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(Original Signature of Member)

116TH CONGRESS
2D SESSION

H. R. 8294

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.

IN THE HOUSE OF REPRESENTATIVES

Mrs. DAVIS of California introduced the following bill; which was referred to the Committee on _____

A BILL

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,*

1 **SECTION 1. SHORT TITLE.**

2 This Act may be cited as the “National Apprenticeship Act of 2020”.

4 **SEC. 2. EFFECTIVE DATE.**

5 This Act, and the amendments made by this Act,
6 shall take effect beginning on July 1, 2021.

7 **SEC. 3. AMENDMENT.**

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

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

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

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

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

“Sec. 2. Definitions.

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

“Sec. 4. Transition provisions.

“Sec. 5. Disaggregation of data.

“Sec. 6. Relation to other laws.

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

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

“Sec. 111. The Office of Apprenticeship.

“Sec. 112. National Advisory Committee on Apprenticeships.

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

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

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

“Sec. 121. Apprenticeable occupations standards.

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

“Sec. 123. Apprenticeship agreements.

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

“Subtitle C—Evaluations and Research

“Sec. 131. Program evaluations.

“Sec. 132. National apprenticeship system research.

“Subtitle D—General Provisions

“Sec. 141. Authorization of appropriations.

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

“Sec. 201. Grant requirements.

“Sec. 202. Uses of Funds.

“Sec. 203. Grant evaluations.

“Sec. 204. Grant appropriations.

1 **“SEC. 2. DEFINITIONS.**

2 “In this Act:

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

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

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

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

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

3 “(B) a sponsor.

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

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

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

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 450b).

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) PRE-APPRENTICE.—The term ‘pre-ap-
24 prentice’ means a program participant in a pre-ap-
25 prenticeship program.

1 “(19) PRE-APPRENTICESHIP PROGRAM.—The
2 term ‘pre-apprenticeship program’ means a training
3 model or program that—

4 “(A) prepares individuals for acceptance
5 into an apprenticeship program;

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

8 “(C) is registered under this Act.

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

12 “(21) QUALIFIED INTERMEDIARY.—

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

20 “(i) connecting employers to programs
21 under the national apprenticeship system;

22 “(ii) assisting in the design and imple-
23 mentation of such programs, including cur-
24 riculum development and delivery for re-
25 lated instruction;

1 “(iii) supporting entities, sponsors, or
2 program administrators in meeting the
3 registration and reporting requirements of
4 this Act;

5 “(iv) providing professional develop-
6 ment activities such as training to men-
7 tors;

8 “(v) connecting students or workers to
9 programs under the national apprentice-
10 ship system;

11 “(vi) developing and providing person-
12 alized program participant supports, in-
13 cluding by partnering with organizations to
14 provide access to or referrals for supportive
15 services and financial advising;

16 “(vii) providing services, resources,
17 and supports for development, delivery, ex-
18 pansion, or improvement of programs
19 under the national apprenticeship system;
20 or

21 “(viii) serving as a program sponsor.

22 “(B) PARTNERSHIPS.—The partnerships
23 described in subparagraph (A) means partner-
24 ships among entities involved in programs

1 under the national apprenticeship system, in-
2 cluding—

3 “(i) industry or sector partnerships;

4 “(ii) partnerships among employers,
5 joint labor-management organizations,
6 labor organizations, community-based or-
7 ganizations, industry associations, State or
8 local workforce development boards, edu-
9 cation and training providers, social service
10 organizations, economic development orga-
11 nizations, Indian Tribes or Tribal organi-
12 zations, one-stop operators, or one-stop
13 partners, in the State workforce develop-
14 ment system; or

15 “(iii) partnerships among one or more
16 of the entities described in clauses (i) and
17 (ii).

18 “(22) **RECOGNIZED POSTSECONDARY CREDEN-**
19 **TIAL.**—The term ‘recognized postsecondary creden-

20 tial’ has the meaning given the term in section 3 of
21 the Workforce Innovation and Opportunity Act, ex-
22 cept that such term does not include a certificate of
23 completion of an apprenticeship.

24 “(23) **REGISTRATION AGENCY.**—The term ‘reg-

25 istration agency’ means the State Office of Appren-

1 ticeship or State apprenticeship agency in a State
2 that is responsible for—

3 “(A) approving or denying applications
4 from sponsors for registration of programs
5 under the national apprenticeship system in the
6 State or area covered by the registration agen-
7 cy; and

8 “(B) carrying out the responsibilities of
9 supporting the youth apprenticeship, pre-ap-
10 prenticeship, or apprenticeship programs reg-
11 istered by the registration agency.

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

16 “(25) RELATED FEDERAL PROGRAMS.—The
17 term ‘related Federal programs’ means programs or
18 activities under the following:

19 “(A) The Workforce Innovation and Op-
20 portunity Act (29 U.S.C. 3102), including adult
21 education and literacy activities under such Act.

22 “(B) The Wagner-Peyser Act (29 U.S.C.
23 49 et seq.).

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

1 “(D) The Higher Education Act of 1965
2 (20 U.S.C. 1001 et seq.).

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

5 “(F) Title I of the Rehabilitation Act of
6 1973 (29 U.S.C. 720 et seq.).

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

9 “(H) Career and technical education pro-
10 grams at the postsecondary level under the Carl
11 D. Perkins Career and Technical Education Act
12 of 2006 (20 U.S.C. 2302).

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

15 “(J) Chapter 41 of title 38, United States
16 Code.

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

20 “(L) Employment and training activities
21 carried out by the Department of Housing and
22 Urban Development.

23 “(M) State unemployment compensation
24 laws (in accordance with applicable Federal
25 law).

1 “(N) Section 231 of the Second Chance
2 Act of 2007 (34 U.S.C. 60541).

3 “(O) Part A of title IV of the Social Secu-
4 rity Act (42 U.S.C. 601 et seq.).

5 “(P) Employment and training programs
6 carried out by the Small Business Administra-
7 tion.

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

10 “(R) Educational assistance programs
11 under chapters 30 through 36 of title 38,
12 United States Code.

13 “(26) SECRETARY.—The term ‘Secretary’
14 means the Secretary of Labor.

15 “(27) SPONSOR.—The term ‘sponsor’ means an
16 employer, joint labor-management organization,
17 trade association, professional association, labor or-
18 ganization, education and training provider, or quali-
19 fied intermediary that is applying to administer and
20 operate a program under the national apprenticeship
21 system.

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

1 “(29) STATE APPRENTICESHIP COUNCIL.—The
2 term ‘State apprenticeship council’ means an entity
3 established under section 113(b)(3) to assist the
4 State apprenticeship agency.

5 “(30) STATE OFFICE OF APPRENTICESHIP.—
6 The term ‘State office of apprenticeship’ means the
7 office designated by the Administrator to administer
8 programs under the national apprenticeship system
9 in such State and meets the requirements of section
10 111(b)(3).

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

18 “(32) STATE WORKFORCE AGENCY.—The term
19 ‘State workforce agency’ means the State agency
20 with responsibility for workforce investment activi-
21 ties under chapters 2 and 3 of subtitle B of title I
22 of the Workforce Innovation and Opportunity Act
23 (29 U.S.C. 3121 et seq., 3131 et seq.).

