (6) USE OF FUNDS.—

8 (A) ADMINISTRATIVE.—The Secretaries  
9 shall use 30 percent of the funds appropriated  
10 under subsection (c) to establish and maintain  
11 the Collaborative and the website referred to in  
12 paragraph (5), to support the advisory com-  
13 mittee referred to in paragraph (6), and for  
14 technical assistance, evaluation, and research  
15 activities.

16 (B) FOR PROGRAM PARTICIPANTS.—The  
17 Secretaries shall use 70 percent of the appro-  
18 priated funds to carry out, directly or by grant  
19 or contract with an eligible entity, activities  
20 consisting of—

21 (i) providing funding to Collaborative  
22 participants to support the development of  
23 articulation agreements with other Collabo-  
24 rative participants;

1 (ii) providing funding to the Collaborative to support the assessment of learning during a registered apprenticeship program, for academic credit;

2  
3  
4  
5 (iii) providing funding to the Collaborative to support third-party evaluations of the quality and rigor of program offerings, referred to in paragraph (3)(B)(i), which evaluations shall be conducted by an entity that meets minimum criteria as established by the Secretaries;

6  
7  
8  
9  
10  
11 (iv) providing curriculum development, for participating institutions and sponsors; and

12  
13  
14  
15 (v) carrying out other purposes that will help participating 2- and 4-year post-secondary educational institutions and sponsors meet the requirements of paragraphs (3) and (4).

16  
17  
18  
19  
20 (C) ELIGIBLE ENTITIES.—To be eligible to  
21 receive a grant or contract under subparagraph  
22 (B), an entity shall be a partnership comprised  
23 of—

1 (i) at least 1-, 2-, or 4-year postsec-  
2 ondary educational institution participating  
3 in the Collaborative; and

4 (ii) at least 1 sponsor of a registered  
5 apprenticeship program participating in  
6 the Collaborative.

7 (c) AUTHORIZATION OF APPROPRIATIONS.—There is  
8 authorized to be appropriated to carry out this section  
9 \$5,000,000 for fiscal year 2017 and each subsequent year.

## 10 **TITLE II—PROGRAM DEVELOP-** 11 **MENT AND ENHANCEMENT**

### 12 **SEC. 201. EXPANDING REGISTERED APPRENTICESHIP PRO-** 13 **GRAMS.**

14 (a) IN GENERAL.—The Secretary shall provide pay-  
15 ments of assistance for eligible sponsors of new (as of the  
16 date of submission of an application under subsection (b))  
17 registered apprenticeship programs, or for eligible spon-  
18 sors of existing registered apprenticeship programs that  
19 add employers as new (as of such date) partners, which  
20 may include joint labor-management registered appren-  
21 ticeship programs.

22 (b) APPLICATIONS.—To be eligible to receive pay-  
23 ments under this section for a registered apprenticeship  
24 program, a sponsor shall submit an application to the Sec-

1 retary including information demonstrating that (as of the  
2 date of submission)—

3 (1)(A) for a new registered apprenticeship pro-  
4 gram, the program received recognition as a reg-  
5 istered apprenticeship program within the 36  
6 months preceding that date; or

7 (B) for an existing registered apprenticeship  
8 program (which may include joint labor-management  
9 registered apprenticeship programs), employers were  
10 added as new partners within the 36 months pre-  
11 ceding that date;

12 (2) the sponsor offered jobs that lead to eco-  
13 nomic self-sufficiency, as determined by a local  
14 workforce development board located in the same  
15 local workforce development area (meaning a local  
16 area, as defined in section 3 of the Workforce Inno-  
17 vation and Opportunity Act (29 U.S.C. 3102));

18 (3) the sponsor has demonstrated success in en-  
19 rolling, instructing, advancing, and graduating indi-  
20 viduals in the relevant registered apprenticeship pro-  
21 gram, and in the employment of such individuals  
22 after completion of the program; and

23 (4) the sponsor had not received a payment  
24 under subsection (d) for that registered apprentice-  
25 ship program.

1           (c) USE OF FUNDS.—In providing assistance under  
2 this section, the Secretary shall arrange to provide pay-  
3 ments as described in subsection (a) for eligible sponsors,  
4 as funds are available under this section. Funds made  
5 available through such a payment shall be used to reim-  
6 burse an eligible sponsor for the allowable costs of estab-  
7 lishing or expanding the registered apprenticeship pro-  
8 gram involved. The maximum total payment to any one  
9 sponsor may not exceed \$25,000 or 50 percent of the al-  
10 lowable costs.

11           (d) DISBURSEMENT.—The Secretary shall enter into  
12 arrangements with State workforce development boards to  
13 make disbursements through the local workforce develop-  
14 ment boards described in subsection (b)(2) to provide the  
15 payments to the eligible sponsors.

16           (e) EVALUATIONS.—Sponsors receiving grants under  
17 this section shall, to the extent practicable, cooperate with  
18 the Secretary in the conduct of evaluations of the activities  
19 carried out under this section.

20           (f) AUTHORIZATION OF APPROPRIATIONS.—

21               (1) IN GENERAL.—There is authorized to be  
22 appropriated to carry out this section \$20,000,000  
23 for fiscal year 2017 and each subsequent year.

24               (2) RESERVATION.—The Secretary may reserve  
25 5 percent of the amount appropriated under para-



1 graph (1) for a fiscal year for distribution to the  
2 State workforce development boards and local work-  
3 force development boards, to pay for the costs of the  
4 boards associated with making determinations under  
5 subsection (b)(2) and disbursements under sub-  
6 section (d), and as funds remain available, other  
7 costs of administration and management, technical  
8 assistance, research, and evaluation under this Act.

○