

116<sup>TH</sup> CONGRESS  
2<sup>D</sup> SESSION

# H. R. 8294

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## AN ACT

To amend 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 Apprentice-  
 5 ship Act of 2020”.

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

7 This Act, and the amendments made by this Act,  
 8 shall take effect beginning on July 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 **“SEC. 1. SHORT TITLE; TABLE OF CONTENTS.**

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

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

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

“Sec. 2. Definitions.

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

“Sec. 4. Transition provisions.

“Sec. 5. Disaggregation of data.

“Sec. 6. Relation to other laws.

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

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

“Sec. 111. The Office of Apprenticeship.

“Sec. 112. National Advisory Committee on Apprenticeships.

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

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

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

“Sec. 121. 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 21<sup>ST</sup> 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 (as de-  
17                   scribed in any of paragraphs (1) through (7) of  
18                   section 371(a) of the Higher Education Act of  
19                   1965 (20 U.S.C. 1067q(a)));

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

23                   “(J) a local agency administering plans  
24                   under title I of the Rehabilitation Act of 1973

1 (29 U.S.C. 720 et seq.), other than section 112  
2 or part C of that title (29 U.S.C. 732, 741);

3 “(K) a related instruction provider, includ-  
4 ing a qualified intermediary acting as a related  
5 instruction provider as approved by a registra-  
6 tion agency; or

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

9 “(11) ELIGIBLE ENTITY.—

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

12 “(i) a program sponsor;

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

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

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

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

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

1           ciation, or a professional association that  
2           sponsors or participates in a program  
3           under the national apprenticeship system;

4           “(vii) a Governor of a State;

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

7           “(ix) a qualified intermediary.

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

12          “(12) INDIAN TRIBE; TRIBAL ORGANIZATION.—  
13          The terms ‘Indian Tribe’ and ‘Tribal organization’  
14          have the meaning given the terms (without regard to  
15          capitalization) in section 4 of the Indian Self-Deter-  
16          mination and Education Assistance Act (25 U.S.C.  
17          5304).

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

24          “(14) JOURNEYWORKER.—The term  
25          ‘journeyworker’ means a worker who has attained a

1 level of skill, abilities, and competencies recognized  
2 within an industry as having mastered the skills and  
3 competencies required for the occupation.

4 “(15) NATIONAL APPRENTICESHIP SYSTEM.—  
5 The term ‘national apprenticeship system’ means the  
6 apprenticeship programs, youth apprenticeship pro-  
7 grams, and pre-apprenticeship programs that meet  
8 the requirements of this Act.

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

17 “(17) NONTRADITIONAL APPRENTICESHIP IN-  
18 DUSTRY OR OCCUPATION.—The term ‘nontraditional  
19 apprenticeship industry or occupation’ refers to an  
20 industry sector or occupation that represents fewer  
21 than 10 percent of apprenticeable occupations or the  
22 programs under the national apprenticeship system.

23 “(18) OUTLYING AREA.—The term ‘outlying  
24 area’ means American Samoa, Guam, the Common-



1 wealth of the Northern Mariana Islands, and the  
2 United States Virgin Islands.

3 “(19) PRE-APPRENTICE.—The term ‘pre-ap-  
4 prentice’ means a program participant in a pre-ap-  
5 prenticeship program.

6 “(20) PRE-APPRENTICESHIP PROGRAM.—The  
7 term ‘pre-apprenticeship program’ means a training  
8 model or program that—

9 “(A) prepares individuals for acceptance  
10 into an apprenticeship program;

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

13 “(C) is registered under this Act.

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

17 “(22) QUALIFIED INTERMEDIARY.—

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

1           “(i) connecting employers to programs  
2           under the national apprenticeship system;

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

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

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

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

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

24          “(vii) providing services, resources,  
25          and supports for development, delivery, ex-

1           pansion, or improvement of programs  
2           under the national apprenticeship system;  
3           or

4           “(viii) serving as a program sponsor.

5           “(B) PARTNERSHIPS.—The term ‘partner-  
6           ships described in subparagraph (B)’ means  
7           partnerships among entities involved in pro-  
8           grams under the national apprenticeship sys-  
9           tem, including—

10           “(i) industry or sector partnerships;

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

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

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

8           “(24) REGISTRATION AGENCY.—The term ‘reg-  
9           istration agency’ means the State Office of Appren-  
10          ticeship or State apprenticeship agency in a State  
11          that is responsible for—

12                 “(A) approving or denying applications  
13                 from sponsors for registration of programs  
14                 under the national apprenticeship system in the  
15                 State or area covered by the registration agen-  
16                 cy; and

17                 “(B) carrying out the responsibilities of  
18                 supporting the youth apprenticeship, pre-ap-  
19                 prenticeship, or apprenticeship programs reg-  
20                 istered by the registration agency.

21          “(25) RELATED INSTRUCTION.—The term ‘re-  
22          lated instruction’ means an organized and system-  
23          atic form of instruction that meets the requirements  
24          of section 122(b)(1)(C).

1           “(26) RELATED FEDERAL PROGRAMS.—The  
2 term ‘related Federal programs’ means programs or  
3 activities under the following:

4           “(A) The Workforce Innovation and Op-  
5 portunity Act (29 U.S.C. 3101 et seq.), includ-  
6 ing adult education and literacy activities under  
7 such Act.

8           “(B) The Wagner-Peyser Act (29 U.S.C.  
9 49 et seq.).

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

12          “(D) The Higher Education Act of 1965  
13 (20 U.S.C. 1001 et seq.).

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

16          “(F) Title I of the Rehabilitation Act of  
17 1973 (29 U.S.C. 720 et seq.).

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

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

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

1           “(J) Chapter 41 of title 38, United States  
2 Code.

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

6           “(L) State unemployment compensation  
7 laws (in accordance with applicable Federal  
8 law).

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

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

13           “(O) Employment and training activities  
14 carried out by the Department of Housing and  
15 Urban Development, the Department of De-  
16 fense, the Department of Commerce, the De-  
17 partment of Energy, the Department of Trans-  
18 portation, and the Small Business Administra-  
19 tion.

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

22           “(Q) Educational assistance programs  
23 under chapters 30 through 36 of title 38,  
24 United States Code.

1           “(27) SECRETARY.—The term ‘Secretary’  
2 means the Secretary of Labor.

3           “(28) SPONSOR.—The term ‘sponsor’ means an  
4 employer, joint labor-management organization,  
5 trade association, professional association, labor or-  
6 ganization, education and training provider, or quali-  
7 fied intermediary that is applying to administer and  
8 operate a program under the national apprenticeship  
9 system.

10           “(29) STATE.—The term ‘State’—

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

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

15           “(30) STATE APPRENTICESHIP AGENCY.—The  
16 term ‘State apprenticeship agency’ means a State  
17 agency recognized as a State apprenticeship agency  
18 under section 113.

19           “(31) STATE APPRENTICESHIP COUNCIL.—The  
20 term ‘State apprenticeship council’ means an entity  
21 established under section 113(b)(3) to assist the  
22 State apprenticeship agency.

23           “(32) STATE OFFICE OF APPRENTICESHIP.—  
24 The term ‘State office of apprenticeship’ means the  
25 office designated by the Administrator to administer

1 programs under the national apprenticeship system  
2 in such State and meets the requirements of section  
3 111(b)(3).

4 “(33) STATE OR LOCAL WORKFORCE DEVELOP-  
5 MENT BOARDS.—The terms ‘State workforce devel-  
6 opment board’ and ‘local workforce development  
7 board’ have the meanings given the terms ‘State  
8 board’ and ‘local board’, respectively, in section 3 of  
9 the Workforce Innovation and Opportunity Act (29  
10 U.S.C. 3102).

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

17 “(35) CTE TERMS.—The terms ‘area career  
18 and technical education school’, ‘articulation agree-  
19 ment’, ‘credit transfer agreement’, ‘postsecondary  
20 educational institution’, ‘Trially controlled college  
21 or university’, ‘Trially controlled postsecondary ca-  
22 reer and technical institution’, and ‘work-based  
23 learning’ have the meanings given in section 3 of the  
24 Carl D. Perkins Career and Technical Education  
25 Act of 2006 (20 U.S.C. 2302).



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

8           “(37) TRIBAL EDUCATIONAL AGENCY.—The  
9           term ‘Tribal educational agency’ has the meaning  
10          given the term in section 6132 of the Elementary  
11          and Secondary Education Act of 1965 (20 U.S.C.  
12          7452).

13          “(38) WIOA TERMS.—The terms ‘career path-  
14          way’, ‘in-demand industry sector or occupation’, ‘in-  
15          dividual with a barrier to employment’, ‘industry or  
16          sector partnership’, ‘labor market area’, ‘local area’,  
17          ‘one-stop center’, ‘one-stop operator’, ‘one-stop part-  
18          ner’, ‘supportive services’ and ‘workforce develop-  
19          ment system’ have the meanings given in section 3  
20          of the Workforce Innovation and Opportunity Act  
21          (29 U.S.C. 3102).

22          “(39) YOUTH APPRENTICE.—The term ‘youth  
23          apprentice’ means a participant in a youth appren-  
24          ticeship program.

1 “(40) YOUTH APPRENTICESHIP PROGRAM.—

2 The term ‘youth apprenticeship program’ means a  
3 model or program that meets the standards de-  
4 scribed in section 122(d) and is registered under this  
5 Act.

6 **“SEC. 3. PROGRAMS UNDER THE NATIONAL APPRENTICE-**  
7 **SHIP SYSTEM.**

8 “Any funds appropriated under this Act shall only  
9 be used for, or provided to, programs under the national  
10 apprenticeship system, including any funds awarded for  
11 the purposes of grants, contracts, or cooperative agree-  
12 ments, or the development, implementation, or administra-  
13 tion, of program under the national apprenticeship system.

14 **“SEC. 4. TRANSITION PROVISIONS.**

15 “The Secretary shall take such steps as are necessary  
16 to provide for the orderly transition to the authority of  
17 this Act (as amended by the National Apprenticeship Act  
18 of 2020) from any authority under the Act of August 16,  
19 1937 (commonly referred to as the ‘National Apprentice-  
20 ship Act’; 50 Stat. 664, chapter 663; 29 U.S.C. 50 et  
21 seq.), as in effect on the day before the date of enactment  
22 of the National Apprenticeship Act of 2020.

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

24 “The disaggregation of data under this Act shall not  
25 be required when the number of program participants in

1 a category is insufficient to yield statistically reliable infor-  
2 mation or when the results would reveal personally identi-  
3 fiable information about a program participant or would  
4 reveal such information when combined with other re-  
5 leased information.

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

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

14 **“TITLE I—PROMOTING PRO-**  
15 **GRAMS UNDER THE NA-**  
16 **TIONAL APPRENTICESHIP**  
17 **SYSTEM**

18 **“Subtitle A—The Office of Appren-**  
19 **ticeship, State Registration**  
20 **Agency Approval Process, and**  
21 **Interagency Agreement**

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

23 “(a) ESTABLISHMENT OF THE OFFICE OF APPREN-  
24 TICESHIP.—There is established, in the Employment and  
25 Training Administration of the Department of Labor, an

1 Office of Apprenticeship (referred to in this section as the  
2 ‘Office’), which shall be directed by an Administrator who  
3 has demonstrated knowledge of the national apprentice-  
4 ship system necessary to head the Office.

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

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

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

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

3           “(i)(I) promoting outreach to non-  
4 traditional apprenticeship populations;

5           “(II) engaging minority-serving insti-  
6 tutions and employers from nontraditional  
7 apprenticeship industries or occupations;  
8 and

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

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

19           “(2) TECHNICAL ASSISTANCE ACTIVITIES.—The  
20 Administrator shall carry out technical assistance  
21 activities, including the following:

22           “(A) Providing technical assistance to—

23           “(i) assist State apprenticeship agen-  
24 cies and sponsors in complying with the re-  
25 quirements of this Act, including devel-

1           oping the state plan in section 113(c), the  
2           process and standards described in subtitle  
3           B, and the evaluation and research re-  
4           quirements described in subtitle C;

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

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

1           “(iv) assist those applying for or car-  
2           rying out grants under title II; and

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.

11         “(B) Cooperating with the—

12           “(i) Secretary of Education in—

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

20                 “(II) supporting the stackability  
21                 and portability of academic credit and  
22                 credentials earned as part of such  
23                 programs, including through articula-  
24                 tion agreements and career pathways;  
25                 and

1           “(ii) State workforce development sys-  
2           tems to promote awareness of opportuni-  
3           ties under the national apprenticeship sys-  
4           tem.

5           “(3) STATE OFFICES OF APPRENTICESHIP.—

6           “(A) ESTABLISHMENT OF OFFICES.—

7           “(i) IN GENERAL.—The Administrator  
8           shall establish and operate a State Office  
9           of Apprenticeship in a State described in  
10          clause (ii) to serve as the registration  
11          agency for such State.

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

14                 “(I) in which, as of the day be-  
15                 fore the date of enactment of the Na-  
16                 tional Apprenticeship Act of 2020,  
17                 there is no State Office of Apprentice-  
18                 ship; and

19                 “(II) that has not applied for  
20                 recognition as a State apprenticeship  
21                 agency under section 113, or for  
22                 which such recognition has not pro-  
23                 vided or has been withdrawn by the  
24                 Administrator under such section.



1           “(B) STATE PLAN REQUIREMENT.—Each  
2 State Office of Apprenticeship shall be adminis-  
3 tered by a State Director who shall prepare and  
4 submit a State plan that meets the require-  
5 ments of section 113(c).

6           “(C) VACANCIES.—Subject to the avail-  
7 ability of appropriations, in the case of a State  
8 Office of Apprenticeship with a vacant position,  
9 the Administrator shall—

10           “(i) make information on such va-  
11 cancy available on a publicly accessible  
12 website; and

13           “(ii) report to the Committee on Edu-  
14 cation and Labor of the House of Rep-  
15 resentatives and the Committee on Health,  
16 Education, Labor, and Pensions of the  
17 Senate, on the status and length of such  
18 vacancy if such vacancy is not filled not  
19 later than 90 days after such position has  
20 become vacant.

21           “(D) RULE OF CONSTRUCTION.—Nothing  
22 in this paragraph shall be construed to prohibit  
23 any State described in subparagraph (A)(ii)  
24 from establishing an agency or entity to pro-  
25 mote programs under the national apprentice-

1 ship system in such State, in coordination with  
2 the State Office of Apprenticeship operating in  
3 the State, so long as such agency or entity does  
4 not act as the registration agency in such State.

5 “(4) QUALITY STANDARDS, APPRENTICESHIP  
6 AGREEMENT, AND REGISTRATION REVIEW.—In order  
7 for the Secretary, acting through the Administrator,  
8 to support the formulation and furtherance of labor  
9 standards necessary to safeguard the welfare of pro-  
10 gram participants, and to extend the application of  
11 such standards in apprenticeship agreements, not  
12 later than 1 year after the effective date of the Na-  
13 tional Apprenticeship Act of 2020, and at least every  
14 3 years thereafter, the Administrator shall review,  
15 and where appropriate, update the process for meet-  
16 ing the requirements of subtitle B, including applica-  
17 ble regulations and subregulatory guidance to ensure  
18 that such process is easily accessible and efficient to  
19 bring together employers and labor as sponsors or  
20 potential sponsors of programs under the national  
21 apprenticeship system.

