

114TH CONGRESS  
2D SESSION

# S. 2945

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

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IN THE SENATE OF THE UNITED STATES

MAY 18, 2016

Mrs. MURRAY (for herself, Mr. HATCH, Mr. KAINE, Mr. SCOTT, Mr. FRANKEN, and Ms. COLLINS) introduced the following bill; which was read twice and referred to the Committee on Health, Education, Labor, and Pensions

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## A BILL

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

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

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

4 (a) SHORT TITLE.—This Act may be cited as the  
5 “Effective Apprenticeships to Rebuild National Skills Act”  
6 or the “EARNs Act”.

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

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

## TITLE I—PROMOTING REGISTERED APPRENTICESHIPS

Sec. 101. Promoting registered apprenticeship programs.

Sec. 102. Promoting integration with postsecondary education.

## TITLE II—PROGRAM DEVELOPMENT AND ENHANCEMENT

Sec. 201. Expanding registered apprenticeship programs.

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

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

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

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

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

18 (4) Registered apprenticeships are becoming in-  
19 creasingly innovative and diverse in their designs,  
20 partnerships, timeframes, and use of emerging con-  
21 cepts such as competency-based learning, and will  
22 continue to evolve to meet emerging skill require-

1       ments, while maintaining high standards and qual-  
2       ity.

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

8           (6) According to a report from the Georgetown  
9       University Center on Education and the Workforce,  
10      by 2020 the United States will face a shortage of  
11      5,000,000 workers with recognized postsecondary  
12      credentials.

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

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

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

1 (B) the estimated social benefits of reg-  
2 istered apprenticeship programs, including addi-  
3 tional productivity of apprentices and the reduc-  
4 tion in governmental expenditures as a result of  
5 reduced use of unemployment compensation and  
6 public assistance, exceeded the costs of the pro-  
7 grams by more than \$49,000 per program; and

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

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

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

15 (2) to increase the attainment of recognized  
16 postsecondary credentials by participants;

17 (3) to increase awareness about the value of the  
18 registered apprenticeship program model as an effec-  
19 tive earn-and-learn model for students, workers, and  
20 employers;

21 (4) to support the development and expansion  
22 of registered apprenticeship programs with employ-  
23 ers, joint labor-management partnerships, trade and  
24 professional associations, and other program spon-

1 sors, that offer jobs that lead to economic self-suffi-  
2 ciency;

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

6 (6) to support a closer alignment between reg-  
7 istered apprenticeship programs, the workforce de-  
8 velopment system, career and technical education,  
9 and postsecondary education, including institutions  
10 of higher education; and

11 (7) to support innovative models of effective  
12 work-based learning.

13 **SEC. 3. DEFINITIONS.**

14 In this Act:

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

18 (2) CAREER PATHWAY.—The term “career  
19 pathway” has the meaning given the term in section  
20 3 of the Workforce Innovation and Opportunity Act  
21 (29 U.S.C. 3102).

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

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

4 (B) includes a collaborative of those agen-  
5 cies.

6 (4) HIGH SCHOOL.—The term “high school”  
7 means a nonprofit institutional day or residential  
8 school that—

9 (A) provides secondary education, as deter-  
10 mined under State law;

11 (B) grants a diploma, as defined by the  
12 State; and

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

14 (5) IN-DEMAND INDUSTRY SECTOR OR OCCUPA-  
15 TION.—The term “in-demand industry sector or oc-  
16 cupation” has the meaning given the term in section  
17 3 of the Workforce Innovation and Opportunity Act  
18 (29 U.S.C. 3102).

19 (6) LOCAL AND STATE WORKFORCE DEVELOP-  
20 MENT BOARDS.—The terms “local workforce devel-  
21 opment board” and “State workforce development  
22 board” have the meanings given the terms “local  
23 board” and “State board”, respectively, in section 3  
24 of the Workforce Innovation and Opportunity Act  
25 (29 U.S.C. 3102).