24 “(33) CTE TERMS.—The terms ‘area career
25 and technical education school’, ‘articulation agree-

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

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

15 “(35) TRIBAL EDUCATIONAL AGENCY.—The
16 term ‘Tribal educational agency’ has the meaning
17 given the term in section 6132 of the Elementary
18 and Secondary Education Act of 1965 (20 U.S.C.
19 7452).

20 “(36) WIOA TERMS.—The terms ‘career path-
21 way’, ‘in-demand industry sector or occupation’, ‘in-
22 dividual with a barrier to employment’, ‘industry or
23 sector partnership’, ‘labor market area’, ‘local area’,
24 ‘one-stop center’, ‘one-stop operator’, ‘one-stop part-
25 ner’, ‘State’, ‘supportive services’ and ‘workforce de-

1 velopment system’ have the meanings given in sec-
2 tion 3 of the Workforce Innovation and Opportunity
3 Act (29 U.S.C. 3102).

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

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

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

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

20 **“SEC. 4. TRANSITION PROVISIONS.**

21 “The Secretary shall take such steps as are necessary
22 to provide for the orderly transition to the authority of
23 this Act (as amended by the National Apprenticeship Act
24 of 2020) from any authority under the Act of August 16,
25 1937 (commonly referred to as the ‘National Apprence-

1 ship Act'; 50 Stat. 664, chapter 663; 29 U.S.C. 50 et
2 seq.), as in effect on the day before the date of enactment
3 of the National Apprenticeship Act of 2020.

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

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

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

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

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

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

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

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

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

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

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

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

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

14 “(i)(I) promoting outreach to non-
15 traditional apprenticeship populations;

16 “(II) engaging minority-serving insti-
17 tutions and employers from nontraditional
18 apprenticeship industries or occupations;
19 and

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

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

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

8 “(A) Providing technical assistance to—

9 “(i) assist State apprenticeship agen-
10 cies and sponsors in complying with the re-
11 quirements of this Act, including the proc-
12 ess and standards described in subtitle B
13 and the evaluation and research require-
14 ments described in subtitle C;

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

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

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

11 “(v) share, through a national appren-
12 ticeship system clearinghouse, high-quality
13 materials for programs under the national
14 apprenticeship system, such as related in-
15 struction or training materials.

16 “(B) Cooperating with the—

17 “(i) Secretary of Education in—

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

1 “(II) supporting the stackability
2 and portability of academic credit and
3 credentials earned as part of such
4 programs, including through articula-
5 tion agreements and career pathways;
6 and

7 “(ii) State workforce development sys-
8 tems to promote awareness of opportuni-
9 ties under the national apprenticeship sys-
10 tem.

11 “(3) STATE OFFICES OF APPRENTICESHIP.—

12 “(A) ESTABLISHMENT OF OFFICES.—

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

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

20 “(I) in which, as of the day be-
21 fore the date of enactment of the Na-
22 tional Apprenticeship Act of 2020,
23 there is no State Office of Apprentice-
24 ship; and

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

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

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

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

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

1 later than 90 days after such position has
2 become vacant.

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

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

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

4 “(5) APPRENTICEABLE OCCUPATIONS.—

5 “(A) EXISTING APPRENTICEABLE OCCUPA-
6 TIONS.—The Administrator shall regularly re-
7 view and update the requirements for each
8 apprenticeable occupation to ensure that such
9 requirements are in compliance with require-
10 ments under this Act.

11 “(B) NEW APPRENTICEABLE OCCUPA-
12 TION.—

13 “(i) IN GENERAL.—The Administrator
14 shall review and make a determination on
15 whether to approve an occupation as an
16 apprenticeable occupation not later than
17 45 days after receiving an application from
18 a person seeking such approval from the
19 Administrator.

20 “(ii) ESTIMATED TIMELINE.—If such
21 determination is not made within 45 days,
22 the Administrator shall provide the appli-
23 cant with a written explanation for the
24 delay and offer an estimated timeline for a
25 determination that does not to exceed 90

1 days after the date of such written expla-
2 nation.

3 “(C) INDUSTRY RECOGNIZED OCCUPA-
4 TIONAL STANDARDS.—

5 “(i) IN GENERAL.—From the funds
6 appropriated under section 141(a), the Ad-
7 ministrator shall convene, on an ongoing
8 basis and taking into consideration rec-
9 ommendations of the Advisory Committee
10 under section 112(d)(4), the industry sec-
11 tor leaders and experts described in clause
12 (ii) for the purposes of establishing or up-
13 dating specific frameworks of industry rec-
14 ognized occupational standards for
15 apprenticeable occupations (including po-
16 tential apprenticeable occupations) that—

17 “(I) meet the requirements of
18 this Act; and

19 “(II) describe program scope and
20 length, related instruction, on-the-job
21 training, recognized postsecondary
22 credentials, and competencies, and rel-
23 evant timelines for review of such
24 frameworks.

1 “(ii) INDUSTRY SECTOR LEADERS AND
2 EXPERTS.—The sector leader and experts
3 are employers, industry associations, joint
4 labor-management organizations, labor or-
5 ganizations, education and training pro-
6 viders, credential providers, program par-
7 ticipants, and other stakeholders relevant
8 to the sector or occupation for which the
9 frameworks are being established or up-
10 dated, as determined by the Administrator.

11 “(iii) PRIORITY INDUSTRY RECOG-
12 NIZED APPRENTICEABLE OCCUPATIONS.—
13 In establishing frameworks under clause
14 (i) for the first time after the effective date
15 of the National Apprenticeship Act of
16 2020, the Administrator shall prioritize the
17 establishment of such standards in high-
18 skill, high-wage, or in-demand industry
19 sectors and occupations.

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

22 “(A) monitor State apprenticeship agen-
23 cies, State Offices of Apprenticeship, grantees,
24 and sponsors of programs under the national

1 apprenticeship system to ensure compliance
2 with the requirements of this Act;

3 “(B) provide technical assistance to assist
4 such entities with such compliance or program
5 performance; and

6 “(C) conduct research and evaluation in
7 accordance with subtitle C.

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

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

19 “(B) ensuring programs under the national
20 apprenticeship system—

21 “(i) adopt and implement policies to
22 provide for equal opportunity in such pro-
23 grams, as described in section 30.3 of title
24 29, Code of Federal Regulations (as in ef-
25 fect on January 31, 2020);

1 “(ii) do not engage in intimidation or
2 retaliation as prohibited under section
3 30.17 of title 29, Code of Federal Regula-
4 tions (as in effect on January 31, 2020);
5 and

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

9 “(C) supporting the recruitment, employ-
10 ment, and retention of nontraditional appren-
11 ticeship populations in programs under the na-
12 tional apprenticeship system in high-skill, high-
13 wage, and in-demand industry sectors and occu-
14 pations, including women, people of color, indi-
15 viduals with disabilities, individuals impacted by
16 the criminal and juvenile justice system, and in-
17 dividuals with barriers to employment, as appli-
18 cable.

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

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

23 “(A) regularly consult with the National
24 Advisory Committee on Apprenticeships under
25 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.