22 “(5) APPRENTICEABLE OCCUPATIONS.—

23 “(A) EXISTING APPRENTICEABLE OCCUPA-  
24 TIONS.—The Administrator shall regularly re-  
25 view and update the requirements for each

1           apprenticeable occupation to ensure that such  
2           requirements are in compliance with require-  
3           ments under this Act.

4           “(B) NEW APPRENTICEABLE OCCUPA-  
5           TION.—

6                   “(i) IN GENERAL.—The Administrator  
7                   shall review and make a determination on  
8                   whether to approve an occupation as an  
9                   apprenticeable occupation not later than  
10                  45 days after receiving an application from  
11                  a person seeking such approval from the  
12                  Administrator.

13                  “(ii) ESTIMATED TIMELINE.—If such  
14                  determination is not made within 45 days,  
15                  the Administrator shall provide the appli-  
16                  cant with a written explanation for the  
17                  delay and offer an estimated timeline for a  
18                  determination that does not to exceed 90  
19                  days after the date of such written expla-  
20                  nation.

21           “(C) INDUSTRY RECOGNIZED OCCUPA-  
22           TIONAL STANDARDS.—

23                   “(i) IN GENERAL.—From the funds  
24                   appropriated under section 141(a), the Ad-  
25                   ministrators shall convene, on an ongoing

1 basis and taking into consideration rec-  
2 ommendations of the Advisory Committee  
3 under section 112(d)(4), the industry sec-  
4 tor leaders and experts described in clause  
5 (ii) for the purposes of establishing or up-  
6 dating specific frameworks of industry rec-  
7 ognized occupational standards for  
8 apprenticeable occupations (including po-  
9 tential apprenticeable occupations) that—

10 “(I) meet the requirements of  
11 this Act; and

12 “(II) describe program scope and  
13 length, related instruction, on-the-job  
14 training, recognized postsecondary  
15 credentials, and competencies, and rel-  
16 evant timelines for review of such  
17 frameworks.

18 “(ii) INDUSTRY SECTOR LEADERS AND  
19 EXPERTS.—The industry sector leaders  
20 and experts are employers, industry asso-  
21 ciations, joint labor-management organiza-  
22 tions, labor organizations, education and  
23 training providers, credential providers,  
24 program participants, national qualified  
25 intermediaries, including those supporting

1 increased participation of nontraditional  
2 apprenticeship populations and nontradi-  
3 tional apprenticeship industries or occupa-  
4 tions, and other stakeholders relevant to  
5 the sector or occupation for which the  
6 frameworks are being established or up-  
7 dated, as determined by the Administrator.

8 “(iii) PRIORITY INDUSTRY RECOG-  
9 NIZED APPRENTICEABLE OCCUPATIONS.—

10 In establishing frameworks under clause  
11 (i) for the first time after the effective date  
12 of the National Apprenticeship Act of  
13 2020, the Administrator shall prioritize the  
14 establishment of such standards in high-  
15 skill, high-wage, or in-demand industry  
16 sectors and occupations.

17 “(D) REGULATIONS.—Not later than 1  
18 year after the date of the enactment of the Na-  
19 tional Apprenticeship Act of 2020, the Sec-  
20 retary shall issue regulations that outline a  
21 process for proactively establishing and approv-  
22 ing standards and requirements for  
23 apprenticeable occupations in consultation with  
24 the industry sector leaders and experts de-  
25 scribed in subparagraph (C)(ii).

1           “(E) NONTRADITIONAL APPRENTICESHIP  
2           POPULATIONS.—The Administrator shall regu-  
3           larly evaluate the participation of the nontradi-  
4           tional apprenticeship populations for each of  
5           the approved apprenticeable occupations, such  
6           as women, minorities, long-term unemployed,  
7           individuals with a disability, individuals with  
8           substance abuse issues, veterans, military  
9           spouses, individuals experiencing homelessness,  
10          individuals impacted by the criminal or juvenile  
11          justice system, and foster and former foster  
12          youth.

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

15               “(A) monitor State apprenticeship agen-  
16               cies, State Offices of Apprenticeship, grantees,  
17               and sponsors of programs under the national  
18               apprenticeship system to ensure compliance  
19               with the requirements of this Act;

20               “(B) provide technical assistance to assist  
21               such entities with such compliance or program  
22               performance;

23               “(C) conduct research and evaluation in  
24               accordance with subtitle C; and

1           “(D) require regular reports on the per-  
2           formance of state agencies, including on efforts  
3           state agencies make to increase employer  
4           awareness of apprenticeship programs for em-  
5           ployers who have not participated.

6           “(7) PROMOTING DIVERSITY IN THE NATIONAL  
7           APPRENTICESHIP SYSTEM.—The Administrator shall  
8           promote diversity and ensure equal opportunity to  
9           participate in programs for apprentices, youth ap-  
10          prentices, and pre-apprentices, including—

11           “(A) taking steps necessary to promote di-  
12          versity in apprenticeable occupations under the  
13          national apprenticeship system, especially in  
14          high-skill, high-wage, or in-demand industry  
15          sectors and occupations in areas with high per-  
16          centages of low-income individuals;

17           “(B) ensuring programs under the national  
18          apprenticeship system—

19           “(i) adopt and implement policies to  
20          provide for equal opportunity in such pro-  
21          grams, as described in section 30.3 of title  
22          29, Code of Federal Regulations (as in ef-  
23          fect on January 31, 2020);

24           “(ii) do not engage in intimidation or  
25          retaliation as prohibited under section

1           30.17 of title 29, Code of Federal Regula-  
2           tions (as in effect on January 31, 2020);  
3           and

4           “(iii) are subject, for any violation of  
5           clauses (i) or (ii), to enforcement action  
6           under this Act; and

7           “(C) supporting the recruitment, employ-  
8           ment, and retention of nontraditional appren-  
9           ticeship populations in programs under the na-  
10          tional apprenticeship system in high-skill, high-  
11          wage, and in-demand industry sectors and occu-  
12          pations, including women, people of color, indi-  
13          viduals with disabilities, low-income participants  
14          in related Federal programs, individuals im-  
15          pacted by the criminal and juvenile justice sys-  
16          tem, and individuals with barriers to employ-  
17          ment, as applicable.

18          “(8) GRANT AWARDS.—The Administrator shall  
19          award grants under title II.

20          “(9) NATIONAL ADVISORY COMMITTEE.—The  
21          Administrator shall—

22                 “(A) regularly consult with the National  
23                 Advisory Committee on Apprenticeships under  
24                 section 112; and



1           “(B) ensure that the required rec-  
2           ommendations and other reports of the Advi-  
3           sory Committee are submitted to the Secretary  
4           and transmitted to the Committee on Education  
5           and Labor of the House of Representatives and  
6           the Committee on Health, Education, Labor,  
7           and Pensions of the Senate.

8           “(10) COORDINATION.—The Administrator  
9           shall coordinate and align programs under the na-  
10          tional apprenticeship system with related Federal  
11          programs, to better promote participation in the na-  
12          tional apprenticeship program.

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

17               “(1) not later than 1 year after the date of the  
18               enactment of the National Apprenticeship Act of  
19               2020, establishing and supporting a single informa-  
20               tion technology infrastructure to support data collec-  
21               tion and reporting from State apprenticeship agen-  
22               cies, State Offices of Apprenticeship, grantees under  
23               title II, program sponsors, and program administra-  
24               tors under the national apprenticeship system by  
25               providing for a data infrastructure that—

1           “(A) is developed and maintained by the  
2 Administrator, with input from national data  
3 and privacy experts, is informed by best prac-  
4 tices on public provision of credential informa-  
5 tion, and to the extent practicable, aligns with  
6 the technology infrastructure for related Fed-  
7 eral programs, such as the technology infra-  
8 structure used under the Workforce Innovation  
9 and Opportunity Act (29 U.S.C. 3101 et seq.);

10           “(B) best meets the needs of the national  
11 apprenticeship system stakeholders reporting  
12 data to the Administrator or State apprentice-  
13 ship agencies, including through the provision  
14 of technical assistance and financial assistance  
15 as necessary to ensure reporting systems are  
16 equipped to report into a single information  
17 technology infrastructure; and

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

20           “(2) providing for data sharing that includes  
21 making nonpersonally identifiable apprenticeship  
22 data available on a publicly accessible website that  
23 is searchable and comparable, through the use of  
24 common, linked, open-data description language,  
25 such as the credential transparency description lan-

1 guage or a substantially similar resource, so that in-  
2 terested parties can become aware of apprenticeship  
3 opportunities and of program outcomes that best  
4 meets the needs of youth apprentices, pre-appren-  
5 tices, and apprentices, employers, education and  
6 training providers, program sponsors, and relevant  
7 stakeholders, including—

8 “(A) information on program offerings  
9 under the national apprenticeship system based  
10 on geographical location and apprenticeable oc-  
11 cupation;

12 “(B) information on education and train-  
13 ing providers providing opportunities under  
14 such system, including whether programs under  
15 such system offer dual or concurrent enrollment  
16 programs, articulation agreements, and recog-  
17 nized postsecondary credentials as part of the  
18 program offerings;

19 “(C) information about the educational  
20 and occupational credentials and related com-  
21 petencies of programs under such system; and

22 “(D) information based on the most recent  
23 data available to the Office that is consistent  
24 with national standards and practices.

1 **“SEC. 112. NATIONAL ADVISORY COMMITTEE ON APPREN-**  
2 **TICESHIPS.**

3 “(a) ESTABLISHMENT.—

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

7 “(2) COMPOSITION.—

8 “(A) APPOINTMENTS.—The Advisory Com-  
9 mittee shall consist of 27 voting members de-  
10 scribed in subparagraph (B) appointed by the  
11 Secretary.

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

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

24 “(ii) 9 representatives of labor organi-  
25 zations or joint labor-management organi-  
26 zations who have responsibility for the ad-

1           ministration of an apprenticeship program  
2           (including those sponsored by a joint labor-  
3           management organization and from non-  
4           traditional apprenticeship industries or oc-  
5           cupations), at least 1 of which represent  
6           employees primarily in the building trades  
7           and construction industry;

8           “(iii) 1 representative of each from—

9                   “(I) a State apprenticeship agen-  
10                   cy;

11                   “(II) a State or local workforce  
12                   development board with significant ex-  
13                   pertise in supporting a program under  
14                   the national apprenticeship system;

15                   “(III) a community organization  
16                   with significant expertise supporting  
17                   such a program;

18                   “(IV) an area career and tech-  
19                   nical education school or local edu-  
20                   cational agency;

21                   “(V) a State apprenticeship  
22                   council;

23                   “(VI) a State or local postsec-  
24                   ondary education and training pro-  
25                   viders that administers, or has not

1 less than 1 articulation agreement  
2 with an entity administering, a pro-  
3 gram under the national apprentice-  
4 ship system;

5 “(VII) a provider of an industry-  
6 recognized credential;

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

14 “(IX) a program participant.

15 “(C) EX OFFICIO NONVOTING MEMBERS.—

16 The Advisory Committee shall consist of ex offi-  
17 cio nonvoting members from each of the fol-  
18 lowing departments, selected by the applicable  
19 Secretary—

20 “(i) the Department of Labor;

21 “(ii) the Department of Commerce;

22 “(iii) the Department of Education;

23 “(iv) the Department of Energy;

24 “(v) the Department of Housing and  
25 Urban Development;

1                   “(vi) the Department of Transpor-  
2                   tation;

3                   “(vii) the Department of Veterans Af-  
4                   fairs;

5                   “(viii) the Department of Health and  
6                   Human Services;

7                   “(ix) the Department of Justice;

8                   “(x) the Department of Defense; and

9                   “(xi) the Federal Communications  
10                  Commission.

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

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

25                  “(4) TERMS.—

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

5           “(B) TERMS OF INITIAL APPOINTEES.—

6           “(i) IN GENERAL.—The appointments  
7 of the initial members of the Advisory  
8 Committee shall be made not later than 90  
9 days after the effective date of the Na-  
10 tional Apprenticeship Act of 2020.

11           “(ii) STAGGERING OF TERMS.—As  
12 designated by the Secretary at the time of  
13 the appointment, of the members first ap-  
14 pointed—

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

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

19           “(C) VACANCIES.—Any member appointed  
20 to fill a vacancy occurring before the expiration  
21 of the term for which the member’s predecessor  
22 was appointed shall be appointed only for the  
23 remainder of that term. A member may serve  
24 after the expiration of that member’s term until  
25 a successor has taken office. A vacancy in the



1           Advisory Committee shall be filled in the man-  
2           ner in which the original appointment was  
3           made, except that such appointment shall be  
4           made not later than 90 days after the date of  
5           the vacancy. A member who fulfilled a partial  
6           term as the result of a vacancy may, at the end  
7           that term, be appointed to a full term.

8           “(D) MULTIPLE TERMS.—A voting mem-  
9           ber of the Advisory Committee may serve not  
10          more than 2 full terms on the Advisory Com-  
11          mittee.

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

16          “(c) MEETINGS.—

17                 “(1) IN GENERAL.—The Advisory Committee  
18                 shall meet at the call of the Chairperson and hold  
19                 not fewer than 4 meetings during each calendar  
20                 year.

21                 “(2) OPEN ACCESS.—All meetings of the Advi-  
22                 sory Committee shall be open to the public. A tran-  
23                 script shall be kept of each meeting and made avail-  
24                 able for public inspection within 30 days of the  
25                 meeting.

1       “(d) DUTIES.—The Advisory Committee shall, at a  
2 minimum—

3           “(1) advise, consult with, and make rec-  
4 ommendations to the Administrator on matters re-  
5 lating to the administration of this Act, including  
6 recommendations on regulations and policies related  
7 to the administration of this Act;

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

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

21           “(4) review apprenticeable occupations and,  
22 based on reviews of labor market trends and  
23 changes, make recommendations to the Adminis-  
24 trator on whether to—

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

3           “(B) convene sector leaders and experts  
4           under section 111(b)(5)(C) for the establishing  
5           specific frameworks of industry recognized oc-  
6           cupational standards; and

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

10          “(e) PERSONNEL.—

11           “(1) COMPENSATION OF MEMBERS.—

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

22           “(B) OFFICERS OR EMPLOYEES OF THE  
23           UNITED STATES.—Members of the Advisory  
24           Committee who are officers or employees of the  
25           United States may not receive additional pay,

1 allowances, or benefits by reason of their service  
2 on the Advisory Committee.

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

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

14 “(f) PERMANENT COMMITTEE.—The Federal Advi-  
15 sory Committee Act (5 U.S.C. App.) (other than section  
16 14 of such Act) shall apply to the Advisory Committee.

17 **“SEC. 113. STATE APPRENTICESHIP AGENCIES AND STATE**  
18 **OFFICES OF APPRENTICESHIP.**

19 “(a) RECOGNITION OF STATE APPRENTICESHIP  
20 AGENCIES.—

21 “(1) IN GENERAL.—The Administrator shall  
22 recognize a State agency as a State apprenticeship  
23 agency in accordance with this section and cooperate  
24 with such State apprenticeship agency regarding the

1 formulation and promotion of standards of appren-  
2 ticeship under subtitle B.