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

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

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

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

18                   (B) is carried out by an eligible entity  
19 (meaning an entity described in section  
20 101(b)(2)(C) that has an application approved  
21 under section 101(b)(3)) that has a documented  
22 partnership with at least 1 sponsor of a reg-  
23 istered apprenticeship program; and

24                   (C) includes each of the following elements:

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

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

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

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

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

22 (iii) A formal agreement with a spon-  
23 sor of a registered apprenticeship program  
24 that would enable participants who suc-  
25 cessfully complete the pre-apprenticeship



1 program to enter directly into the reg-  
2 istered apprenticeship program (if a place  
3 in the program is available), and includes  
4 agreements concerning earning credit rec-  
5 ognized by a postsecondary educational in-  
6 stitution for skills and competencies ac-  
7 quired during the pre-apprenticeship pro-  
8 gram.

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

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

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

24 (13) **SPONSOR.**—The term “sponsor” means an  
25 employer, joint labor-management partnership, trade

1 association, professional association, labor organiza-  
2 tion, or other entity that administers a registered  
3 apprenticeship program.

4 **TITLE I—PROMOTING**  
5 **REGISTERED APPRENTICESHIPS**

6 **SEC. 101. PROMOTING REGISTERED APPRENTICESHIP PRO-**  
7 **GRAMS.**

8 (a) ESTABLISHMENT OF THE OFFICE OF APPREN-  
9 TICESHIP.—

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

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

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

23 (A) determining whether an apprenticeship  
24 program meets the requirements to become a  
25 registered apprenticeship program and main-

1 tains the standards necessary to remain a reg-  
2 istered apprenticeship program;

3 (B) managing the national apprenticeship  
4 system;

5 (C) carrying out activities under subsection  
6 (b) to promote effective pre-apprenticeship pro-  
7 grams;

8 (D) promoting awareness about registered  
9 apprenticeship programs, including carrying out  
10 activities under subsection (c);

11 (E) engaging in regular updates of the reg-  
12 istration process, ensuring that such process is  
13 easily accessible and efficient for use by spon-  
14 sors of registered apprenticeship programs;

15 (F) regularly engage with the National Ad-  
16 visory Committee on Apprenticeships and en-  
17 sure that the required reports of the Committee  
18 are submitted to the Secretary and transmitted  
19 to Congress;

20 (G) promoting greater diversity in reg-  
21 istered apprenticeship programs and pre-ap-  
22 prenticeship programs, including by promoting  
23 outreach to underrepresented populations,  
24 youth, and veterans and supporting the develop-  
25 ment of apprenticeship models;

1 (H) providing for evaluations and research,  
2 as described in subsection (e);

3 (I) providing technical assistance to spon-  
4 sors of registered apprenticeship programs, en-  
5 tities who are interested in developing and be-  
6 coming sponsors of registered apprenticeship  
7 programs, and eligible entities carrying out pre-  
8 apprenticeship programs; and

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

17 (b) SUPPORTING THE DEVELOPMENT OF PRE-AP-  
18 PRENTICESHIP PROGRAMS.—

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

21 (2) GRANTS.—

22 (A) IN GENERAL.—Using funds available  
23 under subsection (f), the Secretary shall make  
24 grants on a competitive basis to eligible entities  
25 to provide the Federal share of the cost of car-

1           rying out projects that support that develop-  
2           ment.

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

11          (C) ELIGIBLE ENTITY.—To be eligible to  
12          receive a grant from the Secretary under this  
13          subsection, an entity shall be a public-private  
14          partnership consisting of—

15               (i) a local educational agency, high  
16               school, area career and technical school (as  
17               defined in section 3 of the Carl D. Perkins  
18               Career and Technical Education Act of  
19               2006 (20 U.S.C. 2302)), educational serv-  
20               ice agency (as defined in section 8101 of  
21               the Elementary and Secondary Education  
22               Act of 1965 (20 U.S.C. 7801)), 2- or 4-  
23               year postsecondary educational institution,  
24               or collaborative of such entities;

1 (ii) in a State with a State entity rec-  
2 ognized by the Secretary of Labor to reg-  
3 ister apprenticeship programs in that  
4 State, that entity;

5 (iii) an industry or business, con-  
6 sisting of an employer, a group of employ-  
7 ers, a trade association, a professional as-  
8 sociation, or an entity that sponsors a reg-  
9 istered apprenticeship program;

10 (iv) a State workforce development  
11 board or local workforce development  
12 board; and

13 (v) to the maximum extent prac-  
14 ticable—

15 (I) a labor organization associ-  
16 ated with the industry or occupation  
17 related to the pre-apprenticeship pro-  
18 gram involved; and

19 (II) a community-based organiza-  
20 tion that provides pre-apprenticeship  
21 programs, as appropriate.