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

16 “(1) not later than 1 year after the date of the
17 enactment of the National Apprenticeship Act of
18 2020, establishing and supporting a single informa-
19 tion technology infrastructure to support data collec-
20 tion and reporting from State apprenticeship agen-
21 cies, State Offices of Apprenticeship, grantees under
22 title II, program sponsors, and program administra-
23 tors under the national apprenticeship system by
24 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(a)(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, including rep-
17 resentatives of employers representing non-
18 traditional apprenticeship industries or oc-
19 cupations, and other high-skill, high-wage,
20 or in-demand industry sectors or occupa-
21 tions, as applicable;

22 “(ii) 9 representatives of labor organi-
23 zations or joint labor-management organi-
24 zations who have responsibility for the ad-
25 ministration of an apprenticeship program
26 (including those sponsored by a joint labor-

1 management organization and from non-
2 traditional apprenticeship industries or oc-
3 cupations), at least 1 of which represent
4 employees primarily in the building trades
5 and construction industry;

6 “(iii) 1 representative of each from—

7 “(I) a State apprenticeship agen-
8 cy;

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

13 “(III) a community organization
14 with significant expertise supporting
15 such a program;

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

19 “(V) a State apprenticeship
20 council;

21 “(VI) a State or local postsec-
22 ondary education and training pro-
23 viders that administers, or has not
24 less than 1 articulation agreement
25 with an entity administering, a pro-

1 gram under the national apprentice-
2 ship system;

3 “ (VII) a provider of an industry-
4 recognized credential;

5 “ (VII) a national qualified inter-
6 mediary; and

7 “ (IX) an apprentice; and

8 “ (C) ex officio nonvoting members from
9 each of the following departments, selected by
10 the applicable Secretary—

11 “ (i) the Department of Labor;

12 “ (ii) the Department of Commerce;

13 “ (iii) the Department of Education;

14 “ (iv) the Department of Energy;

15 “ (v) the Department of Housing and
16 Urban Development;

17 “ (vi) the Department of Transpor-
18 tation;

19 “ (vii) the Department of Veterans Af-
20 fairs;

21 “ (viii) the Department of Health and
22 Human Services;

23 “ (ix) the Department of Justice; and

24 “ (x) the Department of Defense.

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

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

15 “(4) TERMS.—

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

20 “(B) TERMS OF INITIAL APPOINTEES.—

21 “(i) IN GENERAL.—The appointments
22 of the initial members of the Advisory
23 Committee shall be made not later than 90
24 days after the effective date of the Na-
25 tional Apprenticeship Act of 2020.

1 “(ii) STAGGERING OF TERMS.—As
2 designated by the Secretary at the time of
3 the appointment, of the members first ap-
4 pointed—

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

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

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

23 “(D) MULTIPLE TERMS.—A voting mem-
24 ber of the Advisory Committee may serve not

1 more than 2 full terms on the Advisory Com-
2 mittee.

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

7 “(c) MEETINGS.—

8 “(1) IN GENERAL.—The Advisory Committee
9 shall meet at the call of the Chairperson and hold
10 not fewer than 4 meetings during each calendar
11 year.

12 “(2) OPEN ACCESS.—All meetings of the Advi-
13 sory Committee shall be open to the public. A tran-
14 script shall be kept of each meeting and made avail-
15 able for public inspection within 30 days of the
16 meeting.

17 “(d) DUTIES.—The Advisory Committee shall, at a
18 minimum—

19 “(1) advise, consult with, and make rec-
20 ommendations to the Administrator on matters re-
21 lating to the administration of this Act, including
22 recommendations on regulations and policies related
23 to the administration of this Act;

24 “(2) annually prepare a set of recommendations
25 for the Administrator, to be shared with the Com-

1 mittee on Education and Labor of the House of
2 Representatives and the Health, Education, Labor
3 and Pensions Committee of the Senate, to improve
4 the registration process under subtitle B to make
5 the process easily accessible and efficient for use by
6 sponsors while maintaining the requirements under
7 subtitle B;

8 “(3) make recommendations on expanding par-
9 ticipation of nontraditional apprenticeship popu-
10 lations in programs under the national apprentice-
11 ship system; and

12 “(4) review apprenticeable occupations and,
13 based on reviews of labor market trends and
14 changes, make recommendations to the Adminis-
15 trator on whether to—

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

18 “(B) convene sector leaders and experts
19 under section 111(b)(5)(C) for the establishing
20 specific frameworks of industry recognized oc-
21 cupational standards.

22 “(e) PERSONNEL.—

23 “(1) COMPENSATION OF MEMBERS.—

24 “(A) IN GENERAL.—A member of the Ad-
25 visory Committee who is not an officer or em-

1 employee of the Federal Government shall be com-
2 pensated at a rate equal to the daily equivalent
3 of the annual rate of basic pay prescribed for
4 level IV of the Executive Schedule under section
5 5315 of title 5, United States Code, for each
6 day (including travel time) during which the
7 member is engaged in the performance of the
8 duties of the Advisory Committee.

9 “(B) OFFICERS OR EMPLOYEES OF THE
10 UNITED STATES.—Members of the Advisory
11 Committee who are officers or employees of the
12 United States may not receive additional pay,
13 allowances, or benefits by reason of their service
14 on the Advisory Committee.

15 “(2) STAFF.—The Secretary shall supply the
16 Advisory Committee with an executive Secretary and
17 provide such secretarial, clerical, and other services
18 as the Secretary determines to be necessary to en-
19 able the Advisory Committee to carry out the duties
20 described in subsection (d).

21 “(3) DATA REQUESTS.—The Advisory Com-
22 mittee through its Chairperson may request data
23 from the Secretary as determined necessary by the
24 Advisory Committee to carry out its functions as de-
25 scribed in this section.

1 “(f) PERMANENT COMMITTEE.—The Federal Advi-
2 sory Committee Act (5 U.S.C. App.) (other than section
3 14 of such Act) shall apply to the Advisory Committee.

4 **“SEC. 113. STATE APPRENTICESHIP AGENCIES AND STATE**
5 **OFFICES OF APPRENTICESHIP.**

6 “(a) RECOGNITION OF STATE APPRENTICESHIP
7 AGENCIES.—

8 “(1) IN GENERAL.—The Administrator shall
9 recognize a State agency as a State apprenticeship
10 agency in accordance with this section and cooperate
11 with such State apprenticeship agency regarding the
12 formulation and promotion of standards of appren-
13 ticeship under subtitle B.

14 “(2) APPLICATION.—A State desiring to have a
15 State agency recognized as a State apprenticeship
16 agency under this section shall submit an application
17 at such time, in such manner, and containing such
18 information as the Administrator may require, in-
19 cluding—

20 “(A) the initial State plan described in
21 subsection (c)(2)(A)(i);

22 “(B) a description of how the State ap-
23 prenticeship agency will meet the State plan re-
24 quirements of subsection (c); and

1 “(C) a description of the linkages and co-
2 ordination of the State’s proposed standards,
3 criteria, and requirements with the State’s eco-
4 nomic development strategies and workforce de-
5 velopment system and the State’s secondary,
6 postsecondary, and adult education systems.