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

9 “(A) the initial State plan described in  
10 subsection (c)(2)(A)(i);

11 “(B) a description of how the State ap-  
12 prenticeship agency will meet the State plan re-  
13 quirements of subsection (c); and

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

20 “(3) REVIEW AND RECOGNITION.—

21 “(A) IN GENERAL.—Not later than 90  
22 days after the date on which a State submits an  
23 application under paragraph (2), the Secretary  
24 shall notify the State regarding whether the

1 agency of the State is recognized as a State ap-  
2 prenticeship agency under this section.

3 “(B) DURATION OF RECOGNITION.—

4 “(i) DURATION.—The recognition of a  
5 State apprenticeship agency shall be for a  
6 4-year period beginning on the date the  
7 State apprenticeship agency is notified  
8 under subparagraph (A).

9 “(ii) NOTIFICATION.—

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

17 “(II) COMPLIANCE.—In the case  
18 of a State apprenticeship agency that  
19 is in compliance with this section, the  
20 agency’s recognition under this section  
21 shall be renewed for an additional 4-  
22 year period and the notification under  
23 subclause (I) shall include notification  
24 of such renewal.

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

5                                 “(aa) specify the areas of  
6                                 noncompliance;

7                                 “(bb) require corrective ac-  
8                                 tion; and

9                                 “(cc) offer technical assist-  
10                                ance.

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

20                               “(C) TRANSITION PERIOD FOR STATE  
21                               AGENCIES.—

22                               “(i) IN GENERAL.—Not later than 1  
23                               year after the effective date of the Na-  
24                               tional Apprenticeship Act of 2020, a State  
25                               agency that, as of the day before the date

1 of enactment of such Act, was recognized  
2 by the Secretary for purposes of reg-  
3 istering apprenticeship programs in accord-  
4 ance with this Act shall submit an applica-  
5 tion under paragraph (2).

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

13 “(b) AUTHORITY OF A STATE APPRENTICESHIP  
14 AGENCY.—

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

20 “(2) PROGRAM RECOGNITION.—With respect to  
21 a State with a State apprenticeship agency, the  
22 State apprenticeship agency shall have sole authority  
23 to recognize and register a pre-apprenticeship, youth  
24 apprenticeship, or apprenticeship program in such  
25 State, which shall include—



1           “(A) determining whether such program is  
2 in compliance with the standards for such pro-  
3 gram under section 122;

4           “(B) in the case of such a program that is  
5 in compliance with such standards, recognizing  
6 the program and providing a certificate of rec-  
7 ognition for such program;

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

10           “(D) in the case of such a program that  
11 fails to meet the requirements of this Act, pro-  
12 viding for the withdrawal of recognition of the  
13 program in accordance with section 131(b).

14           “(3) STATE APPRENTICESHIP COUNCIL.—

15           “(A) IN GENERAL.—A State apprentice-  
16 ship agency shall establish and continue to use  
17 a State apprenticeship council, which shall oper-  
18 ate in compliance with the requirements of this  
19 Act under the direction of the State apprentice-  
20 ship agency.

21           “(B) COMPOSITION.—A State apprentice-  
22 ship council may be regulatory or advisory in  
23 nature, and shall—

24                   “(i) be composed of persons familiar  
25 with apprenticeable occupations; and

1                   “(ii) be fairly balanced, with an equal  
2                   number of—

3                   “(I) representatives of employer  
4                   organizations, including from non-  
5                   traditional apprenticeship industries  
6                   or occupations;

7                   “(II) representatives of labor or-  
8                   ganizations or joint labor-management  
9                   organizations, including from non-  
10                  traditional apprenticeship industries  
11                  or occupations; and

12                  “(III) public members; and

13                  “(iii) to the extent practicable, have  
14                  not less than 1 member who is a member  
15                  of the State workforce board.

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

19                  “(c) STATE PLAN.—

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

1           “(2) APPROVAL OF STATE PLAN.—

2                   “(A) SUBMISSION.—

3                           “(i) INITIAL PLAN.—The first State  
4                           plan of a State apprenticeship agency shall  
5                           be submitted to the Administrator not  
6                           later than 120 days prior to the com-  
7                           mencement of the first full program year  
8                           of the State apprenticeship agency, which  
9                           shall include—

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

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

1                   “(III) an assurance that the  
2                   State will make available on a publicly  
3                   available website a description of any  
4                   laws (including regulations), policies,  
5                   and operational procedures relating to  
6                   the process of recognizing programs  
7                   under the national apprenticeship sys-  
8                   tem that are inconsistent with, or im-  
9                   pose requirements in addition to, the  
10                  requirements of this Act.

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

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

1           “(i) an explanation for why the State  
2           plan is inconsistent with the requirements  
3           of this Act; and

4           “(ii) an opportunity for an appeal of  
5           such determination to an Administrative  
6           Law Judge for the Department of Labor  
7           not later than 30 days after receipt of the  
8           notice of denial from the Administrator.

9           “(C) MODIFICATIONS.—

10           “(i) MODIFICATIONS.—At the end of  
11           the first 2-year period of any 4-year State  
12           plan, the State may submit modifications  
13           to the State plan to reflect changes in  
14           labor market and economic conditions or  
15           other factors affecting the implementation  
16           of the State plan.

17           “(ii) APPROVAL.—A modified State  
18           plan submitted for review under clause (i)  
19           shall be subject to the approval require-  
20           ments described in subparagraph (B).

21           “(3) TECHNICAL ASSISTANCE.—Each State  
22           Plan shall describe how the State apprenticeship  
23           agency will provide technical assistance for—

24           “(A) potential sponsors, employers, labor  
25           organizations, joint labor-management organi-

1 zations, qualified intermediaries, apprentices,  
2 education and training providers, credentialing  
3 bodies, eligible entities, industry associations, or  
4 any potential program participant in the na-  
5 tional apprenticeship system in the State for  
6 the purposes of recruitment, retention, program  
7 development, expansion, or implementation, in-  
8 cluding supporting remote or virtual learning or  
9 training, as necessary;

10 “(B) sponsors of programs registered in  
11 the State, including sponsors that are not meet-  
12 ing performance goals under subtitle C, for pur-  
13 poses of assisting sponsors in meeting or ex-  
14 ceeding such goals; and

15 “(C) sponsors of programs registered in  
16 that State for purposes of assisting such spon-  
17 sors in achieving State goals in diversity and  
18 equal opportunity in apprenticeships in accord-  
19 ance with paragraph (5).

20 “(4) RECIPROCITY.—Each State plan shall de-  
21 scribe how the State apprenticeship agency, in the  
22 case of a program recognized by a registration agen-  
23 cy in another State, shall recognize such program in  
24 the State of such agency for purposes of this Act by  
25 not later than 30 days after receipt of an application

1 for such recognition from a program sponsor, as  
2 long as such program meets the wage and hour pro-  
3 visions of the State granting reciprocity.

4 “(5) PROMOTING DIVERSITY IN THE NATIONAL  
5 APPRENTICESHIP SYSTEM.—Each State plan shall  
6 include a plan for how the State apprenticeship  
7 agency will—

8 “(A) promote diversity in apprenticeable  
9 occupations offered throughout the State, and a  
10 description of how such agency will promote the  
11 addition of apprenticeable occupations in high-  
12 skill, high-wage, or in-demand industry sectors  
13 and occupations, and in nontraditional appren-  
14 ticeship occupations and sectors; and

15 “(B) promote diversity and equal oppor-  
16 tunity in programs under the national appren-  
17 ticeship system by uniformly adopting and im-  
18 plementing the requirements of subparagraphs  
19 (B) and (C) of section 111(b)(7).

20 “(6) COMPLAINTS.—

21 “(A) IN GENERAL.—Subject to subpara-  
22 graph (B), each State plan shall include a de-  
23 scription of the system for the State apprentice-  
24 ship agency to receive and resolve complaints  
25 submitted by program participants, the pro-

1           gram participant’s authorized representative,  
2           sponsors, employers, or nonprofit compliance  
3           organizations, such as complaints concerning  
4           equal employment opportunity or discrimina-  
5           tion, violations of the apprenticeship agreement,  
6           or violations of requirements under this Act.

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

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

23          “(8) STATE APPRENTICESHIP PERFORMANCE  
24          OUTCOMES.—Each State plan shall—



1           “(A) in coordination with the Adminis-  
2           trator, establish annual State performance goals  
3           for the programs registered by the State ap-  
4           prenticeship agency for the indicators de-  
5           scribed—

6                       “(i) in subparagraph (A) of section  
7                       131(b)(1); and

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

10           “(B) describe how the State apprenticeship  
11           agency will collect performance data from pro-  
12           grams registered by the agency; and

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

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

20           “(10) ALIGNMENT OF WORKFORCE ACTIVI-  
21           TIES.—Each State plan shall include a summary of  
22           State-supported workforce development activities (in-  
23           cluding education and training) in the State, includ-  
24           ing—

1           “(A) a summary of the apprenticeship pro-  
2           grams on the list of eligible providers of train-  
3           ing services under section 122(d) of the Work-  
4           force Innovation and Opportunity Act (29  
5           U.S.C. 3152(d));

6           “(B) the degree to which the programs  
7           under the national apprenticeship system in the  
8           State are aligned with and address the skill  
9           needs of the employers in the State identified  
10          by the State workforce development board; and

11          “(C) a description of how apprenticeship  
12          programs will receive expedited consideration to  
13          be included on the list of eligible providers of  
14          training services under section 122(d) of the  
15          Workforce Innovation and Opportunity Act (29  
16          U.S.C. 3152(d)).

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

1           “(12) STRATEGY FOR ANY JOINT PLANNING,  
2           ALIGNMENT, COORDINATION, AND LEVERAGING OF  
3           FUNDS.—Each State plan shall provide a description  
4           of the State apprenticeship agency’s strategy for  
5           joint planning, alignment, coordination, and  
6           leveraging of funds—

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

15                  “(B) for programs under the national ap-  
16                  prenticeship system in the State with other  
17                  Federal education programs, including pro-  
18                  grams under—

19                          “(i) the Elementary and Secondary  
20                          Education Act of 1965;

21                          “(ii) the Individuals with Disabilities  
22                          Education Act;

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

1                   “(iv) the Higher Education Act of  
2                   1965; and

3                   “(C) to provide information about access  
4                   to available State assistance or assistance under  
5                   related Federal programs, including such assist-  
6                   ance under—

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

9                   “(ii) subsection (c)(1) of section 3672  
10                  of title 38, United States Code;

11                  “(iii) section 231 of the Second  
12                  Chance Act of 2007 (34 U.S.C. 60541);  
13                  and

14                  “(iv) the State Temporary Assistance  
15                  for Needy Families programs under part A  
16                  of title IV of the Social Security Act.

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

23                  “(d) STATE APPRENTICESHIP AGENCY FUNDING.—  
24                  A State apprenticeship agency shall use funds received

1 under clauses (i) and (ii) of subsection (f)(1)(A) according  
2 to the following requirements:

3 “(1) PROGRAM ADMINISTRATION.—The State  
4 apprenticeship agency shall use such funds to sup-  
5 port the administration of programs under the na-  
6 tional apprenticeship system across the State, in-  
7 cluding for—

8 “(A) staff and resources;

9 “(B) oversight and evaluation as required  
10 under this Act;

11 “(C) technical assistance to program spon-  
12 sors, program participants, employers, labor or-  
13 ganizations, joint labor-management organiza-  
14 tions, education and training providers, and  
15 qualified intermediaries;

16 “(D) pre-apprenticeship, youth, and ap-  
17 prenticeship program recruitment and develop-  
18 ment, including for—

19 “(i) engaging potential providers of  
20 such programs such as employers, qualified  
21 intermediaries, related instruction pro-  
22 viders, and potential program participants;

23 “(ii) publicizing apprenticeship oppor-  
24 tunities and benefits; and

1           “(iii) engaging State workforce and  
2           education systems for collaboration and  
3           alignment across systems;

4           “(E) supporting the enrollment and ap-  
5           prenticeship certification requirements to allow  
6           veterans and other individuals eligible for the  
7           educational assistance programs under chapters  
8           30 through 36 of title 38, United States Code,  
9           and any related educational assistance pro-  
10          grams under laws administered by the Sec-  
11          retary of Veterans Affairs, to use such assist-  
12          ance for the apprenticeship program, including  
13          the requirement of designating a certifying offi-  
14          cial; and

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

18                 “(i) related to enrolling in such pro-  
19                 grams; or

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

22          “(2) EDUCATIONAL ALIGNMENT.—The State  
23          apprenticeship agency shall use not less than 10 per-  
24          cent of such funds to engage with the State edu-

1 cation system to provide technical assistance and  
2 best practices regarding—

3 “(A) alignment of youth apprenticeship  
4 programs with the secondary education pro-  
5 grams in the State, including support for career  
6 exploration, career pathways, education and ca-  
7 reer planning, and engagement with youth ap-  
8 prenticeship programs for teachers, career guid-  
9 ance and academic counselors, school leaders,  
10 administrators, and specialized instructional  
11 support personnel and paraprofessionals;

12 “(B) alignment of related instruction pro-  
13 vided under the national apprenticeship system  
14 in the State with academic credit granting post-  
15 secondary programs (including developing ca-  
16 reer pathways, articulation agreements, and  
17 prior learning assessments); and

18 “(C) the joint planning, alignment, coordi-  
19 nation, and leveraging of funds described in  
20 subparagraphs (B) and (C) of subsection  
21 (c)(12).

22 “(3) WORKFORCE ALIGNMENT.—The State ap-  
23 prenticeship agency shall use not less than 10 per-  
24 cent of such funds to engage with the State work-

1 force development system to provide technical assist-  
2 ance and best practices regarding—

3 “(A) alignment with the State’s workforce  
4 activities and strategic vision in accordance  
5 with paragraphs (10), (11), and subparagraphs  
6 (A) and (C) of paragraph (12) of subsection  
7 (c);

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

19 “(C) providing a list of programs under  
20 the national apprenticeship system that are of-  
21 fered in the State, including in the State’s high-  
22 skill, high-wage, or in-demand industry sectors  
23 or occupations;

24 “(D) alignment of funding received and re-  
25 porting required under this Act, including rel-



1 evant placement, retention, and earnings infor-  
2 mation, with the Workforce Innovation and Op-  
3 portunity Act (29 U.S.C. 3101 et seq.), and  
4 technical assistance in how individual training  
5 accounts under section 134(c)(3) of such Act  
6 could be used to pay for the costs of enrolling  
7 and participating in programs under the na-  
8 tional apprenticeship system;

9 “(E) partnerships with State or local work-  
10 force development boards, State workforce  
11 agencies, and one-stop centers and one-stop op-  
12 erators that assist program participants in ac-  
13 cessing supportive services to support—

14 “(i) the recruitment, retention, and  
15 completion of programs under the national  
16 apprenticeship system;

17 “(ii) transitions from youth appren-  
18 ticeships and pre-apprenticeships to ap-  
19 prenticeship programs; and

20 “(iii) the placement into employment  
21 or further education upon program comple-  
22 tion; and

23 “(F) expanding the list of eligible providers  
24 of training services under section 122(d) of the  
25 Workforce Innovation and Opportunity Act to

1 include programs under the national apprentice-  
2 ship system in the State (29 U.S.C. 3152(d)).

3 “(4) LEADERSHIP ACTIVITIES.—

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

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

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

1           “(D) STATE-SPECIFIC INITIATIVES.—A  
2 State apprenticeship agency may use funds re-  
3 served under subparagraph (A) for State-spe-  
4 cific initiatives, such as the development or ex-  
5 pansion of youth apprenticeship programs or  
6 apprenticeship programs in high-skill, high-  
7 wage, or in-demand industry sectors and occu-  
8 pations.