22 (3) APPLICATIONS.—To be eligible to receive a  
23 grant from the Secretary under this subsection, an  
24 entity shall submit an application to the Secretary at

1 such time, in such manner, and containing such in-  
2 formation as the Secretary may require, including—

3 (A) a description of the training and cur-  
4 riculum described in section 3(9)(C)(i), and how  
5 the proposed pre-apprenticeship program makes  
6 individuals who successfully complete the pre-  
7 apprenticeship program qualified to enter into  
8 an established registered apprenticeship pro-  
9 gram;

10 (B) evidence that there are or will be suffi-  
11 cient openings available in the registered ap-  
12 prenticeship program referenced in (A) to en-  
13 able the registered apprenticeship program  
14 sponsor to place into a corresponding registered  
15 apprenticeship those individuals who success-  
16 fully complete the pre-apprenticeship program;

17 (C) information about the entity that dem-  
18 onstrates the existence of an active, advisory  
19 partnership between the partners described in  
20 paragraph (2)(C) and the capacity, of a train-  
21 ing and education provider in the entity, to pro-  
22 vide the training and education services nec-  
23 essary for a pre-apprenticeship program; and

24 (D) information about the proposed pre-  
25 apprenticeship program that demonstrates—

- 1 (i) that the program is in an in-de-  
2 mand industry or occupation in the region  
3 in which the project is located;
- 4 (ii) the use of integrated work-based  
5 and academic learning that may include  
6 training in the workplace;
- 7 (iii) the inclusion of career exploration  
8 focused activities, such as job shadowing,  
9 career information activities, and resume  
10 preparation, in the program;
- 11 (iv) if the entity carrying out the  
12 project includes a high school, that the  
13 model to be used for the program leads to  
14 a high school diploma for participants  
15 without such a diploma;
- 16 (v) how the pre-apprenticeship pro-  
17 gram is aligned with and leverages re-  
18 sources of career and technical education  
19 programs, programs and services author-  
20 ized under the Workforce Innovation and  
21 Opportunity Act (29 U.S.C. 3101 et seq.),  
22 or activities of entities that provide sup-  
23 portive services for participants in pre-ap-  
24 prenticeship programs; and



1 (vi) that the project aligns with an es-  
2 tablished registered apprenticeship pro-  
3 gram, including that the model used for  
4 the program leads to the attainment of  
5 skills and competencies necessary for en-  
6 trance into the registered apprenticeship  
7 program for participants.

8 (4) USE OF FUNDS.—

9 (A) IN GENERAL.—An eligible entity that  
10 receives a grant under this subsection shall use  
11 the grant funds to carry out a project that im-  
12 plements a pre-apprenticeship program.

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

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

18 (ii) for curriculum development that  
19 aligns with the requirements of the appro-  
20 priate registered apprenticeship programs  
21 and learning assessments;

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

1 (iv) for assessments of potential par-  
2 ticipants for, and enrollment of the partici-  
3 pants in, the pre-apprenticeship program;  
4 and

5 (v) to conduct evaluations described in  
6 paragraph (6)(B).

7 (C) ALLOWABLE ACTIVITIES.—The eligible  
8 entity may use the grant funds for—

9 (i) teacher training, including pro-  
10 viding externship opportunities for teachers  
11 to learn about the skill needs of the indus-  
12 try or occupation that the pre-apprentice-  
13 ship program focuses on;

14 (ii) stipends for participants during  
15 work-based training in the program; or

16 (iii) coordination of activities under  
17 this subsection with activities carried out  
18 under the Carl D. Perkins Career and  
19 Technical Education Act of 2006 (20  
20 U.S.C. 2301 et seq.) or the Workforce In-  
21 novation and Opportunity Act (29 U.S.C.  
22 3101 et seq.).

23 (5) FEDERAL SHARE.—

1           (A) IN GENERAL.—The Federal share of  
2 the cost described in paragraph (2)(A) shall be  
3 not more than 75 percent.