7 “(3) REVIEW AND RECOGNITION.—

8 “(A) IN GENERAL.—Not later than 90
9 days after the date on which a State submits an
10 application under paragraph (2), the Secretary
11 shall notify the State regarding whether the
12 agency of the State is recognized as a State ap-
13 prenticeship agency under this section.

14 “(B) DURATION OF RECOGNITION.—

15 “(i) DURATION.—The recognition of a
16 State apprenticeship agency shall be for a
17 4-year period beginning on the date the
18 State apprenticeship agency is notified
19 under subparagraph (A).

20 “(ii) NOTIFICATION.—

21 “(I) IN GENERAL.—The Sec-
22 retary shall notify a State apprentice-
23 ship agency not later than 180 days
24 before the last day of the 4-year pe-
25 riod regarding whether the State ap-

1 apprenticeship agency is in compliance
2 with this section.

3 “(II) COMPLIANCE.—In the case
4 of a State apprenticeship agency that
5 is in compliance with this section, the
6 agency’s recognition under this section
7 shall be renewed for an additional 4-
8 year period and the notification under
9 subclause (I) shall include notification
10 of such renewal.

11 “(III) NONCOMPLIANCE.—In the
12 case of a State apprenticeship agency
13 that is not in compliance with this
14 section, the notification shall—

15 “(aa) specify the areas of
16 noncompliance;

17 “(bb) require corrective ac-
18 tion; and

19 “(cc) offer technical assist-
20 ance.

21 “(iii) RENEWAL AFTER CORREC-
22 TION.—If the Administrator determines
23 that a State apprenticeship agency has
24 corrected the identified areas of noncompli-
25 ance under this subparagraph not later

1 than 180 days of notification of noncompli-
2 ance, the State apprenticeship agency's
3 recognition under this section shall be re-
4 newed for an additional 4-year period.

5 “(C) TRANSITION PERIOD FOR STATE
6 AGENCIES.—

7 “(i) IN GENERAL.—Not later than 1
8 year after the effective date of the Na-
9 tional Apprenticeship Act of 2020, a State
10 agency that, as of the day before the date
11 of enactment of such Act, was recognized
12 by the Secretary for purposes of reg-
13 istering apprenticeship programs in accord-
14 ance with this Act shall submit an applica-
15 tion under paragraph (2).

16 “(ii) TRANSITION PERIOD.—A State
17 agency described in clause (i) shall be rec-
18 ognized as a State apprenticeship agency
19 under this section for a 4-year period be-
20 ginning on the date on which the Secretary
21 approves the application submitted by the
22 State agency under paragraph (2).

23 “(b) AUTHORITY OF A STATE APPRENTICESHIP
24 AGENCY.—

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

6 “(2) PROGRAM RECOGNITION.—With respect to
7 a State with a State apprenticeship agency, the
8 State apprenticeship agency shall have sole authority
9 to recognize and register a pre-apprenticeship, youth
10 apprenticeship, or apprenticeship program in such
11 State, which shall include—

12 “(A) determining whether such program is
13 in compliance with the standards for such pro-
14 gram under section 122;

15 “(B) in the case of such a program that is
16 in compliance with such standards, recognizing
17 the program and providing a certificate of rec-
18 ognition for such program;

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

21 “(D) in the case of such a program that
22 fails to meet the requirements of this Act, pro-
23 viding for the withdrawal of recognition of the
24 program in accordance with section 131(b).

25 “(3) STATE APPRENTICESHIP COUNCIL.—

1 “(A) IN GENERAL.—A State apprentice-
2 ship agency shall establish and continue to use
3 a State apprenticeship council, which shall oper-
4 ate in compliance with the requirements of this
5 Act under the direction of the State apprentice-
6 ship agency.

7 “(B) COMPOSITION.—A State apprentice-
8 ship council may be regulatory or advisory in
9 nature, and shall—

10 “(i) be composed of persons familiar
11 with apprenticeable occupations; and

12 “(ii) be fairly balanced, with an equal
13 number of—

14 “(I) representatives of employer
15 organizations, including from non-
16 traditional apprenticeship industries
17 or occupations;

18 “(II) representatives of labor or-
19 ganizations or joint labor-management
20 organizations, including from non-
21 traditional apprenticeship industries
22 or occupations; and

23 “(III) public members; and

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

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

7 “(c) STATE PLAN.—

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

14 “(2) APPROVAL OF STATE PLAN.—

15 “(A) SUBMISSION.—

16 “(i) INITIAL PLAN.—The first State
17 plan of a State apprenticeship agency shall
18 be submitted to the Administrator not
19 later than 120 days prior to the com-
20 mencement of the first full program year
21 of the State apprenticeship agency, which
22 shall include—

23 “(I) a description of any State
24 laws, policies, or operational proce-
25 dures relating to the process of recog-

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

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

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

23 “(ii) SUBSEQUENT PLANS.—Except as
24 provided in clause (i), a State plan shall be
25 submitted to the Administrator not later

1 than 120 days prior to the end of the 4-
2 year period covered by the preceding State
3 plan.

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

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

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

20 “(C) MODIFICATIONS.—

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

1 other factors affecting the implementation
2 of the State plan.

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

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

10 “(A) potential sponsors, employers, quali-
11 fied intermediaries, apprentices, education and
12 training providers, credentialing bodies, eligible
13 entities, industry associations, or any potential
14 program participant in the national apprentice-
15 ship system in the State for the purposes of re-
16 cruitment, retention, and program development
17 or expansion;

18 “(B) sponsors of programs registered in
19 the State, including sponsors that are not meet-
20 ing performance goals under subtitle C, for pur-
21 poses of assisting sponsors in meeting or ex-
22 ceeding such goals; and

23 “(C) sponsors of programs registered in
24 that State for purposes of assisting such spon-
25 sors in achieving State goals in diversity and

1 equal opportunity in apprenticeships in accord-
2 ance with paragraph (5).

3 “(4) RECIPROCITY.—Each State plan shall de-
4 scribe how the State apprenticeship agency, in the
5 case of a program recognized by a registration agen-
6 cy in another State, shall recognize such program in
7 the State of such agency for purposes of this Act by
8 not later than 30 days after receipt of an application
9 for such recognition from a program sponsor, as
10 long as such program meets the wage and hour pro-
11 visions of the State granting reciprocity.

12 “(5) PROMOTING DIVERSITY IN THE NATIONAL
13 APPRENTICESHIP SYSTEM.—Each State plan shall
14 include a plan for how the State apprenticeship
15 agency will—

16 “(A) promote diversity in apprenticeable
17 occupations offered throughout the State, and a
18 description of how such agency will promote the
19 addition of apprenticeable occupations in high-
20 skill, high-wage, or in-demand industry sectors
21 and occupations, and in nontraditional appren-
22 ticeship occupations and sectors; and

23 “(B) promote diversity and equal oppor-
24 tunity in programs under the national appren-
25 ticeship system by uniformly adopting and im-

1 plementing the requirements of subparagraphs
2 (B) and (C) of section 111(b)(7).

3 “(6) COMPLAINTS.—

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

15 “(B) COLLECTIVE BARGAINING AGREE-
16 MENTS.—A collective bargaining agreement
17 that covers complaints arising under an appren-
18 ticeship agreement shall not be subject to the
19 system described in subparagraph (A), except
20 that complaints concerning discrimination or
21 any matters described in subparagraph (5)(B)
22 shall be subject to such system.