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

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

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

1       “(e) DERECOGNITION OF STATE APPRENTICESHIP  
2 AGENCIES.—

3           “(1) IN GENERAL.—The Secretary may with-  
4 draw recognition of a State apprenticeship agency  
5 before the end of the agency’s 4-year recognition pe-  
6 riod under subsection (a)(2)(B) if the Secretary de-  
7 termines, after notice and an opportunity for a hear-  
8 ing, that the State apprenticeship agency has failed  
9 for one of the reasons described in paragraph (2),  
10 and has not been in compliance with the perform-  
11 ance improvement plan under paragraph (3) to rem-  
12 edy such failure.

13           “(2) DERECOGNITION CRITERIA.—The recogni-  
14 tion of a State apprenticeship agency under this sec-  
15 tion may be withdrawn under paragraph (1) in a  
16 case in which the State apprenticeship agency fails  
17 to—

18           “(A) adopt or properly enforce a State  
19 plan;

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

22           “(C) submit a report under section  
23 131(b)(1)(B) for any program year;

24           “(D) meet the State levels of performance  
25 as described in subsection (c)(8)(A) or dem-

1           onstrate improvements in performance for 3  
2           consecutive program years; or

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

5           “(3) DERECOGNITION PROCESS.—

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

13          “(B) REDUCTION OF FUNDS.—Except in  
14          the case of exceptional circumstances as deter-  
15          mined by the Administrator, in a case in which  
16          such a State apprenticeship agency continues  
17          such failure after the provision of the technical  
18          assistance under subparagraph (A)—

19                  “(i) the percentage of the funds to be  
20                  allotted to the State apprenticeship agency  
21                  under subsection (f) for each fiscal year  
22                  following the fiscal year in which such fail-  
23                  ure has been identified shall be reduced by  
24                  5 percentage points; and

1           “(ii) the Administrator shall provide  
2           notice to the State apprenticeship agency  
3           that the agency’s recognition under this  
4           section may be withdrawn if the agency  
5           fails to remedy the failure.

6           “(C) TERMINATION OF PROCEEDINGS.—If  
7           the Administrator determines that the State ap-  
8           prenticeship agency’s corrective action under  
9           subparagraph (A) has addressed the agency’s  
10          failure identified under paragraph (2), the Ad-  
11          ministrators shall—

12                  “(i) restore the agency’s full funding  
13                  allocation under this title for the next full  
14                  fiscal year; and

15                  “(ii) notify the State apprenticeship  
16                  agency that the agency’s recognition will  
17                  not be withdrawn under this section for  
18                  the reason for which the agency’s funding  
19                  under this title was most recently reduced.

20          “(D) OPPORTUNITY FOR HEARING.—

21                  “(i) IN GENERAL.—In a case in which  
22                  a State apprenticeship agency fails to rem-  
23                  edy a failure identified under paragraph  
24                  (2), the Administrator shall—

1           “(I) notify, in writing, the State  
2           apprenticeship agency of the failure of  
3           the State apprenticeship agency, in-  
4           cluding a description of such failure  
5           and an explanation that the agency’s  
6           recognition under this section may be  
7           withdrawn as a result of such failure;  
8           and

9           “(II) offer the State apprentice-  
10          ship agency an opportunity to request  
11          a hearing not later than 30 days after  
12          the date of such notice.

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

21          “(4) REQUIREMENTS REGARDING WITHDRAWAL  
22          OF RECOGNITION.—

23                 “(A) OFFICE OF APPRENTICESHIP.—

24                 “(i) PRIOR TO ORDER.—Prior to the  
25                 withdrawal of the recognition of a State

1 apprenticeship agency under this section,  
2 the Administrator shall—

3 “(I) provide to the State appren-  
4 ticeship agency an order withdrawing  
5 recognition of such agency under this  
6 section; and

7 “(II) establish a State Office of  
8 Apprenticeship; and

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

20 “(B) STATE APPRENTICESHIP AGENCY RE-  
21 QUIREMENTS.—A State agency whose recogni-  
22 tion as a State apprenticeship agency under  
23 this section has been withdrawn under para-  
24 graph (3) shall—



1           “(i) provide to the Administrator pro-  
2           gram standards, apprenticeship agree-  
3           ments, completion records, cancellation and  
4           suspension records, performance metrics,  
5           and any other documents relating to the  
6           State’s programs under the national ap-  
7           prenticeship system in the State;

8           “(ii) cooperate fully during the transi-  
9           tion period beginning on the date of the  
10          order withdrawing such recognition and  
11          ending on the date on which the Adminis-  
12          trator establishes a State Office of Appren-  
13          ticeship in the State; and

14          “(iii) return any unused funds re-  
15          ceived under this Act.

16          “(5) REINSTATEMENT OF RECOGNITION.—A  
17          State apprenticeship agency that has had its rec-  
18          ognition withdrawn under this section may have  
19          such recognition reinstated upon presentation of  
20          adequate evidence that the State apprenticeship  
21          agency has—

22                  “(A) submitted an application under sub-  
23                  section (a)(2); and

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

1 “(f) RESERVATION AND STATE ALLOTMENTS.—

2 “(1) STATE ALLOTMENTS.—

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

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

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

12 “(B) FORMULA.—

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

15 “(I) 25 percent shall be allotted  
16 on the basis of the relative share of  
17 program participants in each eligible  
18 State, as determined on the basis of  
19 the most recent satisfactory data  
20 available from the Administrator,  
21 compared to the total number of pro-  
22 gram participants in all eligible  
23 States, as determined on such basis;

24 “(II) 25 percent shall be allotted  
25 on the basis of the relative share of

1 program participants who have com-  
2 pleted a program under the national  
3 apprenticeship system in each eligible  
4 State during the most recent 5-year  
5 period, as determined on the basis of  
6 the most recent satisfactory data  
7 available from the Administrator,  
8 compared to the total 5-year average  
9 of program participants who have  
10 completed a program in all eligible  
11 States, as determined on such basis;  
12 and

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

15 “(ii) ALLOTMENTS BASED ON BLS  
16 AND ACS DATA.—Of the amount available  
17 under clause (i)(III)—

18 “(I)  $33\frac{1}{3}$  percent shall be allot-  
19 ted on the basis of the relative share  
20 of individuals in the civilian labor  
21 force in each eligible State, compared  
22 to the total number of individuals in  
23 the civilian labor force in all eligible  
24 States;

1                   “(II) 33 $\frac{1}{3}$  percent shall be allot-  
2                   ted on the basis of the relative share  
3                   of individuals living below the poverty  
4                   line in each eligible State, compared  
5                   to the total number of individuals liv-  
6                   ing below the poverty line in all eligi-  
7                   ble States; and

8                   “(III) 33 $\frac{1}{3}$  percent shall be allot-  
9                   ted on the basis of the relative num-  
10                  ber of unemployed individuals in each  
11                  eligible State, compared to the total  
12                  number of unemployed individuals in  
13                  all eligible States.

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

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

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

22                  “(C) UNEMPLOYED INDIVIDUAL.—The  
23                  term ‘unemployed individual’ has the meaning  
24                  given such term in section 3 of the Workforce

1 Innovation and Opportunity Act (29 U.S.C.  
2 3102).

3 “(g) AUTHORIZATION OF APPROPRIATIONS.—There  
4 are authorized to be appropriated to carry out this sec-  
5 tion—

6 “(1) \$75,000,000 for fiscal year 2021;

7 “(2) \$85,000,000 for fiscal year 2022;

8 “(3) \$95,000,000 for fiscal year 2023;

9 “(4) \$105,000,000 for fiscal year 2024; and

10 “(5) \$115,000,000 for fiscal year 2025.

11 **“SEC. 114. INTERAGENCY AGREEMENT WITH DEPARTMENT**  
12 **OF EDUCATION.**

13 “(a) IN GENERAL.—Not later than 1 year after the  
14 effective date of the National Apprenticeship Act of 2020,  
15 in order to cooperate with the Secretary of Education and  
16 promote awareness and adoption of apprenticeship pro-  
17 grams, the Secretary (acting through the Administrator)  
18 shall—

19 “(1) enter into an interagency agreement with  
20 the Secretary of Education to promote and support  
21 integration and alignment of programs under the  
22 national apprenticeship system with secondary, post-  
23 secondary, and adult education, through the activi-  
24 ties described in this section; and

1           “(2) submit to the Committee on Education  
2           and Labor of the House of Representatives and the  
3           Committee on Health, Education, Labor, and Pen-  
4           sions of Senate, such agreement and any modifica-  
5           tions to such agreement.

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

11           “(1) information and resources to—

12           “(A) parents and students to promote a  
13           better understanding of programs under the na-  
14           tional apprenticeship system and their value in  
15           secondary and postsecondary education and ca-  
16           reer pathways by not later than middle school,  
17           and that are in user-friendly formats and lan-  
18           guages that are easily accessible, as determined  
19           by the Secretaries; and

20           “(B) school leaders (working with aca-  
21           demic counselors, teachers, and faculty) about  
22           the value of such programs and information on  
23           how to effectively align youth apprenticeship  
24           programs with secondary and career and tech-  
25           nical education programs; and

1 “(2) technical assistance on how to—

2 “(A) align related instruction and  
3 apprenticeable occupation skills and com-  
4 petencies to high school graduation require-  
5 ments;

6 “(B) offer related instruction through dual  
7 and concurrent enrollment programs and other  
8 accelerated learning programs, as described in  
9 section 4104(b)(3)(A)(i)(IV) of the Elementary  
10 and Secondary Education Act of 1965 (20  
11 U.S.C. 7114(b)(3)(A)(i)(IV));

12 “(C) facilitate transitions for youth ap-  
13 prentices who have completed their youth ap-  
14 prenticeships into further education, including  
15 an associate, baccalaureate, or advanced degree,  
16 and related apprenticeship opportunities; and

17 “(D) align activities carried out under this  
18 Act with eligible funding from, and planning  
19 processes for, the Carl D. Perkins Career and  
20 Technical Education Act of 2006 (20 U.S.C.  
21 2301 et seq.), the Elementary and Secondary  
22 Education Act of 1965 (20 U.S.C. 6301 et  
23 seq.), the Individuals with Disabilities Edu-  
24 cation Act (20 U.S.C. 1400 et seq.), the Reha-

1           bilitation Act of 1973, and the Higher Edu-  
2           cation Act of 1965 (20 U.S.C. 1001 et seq.).

3           “(c) APPRENTICESHIP COLLEGE CONSORTIUM.—In  
4 order to support the establishment of a college consortium  
5 of postsecondary educational institutions, including minor-  
6 ity serving institutions, related instruction providers,  
7 sponsors, qualified intermediaries, employers, labor orga-  
8 nizations, and joint labor-management organizations for  
9 the purposes of promoting stronger connections between  
10 programs under the national apprenticeship system and  
11 participating 2- and 4-year postsecondary educational in-  
12 stitutions, the interagency agreement under subsection (a)  
13 shall include a description of how the Secretaries will—

14           “(1) support data sharing systems that align  
15 education records and records of programs under  
16 the national apprenticeship system regarding wheth-  
17 er program participants who receive financial aid  
18 under title IV of the Higher Education Act of 1965  
19 enroll in, or complete, postsecondary coursework  
20 while participating in a program under such system;

21           “(2) provide guidance on how to align eligible  
22 funding from, planning processes for, and the re-  
23 quirements of the Carl D. Perkins Career and Tech-  
24 nical Education Act of 2006 (20 U.S.C. 2301 et  
25 seq.), the Rehabilitation Act of 1973, and the High-



1 er Education Act of 1965 (20 U.S.C. 1001 et seq.)  
2 with this Act;

3 “(3) require all participants of the apprentice-  
4 ship college consortium to enter into agreements  
5 to—

6 “(A) have an articulation agreement with a  
7 participating sponsor of an apprenticeship pro-  
8 gram, which may include a 2- or 4-year postsec-  
9 ondary educational institution;

10 “(B) create or expand the awarding and  
11 articulation of academic credit for related in-  
12 struction completed and credentials awarded to  
13 program participants as part of a program  
14 under the national apprenticeship system; and

15 “(C) support the creation or expansion of  
16 electronic transcripts for apprenticeship pro-  
17 grams and all academic content, including re-  
18 lated instruction and on-the-job training;

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

1           “(5) provide to consortium participants or po-  
2           tential participants information regarding—

3                   “(A) a list of apprenticeship programs in  
4                   related occupations offered in the State or  
5                   available under the Office of Apprenticeship  
6                   that may become part of the consortium;

7                   “(B) information on how to develop an ap-  
8                   prenticeship program;

9                   “(C) information on Federal, State, and  
10                  local financial resources available to assist with  
11                  the establishment and implementation of ap-  
12                  prenticeship programs; and

13                  “(D) information on related qualified inter-  
14                  mediaries or industry or sector partnerships  
15                  supporting apprenticeship programs, as applica-  
16                  ble; and

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

20                   “(A) a list of participating members of the  
21                   consortium, apprenticeship programs provided,  
22                   credentials awarded with each program, and  
23                   available apprenticeable occupations; and

24                   “(B) models of articulation agreements,  
25                   prior learning assessments, and competency-

1           based curriculum for related instruction for il-  
2           lustrative purposes.

3           “(d) BEST PRACTICE DEVELOPMENT AND SHAR-  
4   ING.—

5           “(1) DISSEMINATION.—Such interagency agree-  
6           ment shall require that the Secretaries disseminate  
7           information on the value of programs under the na-  
8           tional apprenticeship system, including relevant  
9           placement, retention, and earnings information,  
10          labor market data from the local area, and sector  
11          forecasts to determine high-skill, high-wage, or in-  
12          demand industry sectors or occupations of such pro-  
13          grams, to local education and training providers,  
14          labor organizations, or joint labor-management orga-  
15          nizations (including those representing teachers).

16          “(2) CLEARINGHOUSE.—Such agreement shall  
17          require the Secretaries to create a clearinghouse of  
18          best practices—

19                  “(A) for improving performance and in-  
20                  creasing alignment of education and programs  
21                  under the national apprenticeship system, in-  
22                  cluding career pathways; and

23                  “(B) publicly disseminate information and  
24                  resources on—

1 “(i) replicable related instruction and  
2 on-the-job learning; and

3 “(ii) how to build an understanding of  
4 apprenticeship opportunities available to  
5 students.

6 “(e) DATA SHARING AGREEMENT.—The Secretaries  
7 shall disseminate best practices for the alignment of edu-  
8 cation records and records of programs under the national  
9 apprenticeship system, including information on program  
10 participants who enroll in, complete, and receive academic  
11 credit for postsecondary coursework while participating in  
12 such a program.

13 “(f) SECRETARIES DEFINED.—In this section, the  
14 term ‘Secretaries’ means the Secretary of Labor and the  
15 Secretary of Education.