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

8 (6) PERFORMANCE.—

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

22           (B) EVALUATIONS.—Each eligible entity  
23 that receives a grant to carry out a project  
24 under this subsection shall arrange for another  
25 qualified entity to conduct an evaluation, or

1 shall participate in a Department of Labor  
2 sponsored evaluation, of the project using the  
3 identified common measures, and shall, to the  
4 extent practicable, cooperate with the evaluator  
5 in any evaluations of activities carried out  
6 under this section.

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

12 (c) PROMOTING AWARENESS OF REGISTERED AP-  
13 PRENTICESHIP PROGRAMS.—

14 (1) IN GENERAL.—To promote awareness about  
15 registered apprenticeship programs, the Secretary,  
16 in cooperation with the Secretary of Education and  
17 the Secretary of Commerce, shall ensure that timely,  
18 current information about the value of registered ap-  
19 prenticeship programs in the labor market is made  
20 available through a range of widely accessible for-  
21 mats and venues. The information shall be made  
22 available to businesses, trade associations, profes-  
23 sional associations, students, parents, workers, edu-  
24 cational institutions, workforce and economic devel-

1       opment organizations, and State and local elected of-  
2       ficials.

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

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

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

20                   (C) guidance on how individual training  
21                   accounts under section 134(e)(3) of the Work-  
22                   force Innovation and Opportunity Act (29  
23                   U.S.C. 3174(e)(3)) could be used by partici-  
24                   pants for a registered apprenticeship program;  
25                   and

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

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

22 (A) a list of registered apprenticeship pro-  
23 grams in the State;

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

1 (C) information on financial resources  
2 available to assist with the establishment and  
3 implementation of registered apprenticeship  
4 programs.

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

17 (A) parents to understand registered ap-  
18 prenticeship programs and their value in post-  
19 secondary education and career pathways;

20 (B) students to understand registered ap-  
21 prenticeship programs and their value in career  
22 pathways;

23 (C) career and academic counselors to un-  
24 derstand registered apprenticeship programs as  
25 a valuable postsecondary education option for

1 students leading to job placement in in-demand  
2 industries and occupations; and

3 (D) school administrators, workforce and  
4 economic development coordinators, and teach-  
5 ers and faculty to assist with the development,  
6 implementation, and continuation of registered  
7 apprenticeship programs.

8 (d) SECRETARY'S NATIONAL ADVISORY COMMITTEE  
9 ON APPRENTICESHIPS.—

10 (1) ESTABLISHMENT.—

11 (A) IN GENERAL.—There is established in  
12 the Department of Labor a National Advisory  
13 Committee on Apprenticeships, referred to in  
14 this section as the “Advisory Committee”.

15 (B) COMPOSITION.—The Advisory Com-  
16 mittee shall have—

17 (i) 20 voting members appointed by  
18 the Secretary, composed of—

19 (I) 10 representatives of employ-  
20 ers who participate in a registered ap-  
21 prenticeship program;

22 (II) 6 representatives of labor or-  
23 ganizations who have responsibility  
24 for the administration of a registered  
25 apprenticeship program sponsored by



1 a joint labor-management partnership;  
2 and

3 (III) 4 representatives of State  
4 apprenticeship agencies (or represent-  
5 atives of Governors), community orga-  
6 nizations with significant experience  
7 with a registered apprenticeship pro-  
8 gram, area career and technical  
9 schools (as defined in subsection  
10 (b)(2)(C)(i)), local educational agen-  
11 cies, and 2- or 4-year postsecondary  
12 educational institutions with at least 1  
13 articulation agreement with the entity  
14 administering a registered apprentice-  
15 ship program; and

16 (ii) members who are ex officio non-  
17 voting representatives from the Depart-  
18 ments of Labor, Commerce, Education,  
19 Energy, Housing and Urban Development,  
20 Transportation, Veterans Affairs, and  
21 Health and Human Services.

22 (C) QUALIFICATIONS.—The members shall  
23 be selected upon the basis of their experience,  
24 competence, innovation, and demonstrated per-  
25 formance concerning registered apprenticeships.