23 “(7) STATE APPRENTICESHIP HUBS.—Each
24 State plan shall describe how the State will support,
25 in a manner that takes into consideration geographic

1 diversity, the creation and implementation of ap-
2 prenticeship hubs throughout the State that shall
3 work with industry and sector partnerships to ex-
4 pand programs under the national apprenticeship
5 system, and apprenticeable occupations, in the State.

6 “(8) STATE APPRENTICESHIP PERFORMANCE
7 OUTCOMES.—Each State plan shall—

8 “(A) in coordination with the Adminis-
9 trator, establish annual State performance goals
10 for the programs registered by the State ap-
11 prenticeship agency for the indicators de-
12 scribed—

13 “(i) in subparagraph (A) of section
14 131(b)(1);

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

17 “(B) describe how the State apprenticeship
18 agency will collect performance data from pro-
19 grams registered by the agency; and

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

23 “(9) USES OF FUNDS.—Each State plan shall
24 include a description of the uses described in sub-

1 section (d) of the allotment received by the State ap-
2 prenticeship agency under subsection (f).

3 “(10) ALIGNMENT OF WORKFORCE ACTIVI-
4 TIES.—Each State plan shall include a summary of
5 State-supported workforce development activities (in-
6 cluding education and training) in the State, includ-
7 ing—

8 “(A) a summary of the apprenticeship pro-
9 grams on the list of eligible providers of train-
10 ing services under section 122(d) of the Work-
11 force Innovation and Opportunity Act (29
12 U.S.C. 3152(d)); and

13 “(B) the degree to which the programs
14 under the national apprenticeship system in the
15 State are aligned with and address the skill
16 needs of the employers in the State identified
17 by the State workforce development board.

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

1 grams registered by the State apprenticeship agency
2 in the State will help to meet such goals.

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

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

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

21 “(i) the Elementary and Secondary
22 Education Act of 1965;

23 “(ii) the Individuals with Disabilities
24 Education Act;

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

3 “(iv) the Higher Education Act of
4 1965; and

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

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

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

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

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

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

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

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

10 “(A) staff and resources;

11 “(B) oversight and evaluation as required
12 under this Act;

13 “(C) technical assistance to program spon-
14 sors, program participants, employers, edu-
15 cation and training providers, and qualified
16 intermediaries;

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

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

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

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

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.

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

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

1 ance and academic counselors, school leaders,
2 administrators, and specialized instructional
3 support personnel and paraprofessionals;

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

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

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

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

23 “(B) guidance for training staff of the
24 workforce development system, including the vo-
25 cational rehabilitation agencies, within the

1 State on the value of programs under the na-
2 tional apprenticeship system as a work-based
3 learning option for participants, including par-
4 ticipants of programs authorized under the
5 Workforce Innovation and Opportunity Act (29
6 U.S.C. 3101 et seq.) such as Job Corps under
7 subtitle C of title I of such Act and YouthBuild
8 under section 171 of such Act;

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

14 “(D) alignment of funding received and re-
15 porting required under this Act, including rel-
16 evant placement, retention, and earnings infor-
17 mation, with the Workforce Innovation and Op-
18 portunity Act, and technical assistance in how
19 individual training accounts under section
20 134(c)(3) of such Act could be used to pay for
21 the costs of enrolling and participating in pro-
22 grams under the national apprenticeship sys-
23 tem; and

24 “(E) partnerships with State or local work-
25 force development boards, State workforce

1 agencies, and one-stop centers and one-stop op-
2 erators that assist program participants in ac-
3 cessing supportive services to support—

4 “(i) the recruitment, retention, and
5 completion of programs under the national
6 apprenticeship system;

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

10 “(iii) the placement into employment
11 or further education upon program comple-
12 tion.

13 “(4) LEADERSHIP ACTIVITIES.—

14 “(A) IN GENERAL.—A State apprentice-
15 ship agency may reserve not more than 15 per-
16 cent of the funds received under subsection (f)
17 in support of State apprenticeship initiatives
18 described in this paragraph.

19 “(B) DIVERSITY.—Not less than 5 percent
20 of the amount reserved under subparagraph (A)
21 shall be used by the State apprenticeship agen-
22 cy for supporting and expanding diversity in
23 apprenticeable occupations under the national
24 apprenticeship system in the State and program
25 participant populations in the State.

1 “(C) INCENTIVES FOR EMPLOYERS.—A
2 State apprenticeship agency may use funds re-
3 served under subparagraph (A) to incentivize
4 employers to participate in programs under the
5 national apprenticeship system, such as costs
6 related to program development, staffing for
7 mentors and supervisors, related instruction, or
8 the creation of industry or sector partnerships
9 to support employer participation.

10 “(D) STATE-SPECIFIC INITIATIVES.—A
11 State apprenticeship agency may use funds re-
12 served under subparagraph (A) for State-spe-
13 cific initiatives, such as the development or ex-
14 pansion of youth apprenticeship programs or
15 apprenticeship programs in high-skill, high-
16 wage, or in-demand industry sectors and occu-
17 pations.

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

20 “(A) IN GENERAL.—Except in the case of
21 exceptional circumstances, as determined by the
22 Administrator, in order to receive a full allot-
23 ment under subsection (f), a State apprentice-
24 ship agency shall use matching funds from non-
25 Federal resources to carry out the activities of

1 the agency under this Act in an amount not
2 less than 25 percent of such allotment.

3 “(B) TRANSITION PERIOD.—The require-
4 ment under this paragraph shall take effect
5 with respect to a State apprenticeship agency
6 on the date that is 1 day after the date on
7 which the transition period for such agency
8 under subsection (a)(3)(C)(ii) ends.

9 “(e) DERECOGNITION OF STATE APPRENTICESHIP
10 AGENCIES.—

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

21 “(2) DERECOGNITION CRITERIA.—The recogni-
22 tion of a State apprenticeship agency under this sec-
23 tion may be withdrawn under paragraph (1) in a
24 case in which the State apprenticeship agency fails
25 to—

1 “(A) adopt or properly enforce a State
2 plan;

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

5 “(C) submit a report under section
6 131(b)(1)(B) for any program year;

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

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

13 “(3) DERECOGNITION PROCESS.—

14 “(A) IN GENERAL.—If a State apprentice-
15 ship agency fails for any of the reasons de-
16 scribed in paragraph (2), the Secretary shall
17 provide technical assistance to such agency for
18 corrective action to remedy such failure, includ-
19 ing assistance in the development of a perform-
20 ance improvement plan.

21 “(B) REDUCTION OF FUNDS.—Except in
22 the case of exceptional circumstances as deter-
23 mined by the Administrator, in a case in which
24 such a State apprenticeship agency continues

1 such failure after the provision of the technical
2 assistance under subparagraph (A)—

3 “(i) the percentage of the funds to be
4 allotted to the State apprenticeship agency
5 under subsection (f) for each fiscal year
6 following the fiscal year in which such fail-
7 ure has been identified shall be reduced by
8 5 percentage points; and

9 “(ii) the Administrator shall provide
10 notice to the State apprenticeship agency
11 that the agency’s recognition under this
12 section may be withdrawn if the agency
13 fails to remedy the failure.