16 **“Subtitle B—Process and Stand-**  
17 **ards for the National Appren-**  
18 **ticeship System**

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

20 “For an occupation to be an apprenticeable occupa-  
21 tion under this Act, a person seeking approval for such  
22 occupation to be an apprenticeable occupation shall submit  
23 an application to the Administrator that demonstrates  
24 that such apprenticeable occupation is in-demand and will  
25 prepare individuals for the full range of skills and com-

1 petencies needed for such occupation by describing how  
2 such apprenticeable occupation shall—

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

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

7 “(A) clearly identified and commonly rec-  
8 ognized throughout the relevant industry or oc-  
9 cupation;

10 “(B) customarily learned or enhanced in a  
11 practical way through a structured, systematic  
12 program of on-the-job supervised learning and  
13 related instruction to supplement such learning;  
14 and

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

18 **“SEC. 122. QUALITY STANDARDS OF PROGRAMS UNDER**

19 **THE NATIONAL APPRENTICESHIP SYSTEM.**

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

1       “(b) APPRENTICESHIP PROGRAM STANDARDS.—In  
2 addition to the standards described in subsection (e), an  
3 apprenticeship program shall meet the following stand-  
4 ards:

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

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

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

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

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

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

24           “(B) A process for maintaining appro-  
25 priate progress records, including the reviews

1 and evaluations described in subparagraph  
2 (A)(iv).

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

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

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

20 “(iii) shall be provided by one or more  
21 qualified instructors that—

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

1                   “(bb) are subject matter experts,  
2                   defined for purposes of this subpara-  
3                   graph as individuals recognized within  
4                   an industry as having expertise in a  
5                   specific occupation; and

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

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

13                   “(v) where appropriate and to the ex-  
14                   tent practicable, incorporate the principles  
15                   of universal design for learning under sec-  
16                   tion 103 of the Higher Education Act of  
17                   1965 (20 U.S.C. 1003).

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

21                   “(i) consistent with measurable skill  
22                   gains; and

23                   “(ii) ensures the entry wage is not  
24                   less than the greater of—



1                   “(I) the minimum wage required  
2                   under section 6(a) of the Fair Labor  
3                   Standards Act of 1938 (29 U.S.C.  
4                   206(a)); or

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

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

11                  “(i) a time-based model, which re-  
12                  quires the completion of the industry  
13                  standard for on-the-job learning hours,  
14                  which in no case shall be less than a cumu-  
15                  lative 2,000 hours, unless an alternative  
16                  requirement is put forth by the employer  
17                  and sponsor from a nontraditional appren-  
18                  ticeship industry or occupation as of the  
19                  date of the enactment of the National Ap-  
20                  prenticeship Act of 2020 that reflects in-  
21                  dustry standards and the relative hazards  
22                  of the occupation, and is accepted by the  
23                  registration agency;

1           “(ii) a competency-based model, which  
2           requires the attainment of competency in  
3           the occupation; or

4           “(iii) a hybrid model, which blends the  
5           time-based and competency-based ap-  
6           proaches.

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

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

20               “(ii) in the case of a competency-  
21               based model described in subparagraph  
22               (E)(ii), the individual apprentice’s success-  
23               ful demonstration of acquired skills and  
24               knowledge through appropriate means of  
25               testing and evaluation for such com-

1                   petencies, and by requiring apprentices to  
2                   complete a paid on-the-job learning compo-  
3                   nent of the apprenticeship;

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

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

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

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

24                          “(A) clearly identifies each interim creden-  
25                          tial;

1           “(B) only issues an interim credential for  
2           recognized components of an apprenticeable oc-  
3           cupation and demonstrates how each interim  
4           credential specifically links to the knowledge,  
5           skills, and abilities associated with such compo-  
6           nents; and

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

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

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

22               “(2) The program—

23                       “(A) is carried out by a sponsor that has  
24                       a written agreement with at least one sponsor  
25                       of an apprenticeship program;

1           “(B) demonstrates the existence of an ac-  
2           tive, advisory partnership with an industry or  
3           sector partnership to inform the training and  
4           education services necessary for a pre-appren-  
5           ticeship program;

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

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

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

20                 “(A) provides for work-based learning, and  
21                 paid work-based learning to the extent prac-  
22                 ticable, in which an industry or sector partner-  
23                 ship and a related instruction provider collabo-  
24                 rate to provide training that will introduce par-  
25                 ticipants to the skills, competencies, and mate-

1 materials used in one or more apprenticeable occu-  
2 pations;

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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



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

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

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

10 “(1) The program—

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

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

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

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

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

3 “(3) The program provides—

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

8 “(B) materials that conform with accessi-  
9 bility standards under section 508 of the Reha-  
10 bilitation Act of 1973 (29 U.S.C. 794d), such  
11 as materials that conform with the most recent  
12 Web Content Accessibility Guidelines.

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

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

1           “(6) The numeric ratio of program participants  
2           to supervisors (such as journeyworkers, mentors, or  
3           on-the-job learning instructors, as applicable) for the  
4           apprenticeable occupation, that are based on evi-  
5           dence-based and evidence-informed best practices for  
6           supervision, training, safety, and continuity of em-  
7           ployment, throughout the work processes of the pro-  
8           gram, job site, department, or plant, appropriate for  
9           the degree of hazard in different occupations, and  
10          consistent with provisions in collective bargaining  
11          agreements, as applicable, except if such ratios are  
12          expressly prohibited by the collective bargaining  
13          agreements.

14   **“SEC. 123. APPRENTICESHIP AGREEMENTS.**

15          “(a) IN GENERAL.—To ensure the standards de-  
16          scribed in section 122 are applied to programs under the  
17          national apprenticeship system, the Administrator shall  
18          require a sponsor to develop an apprenticeship agreement  
19          that shall—

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

21                  “(2) contain the names and signatures of the  
22          program participant and the sponsor;

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

24          and

1           “(4) be submitted to the registration agency in  
2           accordance with section 124 by the program spon-  
3           sor.

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

7           “(1) in the case of an apprenticeship pro-  
8           gram—

9                   “(A) that is time-based, a statement of the  
10                  number of hours to be spent by the program  
11                  participant in on-the-job learning and on-the-  
12                  job training in order to complete the program;

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

17                  “(C) that is a hybrid model, the minimum  
18                  number of hours to be spent by the program  
19                  participant in on-the-job learning and work  
20                  components and in related instruction, and a  
21                  description of the skill sets and competencies to  
22                  be attained by completion of the program;

23           “(2) the number of hours and form of related  
24           instruction, including how related instruction will be  
25           compensated (whether through academic credit,

1 wages, or both), the costs the program participant  
2 will incur for participating in the program (such as  
3 for equipment, related instruction, or assessment or  
4 licensure fees), and the recognized postsecondary  
5 credentials the program participants will be eligible  
6 to receive upon program completion;

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

11 “(4) for apprenticeships or youth apprentice-  
12 ships, the graduated wage scale to be paid to the ap-  
13 prentices, benefits offered to the apprentices, and  
14 how the wages and benefits compare to State, local,  
15 or regional wages in the related occupation; and

16 “(5) demonstration of commitment to and com-  
17 pliance with subparagraphs (B) and (C) of section  
18 111(b)(7).

19 **“SEC. 124. REGISTRATION OF PROGRAMS UNDER THE NA-**  
20 **TIONAL APPRENTICESHIP SYSTEM.**

21 “(a) PROGRAM REGISTRATION APPLICATION.—In  
22 order to bring together employers and labor for the formu-  
23 lation of programs under the national apprenticeship sys-  
24 tem, the Administrator shall provide for the registration  
25 of programs in which a sponsor applying to register a pro-

1 gram under the national apprenticeship system shall re-  
2 quest registration of such program from a registration  
3 agency by submitting the information required by the reg-  
4 istration agency, including—

5 “(1) information demonstrating that each of  
6 the requirements of section 122 will be met for the  
7 program;

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

10 “(3) a written assurance that, if the program is  
11 registered under this Act, the sponsor will admin-  
12 ister the program in accordance with the require-  
13 ments of this Act and comply with the requirements  
14 of the apprenticeship agreement for each apprentice;  
15 and

16 “(4) methods the program sponsor will use to  
17 report data describing outcomes associated with the  
18 program as required by the registration agency—

19 “(A) on an annual basis for any program  
20 sponsor with fewer than 5 program partici-  
21 pants; or

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

24 “(b) RECOGNITION AND REGISTRATION PROCESS.—

25 “(1) REVIEW AND APPROVAL PROCESS.—

1           “(A) PROVISIONAL APPROVAL REVIEW.—  
2           An application submitted under subsection (a)  
3           that the registration agency determines meets  
4           the requirements described in such subsection  
5           shall be registered for a provisional 1-year pe-  
6           riod beginning not later than 30 days after  
7           such application is submitted. During such pe-  
8           riod, the registration agency shall accept and  
9           record the apprenticeship agreement as evidence  
10          of the program’s compliance and registration to  
11          operate such program.

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

21                   “(i) if a registration agency con-  
22                   ducting a provisional review determines  
23                   that the program complies with the stand-  
24                   ards and requirements under this Act, the

1 registration agency shall fully approve the  
2 registration of the program; or

3 “(ii) if a registration agency con-  
4 ducting a provisional review determines  
5 that the program is not conforming to the  
6 requirements or standards under this Act,  
7 the registration agency may continue the  
8 provisional registration of the program  
9 through the first full training cycle for pro-  
10 gram participants, and conduct an addi-  
11 tional provisional review at the conclusion  
12 of the training cycle.

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

24 “(2) CERTIFICATE OF REGISTRATION.—



1           “(A) IN GENERAL.—A registration agency  
2 that registers a program under paragraph (1)  
3 shall—

4           “(i) provide the sponsor of the pro-  
5 gram with a certificate of registration or  
6 other written evidence of registration; and

7           “(ii) provide a copy of the certificate  
8 of registration to the Secretary of Veterans  
9 Affairs or the applicable State veterans  
10 agency for the purpose of aligning the reg-  
11 istration process with the process for ap-  
12 proving such program for eligible veterans’  
13 use of supplemental educational assistance  
14 benefits.

15           “(B) REGISTRATION NAME.—A program  
16 shall be registered in the name of the sponsor,  
17 or if a sponsor enters into a partnership with  
18 an employer who registers the program, in the  
19 name of the employer.

20           “(3) PROGRAM PARTICIPANT REGISTRATION.—  
21 A sponsor providing a program that is registered in  
22 accordance with paragraph (2) shall provide to an  
23 individual seeking to be a program participant the  
24 opportunity to apply through the sponsor, and  
25 shall—

1           “(A) enter into a written individual ap-  
2           prenticeship agreement described in section 123  
3           with each such individual before the commence-  
4           ment of the program; and

5           “(B) individually register each program  
6           participant with the registration agency by fil-  
7           ing a copy of the individual apprenticeship  
8           agreement with the registration agency or as  
9           otherwise required by the registration agency,  
10          and sharing a copy with the Administrator as  
11          appropriate, as described under section  
12          123(a)(4).

13          “(4) TRANSITION PROCESS FOR PREVIOUSLY  
14          APPROVED PROGRAMS.—With respect to a program  
15          that was registered under this Act as of the day be-  
16          fore the date of enactment of the National Appren-  
17          ticeship Act of 2020, the registration agency shall  
18          take such steps as necessary to—

19                 “(A) in the case of a program that meets  
20                 of the requirements of this Act, maintain the  
21                 status of the sponsor of the program as of the  
22                 date before such date of enactment as the spon-  
23                 sor of such program under this Act; and

24                 “(B) in the case of a program that does  
25                 not meet the requirements of this Act, provide

1 technical assistance to the sponsor of such pro-  
2 gram to ensure that the sponsor is in compli-  
3 ance with this Act not later than 3 years after  
4 the date of enactment of the National Appren-  
5 ticeship Act of 2020.

6 “(c) MODIFICATIONS OR CHANGES TO YOUTH AP-  
7 PRENTICESHIP, PRE-APPRENTICESHIP, OR APPRENTICE-  
8 SHIP PROGRAMS.—

9 “(1) SPONSOR PROPOSAL.—Any sponsor that  
10 wishes to modify a program, including the program’s  
11 method of meeting the standards required under this  
12 Act, shall submit the proposal for such change or  
13 modification to the registration agency for the pro-  
14 gram.

15 “(2) REGISTRATION AGENCY REQUIREMENTS.—

16 “(A) IN GENERAL.—The registration agen-  
17 cy shall determine whether to approve the pro-  
18 posal and notify the sponsor of the determina-  
19 tion by not later than 60 days after receipt of  
20 the proposal.

21 “(B) APPROVAL OF PROPOSAL.—If the  
22 proposal is approved, the registration agency  
23 shall amend the record of the program to reflect  
24 the modification or change, and provide the  
25 sponsor or program administrator with an ac-

1           knowledge of the amended program, by not  
2           later than 30 days after the date of approval.

3           “(C) DISAPPROVAL OF PROPOSAL.—If the  
4           proposal is not approved, the registration agen-  
5           cy shall—

6                   “(i) notify the sponsor of the reasons  
7                   for the disapproval and provide the sponsor  
8                   with technical assistance to maintain the  
9                   program as originally registered;

10                   “(ii) provide the sponsor with the op-  
11                   portunity to submit a revised modification  
12                   proposal, including providing appropriate  
13                   technical assistance to modify the proposal  
14                   in order to meet the requirements of this  
15                   Act; and

16                   “(iii) in a case in which the sponsor  
17                   submits a revised modification proposal,  
18                   not later than 60 days after receipt of such  
19                   proposal—

20                           “(I) approve the proposal; or

21                           “(II) disapprove the proposal and  
22                           provide the sponsor with technical as-  
23                           sistance to maintain the program as  
24                           originally registered.

1           “(D) LIST OF DISAPPROVED PROGRAMS.—  
2           The registration agency shall maintain a list of  
3           programs that were disapproved which includes  
4           the reasons for each such disapproval and pro-  
5           vide such list to the Administrator at least an-  
6           nually.

## 7           **“Subtitle C—Evaluations and** 8           **Research**

### 9           **“SEC. 131. PROGRAM EVALUATIONS.**

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

19          “(b) REVIEWS BY REGISTRATION AGENCIES.—

20                  “(1) PERFORMANCE REVIEWS.—

21                          “(A) IN GENERAL.—A registration agency  
22                          shall—

23                                  “(i) annually collect performance data  
24                                  for each program registered under section  
25                                  124 by such agency to determine—

1                   “(I) the performance of the pro-  
2                   gram with respect to the indicators of  
3                   performance           under           section  
4                   116(b)(2)(A)(i) of the Workforce In-  
5                   novation and Opportunity Act (29  
6                   U.S.C. 3141(b)(2)(A)(i) or in the case  
7                   of a youth apprenticeship program,  
8                   section 116(b)(2)(A)(ii)) of such Act  
9                   (29 U.S.C. 3141(b)(2)(A)(ii)), as ap-  
10                  plied to programs under the national  
11                  apprenticeship system; and

12                  “(II) the completion rates of the  
13                  program; and

14                  “(ii) provide technical assistance for  
15                  the collection of the information under  
16                  clause (i) of this subparagraph and sub-  
17                  paragraph (B), as necessary.