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

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

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

13 (4) DUTIES.—The Advisory Committee shall, at  
14 a minimum—

15 (A) advise, consult with, and make rec-  
16 ommendations to the Secretary on matters re-  
17 lating to the administration of this title and the  
18 Act of August 16, 1937 (commonly known as  
19 the “National Apprenticeship Act”; 50 Stat.  
20 664, chapter 663; 29 U.S.C. 50 et seq.);

21 (B) annually prepare a set of recommenda-  
22 tions to the Administrator and the Secretary to  
23 streamline the registration process, to make the  
24 process easily accessible and efficient for use by

1 sponsors, while maintaining high standards;  
2 and

3 (C) every 2 years, disseminate a collection  
4 of best practices for engaging youth and under-  
5 employed individuals in pre-apprenticeship pro-  
6 grams and registered apprenticeship programs.

7 (5) PERSONNEL.—

8 (A) PROCUREMENT.—

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

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

1           (B) STAFF.—The Secretary shall supply  
2           the Committee with an executive secretary and  
3           provide such secretarial, clerical, and other  
4           services as the Secretary determines to be nec-  
5           essary to enable the Advisory Committee to  
6           conduct its business.

7           (6) PERMANENT COMMITTEE.—Section 14 of  
8           the Federal Advisory Committee Act (5 U.S.C.  
9           App.) shall not apply to the Advisory Committee.

10          (e) EVALUATIONS AND RESEARCH.—

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

20           (A) the general effectiveness of such pro-  
21           grams and activities in relation to their cost, in-  
22           cluding the extent to which the programs and  
23           activities—

24           (i) improve the skill and employment  
25           competencies of participants in comparison

1 to comparably situated individuals who did  
2 not participate in such programs and ac-  
3 tivities; and

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

9 (B) the impact of the programs and activi-  
10 ties for the participants, sponsors, and employ-  
11 ers;

12 (C) the return on investment of Federal,  
13 State, local, sponsor, employer, and other fund-  
14 ing for registered apprenticeships to capture the  
15 full level of investment in, and impact of, reg-  
16 istered apprenticeships;

17 (D) the longitudinal outcomes for partici-  
18 pants in the programs and activities; and

19 (E) the impact of specific policies on the  
20 general effectiveness of such programs and ac-  
21 tivities.

22 (2) RESEARCH.—The Secretary may conduct,  
23 through an independent entity, research on best  
24 practices in registered apprenticeship programs and

1 pre-apprenticeship programs and other issues relat-  
2 ing to such programs.

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

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

17 (5) REPORTS TO CONGRESS.—Not later than  
18 60 days after the completion of all the final reports  
19 described in paragraph (4), the Secretary shall  
20 transmit the final reports to the Committee on Edu-  
21 cation and the Workforce of the House of Rep-  
22 resentatives and the Committee on Health, Edu-  
23 cation, Labor, and Pensions of the Senate.

1           (6) PUBLIC ACCESS.—The Secretary shall de-  
2        velop a mechanism to make research developed  
3        under this title publicly available in a timely manner.

4           (f) RESERVATION.—The Secretary shall reserve not  
5        less than 10 percent of the funds appropriated under sub-  
6        section (g) for each fiscal year for grants to States. A  
7        State that receives such a grant shall use the grant funds  
8        for the purpose of assisting the Administrator in carrying  
9        out the activities under this section, and may use the grant  
10       funds to support the voluntary establishment of a State  
11       apprenticeship office, if no such office exists in the State.

12          (g) AUTHORIZATION OF APPROPRIATIONS.—There is  
13        authorized to be appropriated to carry out this section  
14        \$75,000,000 for fiscal year 2017 and each subsequent  
15        year.

16 **SEC. 102. PROMOTING INTEGRATION WITH POSTSEC-**  
17 **ONDARY EDUCATION.**

18          (a) DEFINITIONS.—In this section:

19           (1) COLLABORATIVE.—The term “Collabo-  
20        rative” means the Registered Apprenticeship-College  
21        Collaborative established under subsection (b)(1).

22           (2) SECRETARIES.—The term “Secretaries”  
23        means the Secretary of Labor, acting through the  
24        Administrator, working jointly with the Secretary of  
25        Education, acting through the Assistant Secretary

1 for the Office of Career, Technical, and Adult Edu-  
2 cation.