14 “(C) TERMINATION OF PROCEEDINGS.—If
15 the Administrator determines that the State ap-
16 prenticeship agency’s corrective action under
17 subparagraph (A) has addressed the agency’s
18 failure identified under paragraph (2), the Ad-
19 ministrator shall—

20 “(i) restore the agency’s full funding
21 allocation under this title for the next full
22 fiscal year; and

23 “(ii) notify the State apprenticeship
24 agency that the agency’s recognition will
25 not be withdrawn under this section for

1 the reason for which the agency's funding
2 under this title was most recently reduced.

3 “(D) OPPORTUNITY FOR HEARING.—

4 “(i) IN GENERAL.—In a case in which
5 a State apprenticeship agency fails to rem-
6 edy a failure identified under paragraph
7 (2), the Administrator shall—

8 “(I) notify, in writing, the State
9 apprenticeship agency of the failure of
10 the State apprenticeship agency, in-
11 cluding a description of such failure
12 and an explanation that the agency's
13 recognition under this section may be
14 withdrawn as a result of such failure;
15 and

16 “(II) offer the State apprentice-
17 ship agency an opportunity to request
18 a hearing not later than 30 days after
19 the date of such notice.

20 “(ii) REFERRAL TO OFFICE OF AD-
21 MINISTRATIVE LAW JUDGES.—In a case in
22 which the State apprenticeship agency re-
23 quests a hearing under clause (i)(II), the
24 Administrator shall refer the matter to the
25 Office of Administrative Law Judges for a

1 recommended decision by the Administra-
2 tive Review Board for final agency action.

3 “(4) REQUIREMENTS REGARDING WITHDRAWAL
4 OF RECOGNITION.—

5 “(A) OFFICE OF APPRENTICESHIP.—

6 “(i) PRIOR TO ORDER.—Prior to the
7 withdrawal of the recognition of a State
8 apprenticeship agency under this section,
9 the Administrator shall—

10 “(I) provide to the State appren-
11 ticeship agency an order withdrawing
12 recognition of such agency under this
13 section; and

14 “(II) establish a State Office of
15 Apprenticeship; and

16 “(ii) AFTER ORDER.—Not later than
17 30 days after the date of such order, pro-
18 vide notification of the withdrawal to the
19 sponsors of the programs under the na-
20 tional apprenticeship system in such State
21 that were registered with the State appren-
22 ticeship agency to enable each such spon-
23 sor to be registered with the Administrator
24 (acting through the State Office of Ap-

1 prenticeship established under clause
2 (i)(II)).

3 “(B) STATE APPRENTICESHIP AGENCY RE-
4 QUIREMENTS.—A State agency whose recogni-
5 tion as a State apprenticeship agency under
6 this section has been withdrawn under para-
7 graph (3) shall—

8 “(i) provide to the Administrator pro-
9 gram standards, apprenticeship agree-
10 ments, completion records, cancellation and
11 suspension records, performance metrics,
12 and any other documents relating to the
13 State’s programs under the national ap-
14 prenticeship system in the State;

15 “(ii) cooperate fully during the transi-
16 tion period beginning on the date of the
17 order withdrawing such recognition and
18 ending on the date on which the Adminis-
19 trator establishes a State Office of Appren-
20 ticeship in the State; and

21 “(iii) return any unused funds re-
22 ceived under this Act.

23 “(5) REINSTATEMENT OF RECOGNITION.—A
24 State apprenticeship agency that has had its rec-
25 ognition withdrawn under this section may have

1 such recognition reinstated upon presentation of
2 adequate evidence that the State apprenticeship
3 agency has—

4 “(A) submitted an application under sub-
5 section (a)(2), and

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

8 “(f) RESERVATION AND STATE ALLOTMENTS.—

9 “(1) STATE ALLOTMENTS.—

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

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

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

19 “(B) FORMULA.—

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

22 “(I) 25 percent shall be allotted
23 on the basis of the relative share of
24 program participants in each eligible
25 State, as determined on the basis of

1 the most recent satisfactory data
2 available from the Administrator,
3 compared to the total number of pro-
4 gram participants in all eligible
5 States, as determined on such basis;

6 “(II) 25 percent shall be allotted
7 on the basis of the relative share of
8 program participants who have com-
9 pleted a program under the national
10 apprenticeship system in each eligible
11 State during the most recent 5-year
12 period, as determined on the basis of
13 the most recent satisfactory data
14 available from the Administrator,
15 compared to the total 5-year average
16 of program participants who have
17 completed a program in all eligible
18 States, as determined on such basis;
19 and

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

22 “(ii) ALLOTMENTS BASED ON BLS
23 AND ACS DATA.—Of the amount available
24 under clause (i)(III)—

1 “(I) 33 $\frac{1}{3}$ percent shall be allot-
2 ted on the basis of the relative share
3 of individuals in the civilian labor
4 force in each eligible State, compared
5 to the total number of individuals in
6 the civilian labor force in all eligible
7 States;

8 “(II) 33 $\frac{1}{3}$ percent shall be allot-
9 ted on the basis of the relative share
10 of individuals living below the poverty
11 line in each eligible State, compared
12 to the total number of individuals liv-
13 ing below the poverty line in all eligi-
14 ble States; and

15 “(III) 33 $\frac{1}{3}$ percent shall be allot-
16 ted on the basis of the relative num-
17 ber of unemployed individuals in each
18 eligible State, compared to the total
19 number of unemployed individuals in
20 all eligible States.

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

22 “(A) ELIGIBLE STATE.—The term ‘eligible
23 State’ means a State that has a State appren-
24 ticeship agency.

1 “(B) OUTLYING AREA.—The term ‘out-
2 lying area’ means American Samoa, Guam, the
3 Commonwealth of the Northern Mariana Is-
4 lands, and the United States Virgin Islands.

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

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

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

17 “(1) \$75,000,000 for fiscal year 2021;

18 “(2) \$85,000,000 for fiscal year 2022;

19 “(3) \$95,000,000 for fiscal year 2023;

20 “(4) \$105,000,000 for fiscal year 2024; and

21 “(5) \$115,000,000 for fiscal year 2025.

22 **“SEC. 114. INTERAGENCY AGREEMENT WITH DEPARTMENT**
23 **OF EDUCATION.**

24 “(a) IN GENERAL.—Not later than 1 year after the
25 effective date of the National Apprenticeship Act of 2020,

1 in order to cooperate with the Secretary of Education and
2 promote awareness and adoption of apprenticeship pro-
3 grams, the Secretary (acting through the Administrator)
4 shall—

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

11 “(2) submit to the Committee on Education
12 and Labor of the House of Representatives and the
13 Committee on Health, Education, Labor, and Pen-
14 sions of Senate, such agreement and any modifica-
15 tions to such agreement.