18                  “(B) REPORTS.—The registration agency  
19                  for a State shall annually prepare and submit  
20                  to the Administrator a State performance re-  
21                  port that includes the following information  
22                  with respect to each program registered under  
23                  section 124 by such agency, including—

24                  “(i) information specifying the levels  
25                  of performance described in subparagraph

1 (A), as compared to goals set in section  
2 113(e)(8)(A)(i);

3 “(ii) the percentage of program par-  
4 ticipants by race, sex ethnicity and, to the  
5 extent practicable, by individuals with dis-  
6 abilities, as compared to such percentages  
7 within the working age population who are  
8 in the geographical area from which the  
9 sponsor usually seeks or reasonably could  
10 seek program participants and who meet  
11 the minimum eligibility requirements for  
12 entry into in the program;

13 “(iii) the percentage of program par-  
14 ticipants served by each of the programs  
15 that obtained unsubsidized employment in  
16 a field related to the apprenticeable occu-  
17 pation;

18 “(iv) the average time to completion  
19 for the program as compared to the de-  
20 scription in the agreement under para-  
21 graphs (1) and (2) of section 123(b);

22 “(v) the average cost per participant  
23 during the most recent program year and  
24 the 3 preceding program years;

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

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

6 “(viii) the disaggregation of the per-  
7 formance data described in clauses (i)  
8 through (vi)—

9 “(I) by the program type (ap-  
10 prenticeship, youth apprenticeship, or  
11 pre-apprenticeship program) involved;  
12 and

13 “(II) by race, ethnicity, sex, age,  
14 veteran status, and membership in a  
15 population specified in section 3(24)  
16 of the Workforce Innovation and Op-  
17 portunity Act (29 U.S.C. 3102(24)).

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



1           “(D) PUBLICATION.—The Administrator  
2 shall annually make available on a publicly ac-  
3 cessible website each report received under sub-  
4 paragraph (B) not later than 30 days after re-  
5 ceipt of such report.

6           “(2) COMPREHENSIVE PROGRAM REVIEWS.—

7           “(A) IN GENERAL.—A registration agency  
8 shall periodically review each program reg-  
9 istered under section 124 by such agency for  
10 quality assurance and compliance with the re-  
11 quirements of this Act.

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

14           “(i) at the end of the first full train-  
15 ing cycle of program participants under  
16 the program; and

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

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

23           “(i) determining whether the registra-  
24 tion agency is receiving notification from  
25 the sponsor of a program regarding indi-

1           viduals who are registered as new youth  
2           apprentices, pre-apprentices, or apprentices  
3           under the program, or who successfully  
4           complete the program, as required under  
5           this Act;

6           “(ii) determining whether the sponsor  
7           of the program is complying with the re-  
8           quirements of this Act;

9           “(iii) evaluating the performance of  
10          the sponsor with respect to, at a minimum,  
11          the indicators described in paragraph  
12          (1)(A)(i), with the performance data  
13          disaggregated as described in paragraph  
14          (1)(B)(viii); and

15          “(iv) ensuring the sponsor’s compli-  
16          ance with the requirement to provide equal  
17          opportunity in recruitment, training, and  
18          employment as described in subparagraphs  
19          (B) and (C) of section 111(b)(7).

20          “(D) REPORTS.—On completion of a re-  
21          view under this paragraph, the registration  
22          agency shall prepare and submit to the Admin-  
23          istrator a report containing the results of the  
24          review.

25          “(c) SUBSEQUENT ACTION.—

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

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

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

14                           “(i) is not in operation;

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

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

21           “(2) CORRECTIVE ACTION AND  
22           DEREGISTRATION OF AN APPRENTICESHIP PRO-  
23           GRAM.—The registration agency may take corrective  
24           action, and if warranted, deregister a youth appren-  
25           ticeship, pre-apprenticeship, or apprenticeship pro-

1 program, after making a determination that the pro-  
2 gram demonstrates persistent and significant failure  
3 to perform successfully, which occurs when—

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

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

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

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

21 “(3) NOTIFICATION AND HEARING.—If the reg-  
22 istration agency makes a determination described in  
23 paragraph (2), the registration agency shall notify  
24 the Secretary and the sponsor of the determination  
25 in writing, and permit the sponsor to request a hear-

1 ing by the Office of Administrative Law Judges. The  
2 registration agency shall transmit to the Secretary a  
3 report containing all pertinent facts and cir-  
4 cumstances concerning the determination, including  
5 findings and a recommendation for deregistration,  
6 and copies of all relevant documents and records. If  
7 the sponsor does not request the hearing not later  
8 than 15 days after receiving such notification, the  
9 registration agency shall deregister the program  
10 after the period for requesting such a hearing has  
11 expired.

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

17 “(A) of such deregistration and the effec-  
18 tive date;

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

1           “(C) that the deregistration of the pro-  
2           gram removes the program participant from eli-  
3           gibility for any Federal financial or other assist-  
4           ance, or rights, privileges, or exemptions under  
5           Federal law, that—

6                     “(i) relates to an apprentice; and

7                     “(ii) requires the registration agency’s  
8           approval; and

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

14 **“SEC. 132. NATIONAL APPRENTICESHIP SYSTEM RE-**  
15 **SEARCH.**

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

22          “(b) TECHNIQUES.—The research conducted under  
23          this section shall utilize appropriate methodology and re-  
24          search designs.

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

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

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

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 programs and ac-  
13                  tivities;

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

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

24                  “(E) regularly assess the impact of ap-  
25                  prenticeship programs under the national ap-

1           prentice system in effectively increasing the  
2           participation of women, minorities, individuals  
3           with disabilities, long term unemployed, individ-  
4           uals impacted by the criminal and juvenile jus-  
5           tice system, foster and former foster youth, and  
6           individuals with barriers to employment;

7           “(2) the impact of the National Apprenticeship  
8           Act of 2020 on the general effectiveness of programs  
9           under the national apprenticeship system, including  
10          the implementation of policies such as dual or con-  
11          current enrollment programs, advanced standing, or  
12          industry recognized apprenticeable occupations;

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

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

20          “(d) REPORTS.—

21                  “(1) INDEPENDENT ENTITY.—The independent  
22                  entity carrying out the research shall prepare and  
23                  submit to the Secretary—

24                          “(A) an interim report containing findings  
25                          from the research; and



1           “(B) a final report containing the results  
2           of the research, including policy recommenda-  
3           tions.

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

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

16          “(f) DEMONSTRATION AUTHORITY.—

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

22                         “(A) is limited in size and scope;

23                         “(B) has a duration of no more than 3  
24                         years;

1           “(C) is carried out in nontraditional ap-  
2           prenticeship industries or occupations; and

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

6           “(2) LIMITATION ON FUNDING.—In initiating  
7           demonstration projects under subsection (a), the  
8           Secretary may not use more than \$2,000,000 annu-  
9           ally from the funding authorized under section  
10          141(a).

## 11          **“Subtitle D—General Provisions**

### 12          **“SEC. 141. AUTHORIZATION OF APPROPRIATIONS.**

13          “(a) OFFICE OF APPRENTICESHIP.—There are au-  
14          thorized to be appropriated to carry out sections 111, 112,  
15          131, and 132—

16                  “(1) \$50,000,000 for fiscal year 2021;

17                  “(2) \$60,000,000 for fiscal year 2022;

18                  “(3) \$70,000,000 for fiscal year 2023;

19                  “(4) \$80,000,000 for fiscal year 2024; and

20                  “(5) \$90,000,000 for fiscal year 2025.

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

23                  “(1) \$10,000,000 for fiscal year 2021;

24                  “(2) \$12,000,000 for fiscal year 2022;

25                  “(3) \$14,000,000 for fiscal year 2023;

1 “(4) \$16,000,000 for fiscal year 2024; and

2 “(5) \$18,000,000 for fiscal year 2025.

3 **“TITLE II—MODERNIZING THE**  
4 **NATIONAL APPRENTICESHIP**  
5 **SYSTEM FOR THE 21<sup>st</sup> CEN-**  
6 **TURY GRANTS**

7 **“SEC. 201. GRANT REQUIREMENTS.**

8 “(a) AUTHORITY.—

9 “(1) IN GENERAL.—The Administrator shall  
10 award grants, contracts, or cooperative agreements  
11 to eligible entities on a competitive basis for one or  
12 more of the following purposes:

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

16 “(i) to create new apprenticeship pro-  
17 grams in a nontraditional apprenticeship  
18 industry or occupation, such as for pro-  
19 grams demonstrating demand in informa-  
20 tion technology, computer science, energy,  
21 green jobs, advanced manufacturing,  
22 health care, media and entertainment, edu-  
23 cation, hospitality and tourism, or cyberse-  
24 curity;

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

4           “(iii) to create new or expand existing  
5           pre-apprenticeship programs; or

6           “(iv) to create new or expand existing  
7           youth apprenticeship programs.

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

12           “(i) that target individuals with bar-  
13           riers to employment in youth apprentice-  
14           ship, pre-apprenticeship, or apprenticeship  
15           programs, prioritizing nontraditional ap-  
16           prenticeship populations such as women,  
17           minorities, long-term unemployed, individ-  
18           uals with a disability, individuals with sub-  
19           stance abuse issues, veterans, military  
20           spouses, individuals experiencing homeless-  
21           ness, individuals impacted by the criminal  
22           or juvenile justice system, and foster and  
23           former foster youth;

24           “(ii) that are in high-need social serv-  
25           ice-related industries, sectors, or occupa-

1 tions, such as direct care workers and  
2 early childhood, elementary school, and  
3 secondary school educators;

4 “(iii) that target individuals currently  
5 or recently incarcerated; or

6 “(iv) among small- and medium-sized  
7 employers.

8 “(C) INTERMEDIARY GRANTS.—If the eli-  
9 gible entity is a qualified intermediary—

10 “(i) to support national industry and  
11 equity intermediaries in establishing or ex-  
12 panding sector-based partnerships to sup-  
13 port the delivery or expansion of programs  
14 under the national apprenticeship system  
15 to significant scale in the United States—

16 “(I) in key sectors, including  
17 manufacturing, information tech-  
18 nology, cyber security, health care, in-  
19 surance and finance, energy, hospi-  
20 tality, retail, construction, and other  
21 sectors identified by the Administrator  
22 and the Advisory Committee as tar-  
23 geted for expansion under the na-  
24 tional apprenticeship system; or

1                   “(II) for nontraditional appren-  
2                   ticeship populations, women, minori-  
3                   ties, individuals with disabilities, and  
4                   individuals impacted by the criminal  
5                   or juvenile justice system; or

6                   “(ii) to serve programs under the na-  
7                   tional apprenticeship system in a local or  
8                   regional setting.

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

15                 “(2) DURATION.—

16                 “(A) IN GENERAL.—The Administrator  
17                 shall award grants under this subsection for a  
18                 period of not more than 3 years.

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

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

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

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

9           “(b) FUNDING REQUIREMENTS.—

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

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

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

5 “(c) PRIORITY AND DISTRIBUTION.—

6 “(1) PRIORITY.—In awarding grants under this  
7 section, the Administrator shall give priority to an  
8 eligible entity—

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

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

15 “(2) GEOGRAPHIC DISTRIBUTION.—In awarding  
16 grants under this subsection, the Administrator  
17 shall, to the extent practicable, ensure a geographi-  
18 cally diverse distribution of grants, including a geo-  
19 graphically diverse distribution among regions of the  
20 country and among urban, suburban, and rural  
21 areas.

22 “(d) ELIGIBLE ENTITY.—To be eligible to apply for  
23 grants under this title, an eligible entity shall—

24 “(1) demonstrate a partnership with two or  
25 more of the following:



1           “(A) a State or local workforce develop-  
2           ment board or State or local workforce agency;

3           “(B) an education and training provider,  
4           or a consortium thereof;

5           “(C) a State apprenticeship agency;

6           “(D) an Indian Tribe or Tribal organiza-  
7           tion;

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

13          “(F) a Governor;

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

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

19          “(I) a qualified intermediary; and

20          “(2) to the extent practicable, be part of an in-  
21          dustry or sector partnership, and partner with a  
22          labor or joint labor-management organization.

23          “(e) GENERAL APPLICATION REQUIREMENTS.—An  
24          eligible entity applying for a grant under this section shall

1 submit to the Administrator a description of each of the  
2 following:

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

5           “(2) Each entity with which the eligible entity  
6 is partnered or engaged under subsection (d) and  
7 the role of each such entity in carrying out activities  
8 funded under this subsection.

9           “(3) The ability of the applicant, directly or  
10 through partners—

11                   “(A) to enroll, instruct, advance, and grad-  
12 uate program participants served by the grant  
13 activities, and enable the participants to gain  
14 employment after program completion;

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

21                   “(C) to provide opportunities to rural com-  
22 munities, as applicable.

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

1           “(A) the need to create or expand the pro-  
2           gram; and

3           “(B) a plan to align the activities sup-  
4           ported by the grant with the labor market  
5           needs of high-skill, high-wage, or in-demand in-  
6           dustry sectors or occupations.

7           “(5) A plan—

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

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

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

1           “(D) to continue the program after the  
2 grant period ends; and

3           “(E) to recruit and retain program partici-  
4 pants for pre-apprenticeship, youth apprentice-  
5 ship, and apprenticeship programs, including  
6 from nontraditional apprenticeship populations,  
7 such as women, minorities, individuals with dis-  
8 abilities, individuals impacted by the criminal or  
9 juvenile justice system, and individuals with  
10 barriers to employment, to ensure program par-  
11 ticipants are able to access supportive services,  
12 as applicable, and how such plan will support  
13 the eligible entity in meeting the equal oppor-  
14 tunity requirements for diversity described in  
15 subparagraphs (B) and (C) of section 111(b)(7)  
16 and section 113(c)(5), as applicable.

17           “(6) For any grants expanding existing pro-  
18 grams under the national apprenticeship system, a  
19 description of—

20           “(A) a plan to coordinate the activities car-  
21 ried out under the grant with the existing pro-  
22 gram; and

23           “(B) the effectiveness of the program, in-  
24 cluding demonstrations of programmatic com-  
25 ponents such as program costs to employers

1 and to program participants, completion and  
2 placement rates, credential attainment, diversity  
3 in populations served, the effectiveness of the  
4 program in increasing participant’s wages and  
5 benefits, or services provided to employers and  
6 program participants.

7 “(7) A description of potential program partici-  
8 pants and strategies to support the recruitment, re-  
9 tention, and completion of such participants, includ-  
10 ing nontraditional apprenticeship populations and in-  
11 dividuals with barriers to employment, to the extent  
12 practicable.

13 “(8) A description of strategies to recruit and  
14 support employers involved in programs under the  
15 national apprenticeship system.

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

17 “(A) provide information to the Adminis-  
18 trator, as requested, for any such evaluations as  
19 the Administrator may carry out;

20 “(B) make program performance outcome  
21 data available (in accordance with applicable  
22 data privacy laws, including section 444 of the  
23 General Education Provisions Act (20 U.S.C.  
24 1232g) and section 4 of this Act) to inde-  
25 pendent evaluators to enable the evaluators to

1           prepare the evaluations and research reports  
2           described in section 203(a)(1); and

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

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

12                   “(1) CREATION AND EXPANSION ACTIVITIES.—

13                           “(A) NEW APPRENTICESHIP PROGRAMS.—

14           An eligible entity applying to create new ap-  
15           prenticeship programs and carry out activities  
16           in accordance with subsection (a)(1)(A)(i) shall  
17           include as part of their application a description  
18           of—

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

21                           “(ii) employers, and to the extent  
22                           practicable, labor organizations or joint  
23                           labor-management organizations, engaged  
24                           in the program creation and implementa-  
25                           tion.

1           “(B) EXPANDING APPRENTICESHIP PRO-  
2 GRAMS.—An eligible entity applying to expand  
3 existing apprenticeship programs and carry out  
4 activities in accordance with subsection  
5 (a)(1)(A)(ii) shall include as part of their appli-  
6 cation a description of employers engaged in the  
7 program expansion.