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

5 (1) ESTABLISHMENT.—The Secretaries shall  
6 establish and maintain a voluntary Registered Ap-  
7 prenticeship-College Collaborative. The Collaborative  
8 shall consist of the sponsors carrying out registered  
9 apprenticeship programs, 2- or 4-year postsecondary  
10 educational institutions, and organizations that rep-  
11 resent such programs or institutions, that agree to  
12 meet certain criteria in order to support the pur-  
13 poses described in paragraph (2).

14 (2) PURPOSES.—The Collaborative shall sup-  
15 port the purposes of—

16 (A) promoting stronger connections be-  
17 tween the registered apprenticeship programs  
18 involved and participating 2- and 4-year post-  
19 secondary educational institutions;

20 (B) promoting the translation of experi-  
21 ence in a registered apprenticeship program to  
22 academic credit at participating 2- and 4-year  
23 postsecondary educational institutions;

24 (C) facilitating the enrollment of an indi-  
25 vidual who has completed a registered appren-



1           ticeship program (referred to in this section as  
2           an “apprentice”) at a participating 2- or 4-year  
3           postsecondary educational institution for the  
4           purpose of attaining academic credit toward an  
5           associate’s or more advanced degree;

6           (D) advancing the attainment of associ-  
7           ate’s and more advanced degrees by appren-  
8           tices;

9           (E) promoting the attainment of recog-  
10          nized postsecondary credentials with value in  
11          the labor market; and

12          (F) expanding awareness about the value  
13          of registered apprenticeship programs as a  
14          postsecondary education option.

15          (3) PARTICIPANT REQUIREMENTS.—The Secre-  
16          taries shall establish criteria that any interested 2-  
17          or 4-year postsecondary educational institution or  
18          sponsor shall meet in order to participate in the Col-  
19          laborative, which criteria shall include, at a min-  
20          imum—

21                (A) for a 2- or 4-year postsecondary edu-  
22                cational institution—

23                    (i) agreement to recognize and accept  
24                    the academic credit (as assessed under  
25                    subparagraph (B)(i)) earned by an appren-

1            tice for, and the assessment of the appren-  
2            tice’s learning in, a registered apprentice-  
3            ship program at another participating in-  
4            stitution;

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

10           (iii) agreement to provide certain in-  
11           formation, as determined by the Secre-  
12           taries, to the Collaborative; and

13           (B) for a sponsor—

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

20           (ii) agreement to have a formal ar-  
21           ticulation agreement with a participating  
22           2- or 4-year postsecondary educational in-  
23           stitution; and

1 (iii) agreement to provide certain in-  
2 formation, as determined by the Secre-  
3 taries, to the Collaborative.

4 (4) MEMORANDUM OF UNDERSTANDING.—

5 (A) IN GENERAL.—In order to participate  
6 in the Collaborative, interested 2- or 4-year  
7 postsecondary educational institutions and  
8 sponsors shall agree to meet certain conditions  
9 determined by the Secretaries.

10 (B) CONDITIONS.—Such conditions shall  
11 address, at a minimum—

12 (i) how learning during a registered  
13 apprenticeship program, including related  
14 instruction and on-the-job training, will be  
15 assessed for academic credit;

16 (ii) how programs and procedures, es-  
17 pecially those related to admissions, credit  
18 transfer, and recognition of such learning  
19 will be structured to support accessibility  
20 for apprentices;

21 (iii) how the structure and scheduling  
22 of courses will be developed in a way that  
23 supports the matriculation of apprentices;  
24 and

1 (iv) how residency requirements will  
2 support the transferability of credit earned  
3 by apprentices.

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

7 (A) the participating members of the Col-  
8 laborative in each State;

9 (B) a model for articulation agreements,  
10 and copies of some exemplary articulation  
11 agreements for illustrative purposes; and

12 (C) such other information as the Secre-  
13 taries determine to be necessary to promote  
14 awareness of the Collaborative and its members.

15 (6) USE OF FUNDS.—

16 (A) ADMINISTRATIVE.—The Secretaries  
17 shall use 30 percent of the funds appropriated  
18 under subsection (c) to establish and maintain  
19 the Collaborative and the website referred to in  
20 paragraph (5), to support the Advisory Com-  
21 mittee referred to in paragraph (6), and for  
22 technical assistance, evaluation, and research  
23 activities.