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

21 “(1) information and resources to—

22 “(A) parents and students to promote a
23 better understanding of programs under the na-
24 tional apprenticeship system and their value in
25 secondary and postsecondary education and ca-

1 reer pathways by not later than middle school;
2 and

3 “(B) school leaders (working with aca-
4 demic counselors, teachers, and faculty) about
5 the value of such programs and information on
6 how to effectively align youth apprenticeship
7 programs with secondary and career and tech-
8 nical education programs; and

9 “(2) technical assistance on how to—

10 “(A) align related instruction and
11 apprenticeable occupation skills and com-
12 petencies to high school graduation require-
13 ments;

14 “(B) offer related instruction through dual
15 and concurrent enrollment programs and other
16 accelerated learning programs, as described in
17 section 4104(b)(3)(A)(i)(IV) of the Elementary
18 and Secondary Education Act of 1965;

19 “(C) facilitate transitions for youth ap-
20 prentices who have completed their youth ap-
21 prenticeships into further education, including
22 an associate, baccalaureate, or advanced degree,
23 and related apprenticeship opportunities; and

24 “(D) align activities carried out under this
25 Act with eligible funding from, and planning

1 processes for, the Carl D. Perkins Career and
2 Technical Education Act of 2006 (20 U.S.C.
3 2301 et seq.), the Elementary and Secondary
4 Education Act of 1965 (20 U.S.C. 6301 et
5 seq.), the Individuals with Disabilities Edu-
6 cation Act, the Rehabilitation Act of 1973, and
7 the Higher Education Act of 1965.

8 “(c) APPRENTICESHIP COLLEGE CONSORTIUM.—In
9 order to support the establishment of a college consortium
10 of postsecondary educational institutions, related instruc-
11 tion providers, sponsors, qualified intermediaries, and em-
12 ployers for the purposes of promoting stronger connections
13 between programs under the national apprenticeship sys-
14 tem and participating 2- and 4-year postsecondary edu-
15 cational institutions, the interagency agreement under
16 subsection (a) shall include a description of how the Secre-
17 taries will—

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

1 “(2) provide guidance on how to align eligible
2 funding from, planning processes for, and the re-
3 quirements of the Carl D. Perkins Career and Tech-
4 nical Education Act of 2006 (20 U.S.C. 2301 et
5 seq.), the Rehabilitation Act of 1973, and the High-
6 er Education Act of 1965 (20 U.S.C. 1001 et seq.)
7 with this Act;

8 “(3) require all participants of the apprentice-
9 ship college consortium to enter into agreements
10 to—

11 “(A) have an articulation agreement with a
12 participating sponsor of an apprenticeship pro-
13 gram, which may include a 2- or 4-year postsec-
14 ondary educational institution;

15 “(B) create or expand the awarding and
16 articulation of academic credit for related in-
17 struction completed and credentials awarded to
18 program participants as part of a program
19 under the national apprenticeship system; and

20 “(C) support the creation or expansion of
21 electronic transcripts for apprenticeship pro-
22 grams and all academic content, including re-
23 lated instruction and on-the-job training;

24 “(4) provide technical assistance on eligible
25 uses of financial aid, including the Federal work

1 study program under part C of title IV of the High-
2 er Education Act of 1965 (20 U.S.C. 1087–51 et
3 seq.), for related instruction for programs under the
4 national apprenticeship system;

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

7 “(A) a list of apprenticeship programs in
8 related occupations offered in the State or
9 available under the Office of Apprenticeship
10 that may become part of the consortium;

11 “(B) information on how to develop an ap-
12 prenticeship program;

13 “(C) information on Federal, State, and
14 local financial resources available to assist with
15 the establishment and implementation of ap-
16 prenticeship programs; and

17 “(D) information on related qualified inter-
18 mediaries or industry or sector partnerships
19 supporting apprenticeship programs, as applica-
20 ble; and

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

24 “(A) a list of participating members of the
25 consortium, apprenticeship programs provided,

1 credentials awarded with each program, and
2 available apprenticeable occupations; and

3 “(B) models of articulation agreements,
4 prior learning assessments, and competency-
5 based curriculum for related instruction for il-
6 lustrative purposes.

7 “(d) BEST PRACTICE DEVELOPMENT AND SHAR-
8 ING.—

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

20 “(2) CLEARINGHOUSE.—Such agreement shall
21 require the Secretaries to create a clearinghouse of
22 best practices—

23 “(A) for improving performance and in-
24 creasing alignment of education and programs

1 under the national apprenticeship system, in-
2 cluding career pathways; and

3 “(B) publicly disseminate information and
4 resources on—

5 “(i) replicable related instruction and
6 on-the-job learning; and

7 “(ii) how to build an understanding of
8 apprenticeship opportunities available to
9 students.

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

17 “ (f) SECRETARIES DEFINED.—In this section, the
18 term ‘Secretaries’ means the Secretary of Labor and the
19 Secretary of Education.

20 **“Subtitle B—Process and Stand-**
21 **ards for the National Appren-**
22 **ticeship System**

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

24 “For an occupation to be an apprenticeable occupa-
25 tion under this Act, a person seeking approval for such

1 occupation to be an apprenticeable occupation shall submit
2 an application to the Administrator that demonstrates
3 that such apprenticeable occupation is in-demand and will
4 prepare individuals for the full range of skills and com-
5 petencies needed for such occupation by describing how
6 such apprenticeable occupation shall—

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

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

11 “(A) clearly identified and commonly rec-
12 ognized throughout the relevant industry or oc-
13 cupation;

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

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

22 **“SEC. 122. QUALITY STANDARDS OF PROGRAMS UNDER**
23 **THE NATIONAL APPRENTICESHIP SYSTEM.**

24 “(a) IN GENERAL.—The Secretary, acting through
25 the Administrator, shall formulate and promote the fur-

1 therance of quality standards necessary to safeguard the
2 welfare of apprentices, pre-apprentices, and youth appren-
3 tices.

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

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

11 “(A) The employment and training to be
12 received by each apprentice participating in the
13 program, including—

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

18 “(ii) the allocation of the approximate
19 amount of time that will be spent in each
20 major work process by the apprentice;

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

23 “(iv) a description or timeline explain-
24 ing the periodic reviews and evaluations of

1 the apprentice's performance on the job
2 and in related instruction.

3 “(B) A process for maintaining appro-
4 priate progress records, including the reviews
5 and evaluations described in subparagraph
6 (A)(iv).

7 “(C) A description of the organized related
8 instruction the apprentice will receive in tech-
9 nical subjects related to the occupation,
10 which—

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

19 “(ii) may be accomplished through
20 classroom instruction, occupational or in-
21 dustry courses, instruction provided
22 through electronic media, or other instruc-
23 tion approved by the registration agency;

24 “(iii) shall be provided by one or more
25 qualified instructors that—

1 “(I)(aa) meet technical instructor
2 requirements of the applicable edu-
3 cation agency in the State of registra-
4 tion; or

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

10 “(II) have training in teaching
11 techniques and learning styles, or will
12 obtain such training before providing
13 the related technical instruction; and

14 “(iv) where appropriate and to the ex-
15 tent practicable, shall be aligned to a ca-
16 reer pathway.

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

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

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

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

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

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

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

9 “(i) a time-based model, which re-
10 quires the completion of the industry
11 standard for on-the-job learning hours,
12 which in no case shall be less than 2,000
13 hours, unless an alternative requirement is
14 put forth by the employer and sponsor that
15 reflects industry standards and the relative
16 hazards of the occupation, and is accepted
17 by the Secretary and registration agency;

18 “(ii) a competency-based model, which
19 requires the attainment of competency in
20 the occupation; or

21 “(iii) a hybrid model, which blends the
22 time-based and competency-based ap-
23 proaches.