8           “(C) CREATING OR EXPANDING PRE-AP-  
9 PRENTICESHIP PROGRAMS.—An eligible entity  
10 applying to create or expand pre-apprenticeship  
11 programs and carry out activities in accordance  
12 with subsection (a)(1)(A)(iii) shall include as  
13 part of their application a description of—

14           “(i) a partnership between the eligible  
15 entity and at least one apprenticeship pro-  
16 gram; and

17           “(ii) existing partnerships with em-  
18 ployers acting in either an advisory capac-  
19 ity or actively participating in the pre-ap-  
20 prenticeship program.

21           “(D) CREATING OR EXPANDING YOUTH  
22 APPRENTICESHIP PROGRAMS.—An eligible enti-  
23 ty applying to create or expand youth appren-  
24 ticeship programs and carry out activities in ac-  
25 cordance with subsection (a)(1)(A)(iv) shall in-

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

3                   “(i) an existing partnership with at  
4                   least one high school offering related in-  
5                   struction for the youth apprenticeship pro-  
6                   gram, with existing integration into the  
7                   academic content of the high school di-  
8                   ploma requirements, or with demonstrated  
9                   plans for integration of related instruction  
10                  into the high school curriculum; and

11                   “(ii) existing partnerships with em-  
12                   ployers acting in either an advisory capac-  
13                   ity or actively participating in the youth  
14                   apprenticeship program.

15                  “(2) ENCOURAGING EMPLOYER PARTICIPA-  
16                  TION.—

17                   “(A) INDIVIDUALS WITH BARRIERS TO EM-  
18                   PLOYMENT.—An eligible entity applying to tar-  
19                   get individuals with barriers to employment for  
20                   apprenticeship, youth apprenticeship, or pre-ap-  
21                   prenticeship programs and carry out activities  
22                   in accordance with subsection (a)(1)(B)(i) shall  
23                   include as part of their application a description  
24                   of—



1           “(i) specific strategies to target both  
2 individuals with barriers to employment  
3 and employers for participation in the pro-  
4 gram; and

5           “(ii) partnerships with organizations  
6 that assist program participants in access-  
7 ing supportive services to support recruit-  
8 ment, retention, and completion of the pro-  
9 gram by program participants.

10           “(B) HIGH-NEED SOCIAL SERVICE-RE-  
11 LATED INDUSTRIES.—An eligible entity apply-  
12 ing to offer pre-apprenticeship, youth appren-  
13 ticeship, or apprenticeship programs in high-  
14 need social service-related industries, sectors, or  
15 occupations and carry out activities in accord-  
16 ance with subsection (a)(1)(B)(ii) shall include  
17 as part of their application a description of  
18 wages and benefits offered to program partici-  
19 pants.

20           “(C) INDIVIDUALS CURRENTLY OR RE-  
21 CENTLY INCARCERATED.—An eligible entity ap-  
22 plying to target individuals currently or recently  
23 incarcerated and establish or carry out pre-ap-  
24 prenticeship programs and apprenticeship pro-  
25 grams in accordance with subsection

1 (a)(1)(B)(iii) shall include as part of their ap-  
2 plication a description of—

3 “(i) a plan to assist the program par-  
4 ticipants in obtaining the documentation  
5 and work authorization necessary to par-  
6 ticipate in such program;

7 “(ii) partnerships with organizations  
8 that will assist program participants in ac-  
9 cessing activities to improve financial lit-  
10 eracy and supportive services;

11 “(iii) how the assessments used to  
12 support the placement of potential pro-  
13 gram participants into a program accu-  
14 rately reflect the participants’ skills and  
15 competencies;

16 “(iv) a plan to provide information  
17 about resources to program participants to  
18 address mental health or substance abuse  
19 issues;

20 “(v) partnerships with organizations  
21 that support—

22 “(I) the transition from incarcer-  
23 ation to re-entry, such as assistance  
24 with housing, transportation, and  
25 legal services; and

1                   “(II) successful completion of an  
2                   apprenticeship or pre-apprenticeship  
3                   program;

4                   “(vi) wages and benefits offered to  
5                   program participants that are commensu-  
6                   rate with wages for similar work in the  
7                   State or local area, as allowable; and

8                   “(vii) alignment and necessary sup-  
9                   ports to comply with and receive the bene-  
10                  fits of the Federal Bonding Program and  
11                  the Prison Industry Enhancement Certifi-  
12                  cation Program for employers participating  
13                  in apprenticeship programs.

14                  “(D) SMALL- AND MEDIUM-SIZED EMPLOY-  
15                  ERS.—An eligible entity applying to engage  
16                  small- and medium-sized employers and carry  
17                  out activities in accordance with subsection  
18                  (a)(1)(B)(iv) shall include as part of their ap-  
19                  plication a description of demonstrated success  
20                  in engaging small- and medium-sized employers  
21                  and the ability to recruit new employers to par-  
22                  ticipate in related partnerships or programs,  
23                  such as small businesses owned or controlled by  
24                  women, minorities, or veterans.

25                  “(3) INTERMEDIARY GRANTS.—

1           “(A) SUPPORTING NATIONAL INDUSTRY  
2           AND EQUITY INTERMEDIARIES.—An eligible en-  
3           tity applying to carry out activities in accord-  
4           ance with subsection (a)(1)(C)(i) shall include  
5           as part of their application a description of the  
6           ability of such entity to convene a diverse group  
7           of industry specific stakeholders for the pur-  
8           poses of developing or expanding programs, in-  
9           cluding employers, workforce development orga-  
10          nizations, industry associations, labor groups  
11          (including joint labor-management organiza-  
12          tions), and education and training providers at  
13          a national level or with national reach.

14          “(B) SERVING PROGRAMS IN A LOCAL OR  
15          REGIONAL SETTING.—An eligible entity apply-  
16          ing to carry out activities in accordance with  
17          subsection (a)(1)(C)(ii) shall include as part of  
18          their application a description of how such enti-  
19          ty will—

20                 “(i) engage employers, especially  
21                 small- and medium-sized businesses, in the  
22                 formation or ongoing development of in-  
23                 dustry or sector partnerships and pro-  
24                 grams in the national apprenticeship sys-  
25                 tem;

1           “(ii) identify the industry or sector  
2           partnerships that will be served, and dem-  
3           onstrate alignment to high-skill, high-wage,  
4           or in-demand industry sectors or occupa-  
5           tions;

6           “(iii) leverage additional resources, in-  
7           cluding funding provided by Federal and  
8           non-Federal resources; and

9           “(iv) provide services to program  
10          sponsors and program participants.

11          “(4) EDUCATIONAL ALIGNMENT.—An eligible  
12          entity applying to carry out activities in accordance  
13          with subsection (a)(1)(D) shall include as part of  
14          their application a description of—

15               “(A) a demonstration of a partnership  
16          with—

17                       “(i)(I) no less than three sponsors or  
18                       employers; or

19                       “(II) an industry or sector partner-  
20                       ship; and

21                       “(ii) at least 1 of the following—

22                               “(I) an educational service agen-  
23                               cy;

24                               “(II) a high school;

25                               “(III) a local educational agency;

1 “(IV) State educational agency;

2 “(V) an Indian Tribe, Tribal or-  
3 ganization, Tribal educational agency,  
4 Tribally controlled college or univer-  
5 sity, or Tribally controlled postsec-  
6 ondary career and technical institu-  
7 tion, as applicable;

8 “(VI) a postsecondary edu-  
9 cational institution; or

10 “(VII) a State higher education  
11 agency; and

12 “(B) a commitment to establishing or ex-  
13 panding the alignment of the related instruction  
14 to—

15 “(i) the requirements for a high  
16 school diploma, which may be fulfilled  
17 through a dual or concurrent enrollment  
18 program; or

19 “(ii) the requirements for a recognized  
20 postsecondary credential, including the de-  
21 gree requirements for an associate’s or  
22 bachelor’s degree.

23 **“SEC. 202. USES OF FUNDS.**

24 “(a) GENERAL ACTIVITIES.—An eligible entity apply-  
25 ing for any grant activity under section 201(a)(1)—

1           “(1) shall use at least 5 percent of the grant  
2 funds to provide direct financial assistance to ap-  
3 prentices, pre-apprentices, or youth apprentices  
4 through emergency grants to support their financial  
5 needs to enter, remain enrolled in, and complete  
6 such program, such as support for the related costs  
7 of supplies and equipment, assessment or licensure  
8 fees, courses, transportation, child care, and hous-  
9 ing; and

10           “(2) may use funds for any of the following ac-  
11 tivities:

12           “(A) To establish or expand partnerships  
13 with organizations that provide program partici-  
14 pants access to financial planning, mentoring,  
15 and supportive services that are necessary to  
16 enable an individual to participate in and com-  
17 plete a program under the national apprentice-  
18 ship system.

19           “(B) To conduct outreach and recruitment  
20 activities, including assessments of potential  
21 participants for, and enrollment of participants  
22 in, a program under the national apprenticeship  
23 system.

24           “(C) To conduct outreach, engagement, re-  
25 cruitment, and coordination of activities with

1 employers, industry associations, labor and joint  
2 labor-management organizations, qualified  
3 intermediaries, education and training pro-  
4 viders, State or local workforce agencies, poten-  
5 tial sponsors, community-based organizations,  
6 communities with high numbers or percentages  
7 of nontraditional apprenticeship populations,  
8 small- and medium-sized businesses, or rural  
9 communities to establish or expand industry or  
10 sector partnerships and opportunities under the  
11 national apprenticeship system.

12 “(D) To carry out grant requirements, in-  
13 cluding program evaluation and reporting re-  
14 quirements.

15 “(E) To conduct any activities as described  
16 in the application that would advance the pur-  
17 poses of the grant.

18 “(F) To support the transition to virtual  
19 or remote learning or training, as necessary and  
20 as approved by the registration agency.

21 “(b) ADDITIONAL USES OF FUNDS.—

22 “(1) CREATION OR EXPANSION ACTIVITIES.—

23 “(A) APPRENTICESHIP PROGRAM CRE-  
24 ATION.—An eligible entity that receives funds  
25 under section 201(a)(1)(A)(i) shall use such



1 funding to create and implement an apprentice-  
2 ship program, which may include—

3 “(i) creating and providing training  
4 and related instruction based on employer  
5 engagement;

6 “(ii) applying apprenticeship frame-  
7 works as described in section 111(b)(5)(C)  
8 to the State or local labor market and em-  
9 ployer needs; or

10 “(iii) aligning the new program with  
11 existing apprenticeship programs.

12 “(B) APPRENTICESHIP PROGRAM EXPAN-  
13 SION.—An eligible entity that receives funds  
14 under section 201(a)(1)(A)(ii) shall use such  
15 funds to expand an existing apprenticeship pro-  
16 gram, which may include—

17 “(i) expanding and enhancing related  
18 instruction;

19 “(ii) conducting outreach to and en-  
20 gagement with employers for the purposes  
21 of program expansion, including creation  
22 of new or expansion of existing industry or  
23 sector partnerships;

24 “(iii) preparing additional instructors  
25 or mentors needed for program expansion;

1           “(iv) building awareness of appren-  
2           ticeship program opportunities for State or  
3           local workforce development, education,  
4           and economic development entities; and

5           “(v) providing commensurate wages to  
6           wages for on-the-job training for program  
7           participants during related instruction, as  
8           applicable.

9           “(C) PRE-APPRENTICESHIP PROGRAMS.—  
10          An eligible entity that receives funds under sec-  
11          tion 201(a)(1)(A)(iii) shall use such funds to  
12          create a new pre-apprenticeship program or ex-  
13          pand an existing pre-apprenticeship program,  
14          which may include—

15               “(i) coordinating pre-apprenticeship  
16               program activities with an apprenticeship  
17               program in a high-skill, high-wage, or in-  
18               demand industry sector or occupation, in-  
19               cluding the creation or expansion of work-  
20               based learning opportunities, and articula-  
21               tion agreements for those who successfully  
22               complete a pre-apprenticeship to earn aca-  
23               demic credit and enroll in an apprentice-  
24               ship program;

1           “(ii) creating, expanding, or inte-  
2           grating related instruction and work-based  
3           learning, which may include training in the  
4           workplace and supporting partnerships to  
5           create opportunities for pre-apprentices to  
6           earn credit at a postsecondary educational  
7           institution for skills and competencies ac-  
8           quired during the pre-apprenticeship pro-  
9           gram;

10           “(iii) providing participants with ca-  
11           reer exploration and career planning activi-  
12           ties and with exploration of postsecondary  
13           opportunities including apprenticeship pro-  
14           grams;

15           “(iv) with respect to participants  
16           without a high school diploma or a gen-  
17           erally recognized equivalent, paying the  
18           costs affiliated with acquiring such equiva-  
19           lent, and the costs of any related assess-  
20           ments of potential pre-apprentices or active  
21           pre-apprentices, including those that would  
22           verify the attainment of foundational  
23           knowledge and skills necessary to succeed  
24           in an apprenticeship program;

1           “(v) development or expansion of  
2           partnerships with organizations that assist  
3           program participants in accessing sup-  
4           portive services, which may include the 12-  
5           month period after the conclusion of a pre-  
6           apprenticeship program;

7           “(vi) providing commensurate wages  
8           to the linked apprenticeship program for  
9           pre-apprentices as they participate in and  
10          complete the pre-apprenticeship program,  
11          as appropriate;

12          “(vii) paying the cost of related in-  
13          struction or assessment or licensure fees  
14          associated with the pre-apprenticeship pro-  
15          gram, as appropriate;

16          “(viii) providing stipends to pre-ap-  
17          prentices enrolled in a pre-apprenticeship  
18          program to cover costs such as housing,  
19          transportation, childcare or out of pocket  
20          expenses resulting from the pre-apprentice-  
21          ship program such as assessments and fees  
22          for industry-recognized credentials or driv-  
23          ers licenses during the time of enrollment;  
24          or

1           “(ix) creating or expanding industry  
2           or sector partnerships to support the pre-  
3           apprenticeship program and to provide ad-  
4           ditional opportunities to the pre-appren-  
5           tices.

6           “(D) YOUTH APPRENTICESHIP PRO-  
7           GRAMS.—An eligible entity that receives funds  
8           under section 201(a)(1)(A)(iv) shall use such  
9           funds to create a new youth apprenticeship pro-  
10          gram or expand an existing youth apprentice-  
11          ship program, which may include—

12           “(i) paying for the costs associated  
13           with curriculum development and align-  
14           ment of that curriculum with recognized  
15           postsecondary credentials including indus-  
16           try-recognized credentials, high school  
17           graduation requirements, and related in-  
18           struction, including curriculum develop-  
19           ment for dual or concurrent enrollment;

20           “(ii) providing employers, and to the  
21           extent practicable, labor organizations and  
22           joint labor-management organizations,  
23           technical assistance to support the partici-  
24           pation of youth apprentices under the age  
25           of 18;

1           “(iii) integrating work-based and aca-  
2           demic learning, which may include training  
3           in the workplace;

4           “(iv) providing career exploration and  
5           career planning activities, including explo-  
6           ration of postsecondary opportunities such  
7           as apprenticeship programs;

8           “(v) providing technical assistance to  
9           support the participation of small- and me-  
10          dium-sized businesses in youth apprentice-  
11          ship programs;

12          “(vi) developing or expanding partner-  
13          ships with organizations that assist pro-  
14          gram participants in accessing supportive  
15          services, which may include the 12-month  
16          period after the conclusion of such a youth  
17          apprenticeship program; or

18          “(vii) providing teachers, career guid-  
19          ance and academic counselors, school lead-  
20          ers, administrators, specialized instruc-  
21          tional support personnel, and paraprofes-  
22          sionals with professional development op-  
23          portunities to build an understanding of  
24          apprenticeship opportunities available to

1 students, including experiential opportuni-  
2 ties like externships.