24 (B) FOR PROGRAM PARTICIPANTS.—The  
25 Secretaries shall use 70 percent of the appro-

1            priedated funds to carry out, directly or by grant  
2            or contract with an eligible entity, activities  
3            consisting of—

4                    (i) providing funding to Collaborative  
5                    participants to support the development of  
6                    articulation agreements with other Collabo-  
7                    rative participants;

8                    (ii) providing funding to the Collabo-  
9                    rative to support the assessment of learn-  
10                   ing during a registered apprenticeship pro-  
11                   gram, for academic credit;

12                   (iii) providing funding to the Collabo-  
13                   rative to support third-party evaluations of  
14                   the quality and rigor of program offerings,  
15                   referred to in paragraph (3)(B)(i), which  
16                   evaluations shall be conducted by an entity  
17                   that meets minimum criteria as established  
18                   by the Secretaries;

19                   (iv) providing curriculum develop-  
20                   ment, for participating institutions and  
21                   sponsors; and

22                   (v) carrying out other purposes that  
23                   will help participating 2- and 4-year post-  
24                   secondary educational institutions and

1 sponsors meet the requirements of para-  
2 graphs (3) and (4).

3 (C) ELIGIBLE ENTITIES.—To be eligible to  
4 receive a grant or contract under subparagraph  
5 (B), an entity shall be a partnership comprised  
6 of—

7 (i) at least one 2- or 4-year postsec-  
8 ondary educational institution participating  
9 in the Collaborative; and

10 (ii) at least 1 sponsor of a registered  
11 apprenticeship program participating in  
12 the Collaborative.

13 (c) AUTHORIZATION OF APPROPRIATIONS.—There is  
14 authorized to be appropriated to carry out this section  
15 \$5,000,000 for fiscal year 2017 and each subsequent year.

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

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

20 (a) IN GENERAL.—The Secretary shall provide pay-  
21 ments of assistance for eligible sponsors of new (as of the  
22 date of submission of an application under subsection (b))  
23 registered apprenticeship programs, or for eligible spon-  
24 sors of existing registered apprenticeship programs that  
25 add employers as new (as of such date) partners, which

1 may include joint labor-management registered appren-  
2 ticeship programs.

3 (b) APPLICATIONS.—To be eligible to receive pay-  
4 ments under this section for a registered apprenticeship  
5 program, a sponsor shall submit an application to the Sec-  
6 retary including information demonstrating that (as of the  
7 date of submission)—

8 (1)(A) for a new registered apprenticeship pro-  
9 gram, the program received recognition as a reg-  
10 istered apprenticeship program within the 36  
11 months preceding that date; or

12 (B) for an existing registered apprenticeship  
13 program (which may include joint labor-management  
14 registered apprenticeship programs), employers were  
15 added as new partners within the 36 months pre-  
16 ceding that date;

17 (2) the sponsor offered jobs that led to eco-  
18 nomic self-sufficiency, as determined by a local  
19 workforce development board located in the same  
20 local workforce development area (meaning a local  
21 area, as defined in section 3 of the Workforce Inno-  
22 vation and Opportunity Act (29 U.S.C. 3102));

23 (3) the sponsor has demonstrated success in en-  
24 rolling, instructing, advancing, and graduating indi-  
25 viduals in the relevant registered apprenticeship pro-

1       gram, and in the employment of such individuals  
2       after completion of the program; and

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

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

16       (d) DISBURSEMENT.—The Secretary shall enter into  
17 arrangements with State workforce development boards to  
18 make disbursements through the local workforce develop-  
19 ment boards described in subsection (b)(2) to provide the  
20 payments to the eligible sponsors.

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

25       (f) AUTHORIZATION OF APPROPRIATIONS.—



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

4           (2) RESERVATION.—The Secretary may reserve  
5           5 percent of the amount appropriated under para-  
6           graph (1) for a fiscal year for distribution to the  
7           State workforce development boards and local work-  
8           force development boards, to pay for the costs of the  
9           boards associated with making determinations under  
10          subsection (b)(2) and disbursements under sub-  
11          section (d), and as funds remain available, other  
12          costs of administration and management, technical  
13          assistance, research, and evaluation under this Act.

○