3 “(2) INCENTIVE FUNDS.—

4 “(A) BARRIERS TO EMPLOYMENT.—An eli-  
5 gible entity that receives funds under section  
6 201(a)(1)(B)(i) shall use such funds to encour-  
7 age employer participation in programs under  
8 the national apprenticeship system that target  
9 individuals with barriers to employment, which  
10 may include—

11 “(i) providing financial assistance to  
12 employers to support costs related to the  
13 programs, such as training incumbent  
14 workers for participation as mentors or  
15 employees supervising the on-the-job learn-  
16 ing;

17 “(ii) supporting the cost of related in-  
18 struction, assessment or licensure fees, or  
19 wages for program participants during re-  
20 lated instruction; and

21 “(iii) establishing or expanding part-  
22 nerships with organizations that assist pro-  
23 gram participants in accessing supportive  
24 services to support recruitment, retention,  
25 and completion, including providing sup-

1           plies and equipment necessary to begin a  
2           program under the national apprenticeship  
3           system.

4           “(B) HIGH-NEED SOCIAL SERVICE-RE-  
5           LATED INDUSTRIES.—An eligible entity that re-  
6           ceives funds under section 201(a)(1)(B)(ii)  
7           shall use such funds to incentivize employer  
8           participation in programs under the national  
9           apprenticeship system in high need social serv-  
10          ice-related industries, sectors, or occupations,  
11          which may include—

12                   “(i) providing financial assistance to  
13                   employers to support costs related to the  
14                   program, such as training incumbent work-  
15                   ers as mentors, or employees providing on-  
16                   the-job training;

17                   “(ii) supporting the cost of related in-  
18                   struction, assessment or licensure fees, or  
19                   wages for program participants during re-  
20                   lated instruction;

21                   “(iii) establishing or expanding part-  
22                   nerships with organizations that assist pro-  
23                   gram participants in accessing supportive  
24                   services to support recruitment, retention,  
25                   and completion, including providing sup-



1 plies and equipment necessary to begin a  
2 program under the national apprenticeship  
3 system; or

4 “(iv) aligning such program with ca-  
5 reer pathways and opportunities for ad-  
6 vancement along such career pathways.

7 “(C) INDIVIDUALS IMPACTED BY THE JUS-  
8 TICE SYSTEM.—An eligible entity that receives  
9 funds under section 201(a)(1)(B)(iii) shall use  
10 such funds to incentivize employer participation  
11 in programs under the national apprenticeship  
12 system that target individuals impacted by the  
13 criminal or juvenile justice system, which may  
14 include—

15 “(i) providing financial assistance to  
16 employers to support costs related to the  
17 program, such as training incumbent work-  
18 ers as mentors or employees supervising  
19 the on-the-job learning; or

20 “(ii) supporting the cost of related in-  
21 struction, assessment or licensure fees, or  
22 wages for program participants during re-  
23 lated instruction.

24 “(D) IN-DEMAND INDUSTRY SECTOR OR  
25 OCCUPATION GRANTS FOR SMALL- AND ME-

1           DIUM-SIZED BUSINESSES.— An eligible entity  
2           that receives funds under section  
3           201(a)(1)(B)(iv) shall use such funds to en-  
4           courage participation of small- and medium-  
5           sized businesses in programs under the national  
6           apprenticeship system, which may include—

7                   “(i) providing financial assistance to  
8                   employers to support costs related to the  
9                   program, such as training incumbent work-  
10                  ers as mentors or employees supervising  
11                  the on-the-job learning;

12                  “(ii) supporting the cost of related in-  
13                  struction, assessment or licensure fees, or  
14                  wages for program participants during re-  
15                  lated instruction;

16                  “(iii) providing technical assistance to  
17                  small- and medium-sized businesses on the  
18                  program registration process and  
19                  leveraging other available funds to support  
20                  carrying out programs supported by this  
21                  grant; or

22                  “(iv) establishing or expanding part-  
23                  nerships to support program development  
24                  or expansion, including establishing or ex-  
25                  panding industry or sector partnerships to

1 ensure inclusion of small- and medium-  
2 sized businesses.

3 “(3) INTERMEDIARY GRANTS.—

4 “(A) NATIONAL INDUSTRY AND EQUITY  
5 INTERMEDIARIES.—An eligible entity that re-  
6 ceives funds under section 201(a)(1)(C)(i) shall  
7 use such funds to carry out activities at a na-  
8 tional and regional level to support the pro-  
9 motion and expansion of industry or equity  
10 intermediaries, which may include—

11 “(i) creating partnerships and  
12 leveraging collaborations with employers,  
13 workforce development organizations, in-  
14 dustry associations, labor organizations,  
15 and education and training providers to  
16 help multiple employers make education  
17 and training more affordable and accel-  
18 erate the expansion of programs under the  
19 national apprenticeship system nationwide;

20 “(ii) assisting employers in expanding  
21 programs, starting new programs, and  
22 working together to create a pipeline of  
23 skilled workers;

24 “(iii) increasing the participation and  
25 completion of nontraditional apprenticeship

1 populations in programs under the national  
2 apprenticeship system, which may in-  
3 clude—

4 “(I) supporting the development,  
5 implementation, and scaling of plans  
6 and practices; and

7 “(II) identifying, developing, and  
8 disseminating effective program tools  
9 and strategies;

10 “(iv) providing national activities to  
11 increase awareness and access to pro-  
12 grams, including strategic marketing and  
13 outreach, technology improvements, and  
14 innovations that make it easier for employ-  
15 ers to start programs and for individuals  
16 to connect with program opportunities;

17 “(v) developing and disseminating  
18 training or related instruction associated  
19 with the program or for curriculum im-  
20 provements that align with the require-  
21 ments of the program and learning assess-  
22 ments; or

23 “(vi) providing industry employees or  
24 potential employees with a clear under-  
25 standing of future career paths and the

1 skills needed to succeed, along with cost ef-  
2 fective ways of acquiring those skills  
3 through youth apprenticeship, pre-appren-  
4 ticeship, or apprenticeship programs.

5 “(B) LOCAL INTERMEDIARIES.—An eligi-  
6 ble entity that receives funds under section  
7 201(a)(1)(C)(ii) may use such funds to carry  
8 out activities at a local or regional level to sup-  
9 port the promotion and expansion of programs  
10 under the national apprenticeship system, which  
11 may include—

12 “(i) providing training or related in-  
13 struction associated with the programs or  
14 for curriculum improvements that align  
15 with the requirements of the programs and  
16 learning assessments;

17 “(ii) engaging with local education  
18 and training providers to support related  
19 instruction aligned with the needs of high-  
20 skill, high-wage, or in-demand industry  
21 sectors and occupations, and to the extent  
22 practicable, support the provision of aca-  
23 demic credit for related instruction;

24 “(iii) providing services, including  
25 business engagement, classroom instruc-

1           tion, and development of partnerships with  
2           organizations that assist program partici-  
3           pants in accessing supportive services  
4           (which may include the 12-month period  
5           after the conclusion of the other activities  
6           in the youth apprenticeship and pre-ap-  
7           prenticeship programs involved);

8           “(iv) providing technical assistance on  
9           the registration process for a sponsor of a  
10          youth apprenticeship, pre-apprenticeship,  
11          or apprenticeship program;

12          “(v) connecting businesses, labor or-  
13          ganizations, or joint labor-management or-  
14          ganizations with education and training  
15          providers to develop related instruction to  
16          complement the on-the-job learning portion  
17          of a youth apprenticeship, pre-apprentice-  
18          ship, or apprenticeship program;

19          “(vi) providing training to employees  
20          to serve as on-the-job trainers or mentors  
21          to program participants; and

22          “(vii) providing career exposure, ca-  
23          reer planning, and career awareness activi-  
24          ties.

1           “(4) EDUCATIONAL ALIGNMENT GRANTS.—An  
2 eligible entity that receives funds under section  
3 201(a)(1)(D) shall use such funds to strengthen  
4 alignment between programs under the national ap-  
5 prenticeship system and education and training pro-  
6 viders with secondary and postsecondary education  
7 systems, including degree and credential require-  
8 ments, which may include—

9           “(A) creating and aligning the related in-  
10 struction to requirements for a high school di-  
11 ploma or an associate’s or bachelor’s degree, in-  
12 cluding through—

13                   “(i) dual enrollment and credit articu-  
14 lation for youth apprenticeship programs;

15                   “(ii) articulation agreements; or

16                   “(iii) credit transfer agreements;

17           “(B) creating or expanding career path-  
18 ways aligned with pre-apprenticeship, youth ap-  
19 prenticeship, or apprenticeship programs;

20           “(C) providing professional development  
21 for teachers, career guidance and academic  
22 counselors, school leaders, administrators, spe-  
23 cialized instructional support personnel, and  
24 paraprofessionals to build an understanding of  
25 opportunities in the national apprenticeship sys-

1           tem available to students and to incorporate  
2           such opportunities into academic content and  
3           offerings;

4           “(D) offering prior learning assessments,  
5           which may include credit for prior learning to  
6           grant advanced standing in a program under  
7           the national apprenticeship system and credit  
8           towards an associate’s or bachelor’s degree;

9           “(E) maintaining a connection between a  
10          pre-apprenticeship or youth apprenticeship pro-  
11          gram and an apprenticeship program; and

12          “(F) providing training for instructors or  
13          mentors.

14   **“SEC. 203. GRANT EVALUATIONS.**

15          “(a) RECIPIENT REPORTS.—Each recipient of a  
16          grant under this section shall—

17                 “(1) provide for an independent evaluation of  
18                 the activities carried out under this title during the  
19                 grant period;

20                 “(2) provide for an annual report and for a  
21                 final report at the conclusion of the grant period,  
22                 which include—

23                         “(A) a description of how the funds re-  
24                         ceived through the grant were used and how the



1 uses of funds aligned with the description in the  
2 application specified in section 201(e)(5)(C);

3 “(B) in the case of an eligible entity that  
4 is required to report data under section  
5 131(b)(1), the data collected under such section  
6 for the grant period;

7 “(C) the total number of active program  
8 participants served by each of the grant pro-  
9 grams;

10 “(D) the total number that obtained un-  
11 subsidized employment in a field related to the  
12 apprenticeable occupation;

13 “(E) the total number of program partici-  
14 pants that completed the program in which they  
15 were enrolled;

16 “(F) the average time to completion for  
17 each program as compared to the program  
18 standards description under paragraphs (1) and  
19 (2) of section 123(b);

20 “(G) the average cost per participant dur-  
21 ing the most recent program year and the 3  
22 preceding program years;

23 “(H) the percentage of participants who  
24 received support services; and

1           “(I) the disaggregation of performance  
2 data described in subparagraphs (A) through  
3 (H)—

4                   “(i) by the program type (apprentice-  
5 ship, youth apprenticeship, or pre-appren-  
6 ticeship program) involved; and

7                   “(ii) by race, ethnicity, sex, age, and  
8 membership in a population specified in  
9 section 3(24) of the Workforce Innovation  
10 and Opportunity Act (29 U.S.C.  
11 3102(24)); and

12           “(3) submit each report under paragraph (2)—

13                   “(A) to the registration agency; and

14                   “(B) to the Administrator.

15           “(b) ADMINISTRATOR EVALUATIONS.—

16                   “(1) IN GENERAL.—The Administrator shall  
17 prepare—

18                   “(A) not later than 36 months after the  
19 date of enactment of the National Apprentice-  
20 ship Act of 2020, an interim evaluation on the  
21 activities carried out under grants awarded  
22 under this section; and

23                   “(B) not later than 60 months after the  
24 date of enactment of the National Apprentice-

1 ship Act of 2020, a final evaluation containing  
2 the results of the grant activities.

3 “(2) CONTENTS.—Such evaluations shall ad-  
4 dress, for the activities carried out under each grant  
5 awarded under this section, the general effectiveness  
6 of the activities in relation to their cost, including  
7 the extent to which the activities—

8 “(A) improve the participation in, reten-  
9 tion in, and completion of youth apprenticeship,  
10 pre-apprenticeship, and apprenticeship pro-  
11 grams by nontraditional apprenticeship popu-  
12 lations;

13 “(B) to the extent feasible, increase the  
14 levels of total employment, of attainment of rec-  
15 ognized postsecondary credentials, and of meas-  
16 urable skills, above the levels that would have  
17 existed in the absence of such activities;

18 “(C) respond to the needs reflected in  
19 State, regional, or local labor market data;

20 “(D) align with high-skill, high-wage, or  
21 in-demand industries or occupations; and

22 “(E) reach a wide variety of industry sec-  
23 tors and occupations;

24 “(3) REPORTS TO CONGRESS.—Not later than  
25 60 days after the completion of the interim evalua-

1 tion and the final evaluation described in this sec-  
2 tion, the Administrator shall submit to the Com-  
3 mittee on Education and Labor of the House of  
4 Representatives and the Committee on Health, Edu-  
5 cation, Labor, and Pensions of the Senate a report  
6 summarizing the findings of the interim evaluations  
7 and a report summarizing the final evaluations.

8 “(4) PUBLIC ACCESS.—The Administrator shall  
9 make the interim and final reports available on a  
10 publicly accessible website not later than 60 days  
11 after the completion of the interim report and the  
12 final report.

13 **“SEC. 204. GRANT APPROPRIATIONS.**

14 “There are authorized to be appropriated to carry out  
15 this title:

16 “(1) \$400,000,000 for fiscal year 2021;

17 “(2) \$500,000,000 for fiscal year 2022;

18 “(3) \$600,000,000 for fiscal year 2023;

19 “(4) \$700,000,000 for fiscal year 2024; and

20 “(5) \$800,000,000 for fiscal year 2025.”.

21 **SEC. 4. CONFORMING AMENDMENTS.**

22 (a) AMERICAN COMPETITIVENESS AND WORKFORCE  
23 IMPROVEMENT ACT OF 1998.—Section 414(c) of the  
24 American Competitiveness and Workforce Improvement  
25 Act of 1998 (29 U.S.C. 2916a) is repealed.

1 (b) IMMIGRATION AND NATIONALITY ACT.—Section  
2 286(s)(2) of the Immigration and Nationality Act (8  
3 U.S.C. 1356(s)(2)) is amended—

4 (1) in the heading, by striking “FOR JOB  
5 TRAINING” and inserting “FOR PROGRAMS UNDER  
6 THE NATIONAL APPRENTICESHIP SYSTEM”; and

7 (2) by striking “for demonstration programs  
8 and projects described in section 414(c) of the  
9 American Competitiveness and Workforce Improve-  
10 ment Act of 1998” and inserting “to carry out title  
11 II of the National Apprenticeship Act”.

Passed the House of Representatives November 20,  
2020.

Attest:

*Clerk.*

116<sup>TH</sup> CONGRESS  
2<sup>D</sup> SESSION

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# **H. R. 8294**

## **AN ACT**

To amend 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.