24 “(F) The methods used to measure an ap-
25 prentice’s skills and competencies, which may

1 include an initial diagnostic assessment or as-
2 sessment of credentials that verify an individ-
3 ual’s foundational knowledge and skills that
4 would be needed to succeed in an apprentice-
5 ship program, and which shall include—

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

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

21 “(iii) in the case of a hybrid appren-
22 ticeship described in subparagraph (E)(iii),
23 a combination of a specified minimum
24 number of hours of on-the-job learning and
25 the successful demonstration of com-

1 petency, as described in subparagraph
2 (E)(i) and a work process schedule.

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

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

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

16 “(A) clearly identifies each interim creden-
17 tial;

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

24 “(C) establishes the process for assessing
25 an individual apprentice’s demonstration of

1 competency and measurable skill gains associ-
2 ated with the particular interim credential.

3 “(c) PRE-APPRENTICESHIP PROGRAM STANDARDS.—

4 In addition to the standards described in subsection (e),
5 a pre-apprenticeship program shall meet the following
6 standards:

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

14 “(2) The program—

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

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

23 “(C) demonstrates evidence of sufficient
24 demand in an apprenticeship program at the
25 completion of a pre-apprenticeship program to

1 support a transition from a pre-apprenticeship
2 to an apprenticeship; and

3 “(D) demonstrates partnerships with quali-
4 fied intermediaries or community-based organi-
5 zations.

6 “(3) The program includes a written plan devel-
7 oped by the sponsor that is reviewed and approved
8 by the sponsor to the agreement with the sponsor of
9 an apprenticeship program, that—

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

1 “(1) The program—

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

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

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

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

19 “(3) The program provides all individuals with
20 an equal opportunity to participate in the program
21 as described in subparagraphs (B) and (C) of sec-
22 tion 111(b)(7).

23 “(4) The program awards a certificate of com-
24 pletion in recognition of successful completion of the
25 program, evidenced by an appropriate certificate

1 issued by the registration agency, and in the case of
2 apprenticeships and youth apprenticeships, prepares
3 a program participant to obtain a recognized post-
4 secondary credential.

5 “(5) The program provides that an individual
6 who is to become a program participant under the
7 program enters into a written apprenticeship agree-
8 ment described in section 123 with the sponsor of
9 the program.

10 “(6) The ratio of program participants to su-
11 pervisors (such as journeyworkers, mentors, or on-
12 the-job learning instructors, as applicable) for the
13 apprenticeable occupation, that are based on evi-
14 dence-based and evidence-informed best practices for
15 supervision, training, safety, and continuity of em-
16 ployment, throughout the work processes of the pro-
17 gram, job site, department, or plant, appropriate for
18 the degree of hazard in different occupations, and
19 provisions in collective bargaining agreements, as ap-
20 plicable, except if such ratios are expressly prohib-
21 ited by the collective bargaining agreements.

22 **“SEC. 123. APPRENTICESHIP AGREEMENTS.**

23 “(a) IN GENERAL.—To ensure the standards de-
24 scribed in section 122 are applied to programs under the
25 national apprenticeship system, the Administrator shall

1 require a sponsor to develop an apprenticeship agreement
2 that shall—

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

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

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

7 and

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

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

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

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

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

24 “(C) that is a hybrid model, the minimum
25 number of hours to be spent by the program

1 participant in on-the-job learning and work
2 components and in related instruction, and a
3 description of the skill sets and competencies to
4 be attained by completion of the program;

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

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

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

23 “(5) demonstration of commitment to and com-
24 pliance with subparagraphs (B) and (C) of section
25 111(b)(7).

1 **“SEC. 124. REGISTRATION OF PROGRAMS UNDER THE NA-**
2 **TIONAL APPRENTICESHIP SYSTEM.**

3 “(a) PROGRAM REGISTRATION APPLICATION.—In
4 order to bring together employers and labor for the formu-
5 lation of programs under the national apprenticeship sys-
6 tem, the Administrator shall provide for the registration
7 of programs in which a sponsor applying to register a pro-
8 gram under the national apprenticeship system shall re-
9 quest registration of such program from a registration
10 agency by submitting the information required by the reg-
11 istration agency, including—

12 “(1) information demonstrating that each of
13 the requirements of section 122 will be met for the
14 program;

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

17 “(3) a written assurance that, if the program is
18 registered under this Act, the sponsor will admin-
19 ister the program in accordance with the require-
20 ments of this Act and comply with the requirements
21 of the apprenticeship agreement for each apprentice;
22 and

23 “(4) methods for reporting quarterly data de-
24 scribing the outcomes associated with the program
25 as required by the registration agency.

26 “(b) RECOGNITION AND REGISTRATION PROCESS.—

1 “(1) REVIEW AND APPROVAL PROCESS.—

2 “(A) PROVISIONAL APPROVAL REVIEW.—

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

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

22 “(i) if a registration agency con-
23 ducting a provisional review determines
24 that the program complies with the stand-
25 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 of a youth apprenticeship program,
2 section 116(b)(2)(A)(ii) of such Act
3 (29 U.S.C. 3141(b)(2)(A)(ii)), as ap-
4 plied to programs under the national
5 apprenticeship system; and

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

25 “(2) COMPREHENSIVE PROGRAM REVIEWS.—

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

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

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

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

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

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

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

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

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

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

20 “(c) SUBSEQUENT ACTION.—

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

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

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

10 “(i) is not in operation;

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

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

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

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

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

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

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

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

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

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

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

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

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

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

3 “(i) relates to an apprentice; and

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

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

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

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

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

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

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

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

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

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

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

21 “(2) the impact of the National Apprenticeship
22 Act of 2020 on the general effectiveness of programs
23 under the national apprenticeship system, including
24 the implementation of policies such as dual or con-

1 current enrollment programs, advanced standing, or
2 industry recognized apprenticeable occupations;

3 “(3) best practices in increasing nontraditional
4 apprenticeship populations’ participation in pro-
5 grams under the national apprenticeship system; and

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

8 “(d) REPORTS.—

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

12 “(A) an interim report containing findings
13 from the research; and

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

17 “(2) REPORTS TO CONGRESS.—Not later than
18 60 days after receipt of the interim report and final
19 report described in subparagraphs (A) and (B) of
20 paragraph (1), respectively, the Secretary shall sub-
21 mit each report to the Committee on Education and
22 Labor of the House of Representatives and the Com-
23 mittee on Health, Education, Labor, and Pensions
24 of the Senate.

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

5 **“Subtitle D—General Provisions**

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

7 “(a) OFFICE OF APPRENTICESHIP.—There are au-
8 thorized to be appropriated to carry out sections 111 and
9 112—

10 “(1) \$50,000,000 for fiscal year 2021;

11 “(2) \$60,000,000 for fiscal year 2022;

12 “(3) \$70,000,000 for fiscal year 2023;

13 “(4) \$80,000,000 for fiscal year 2024; and

14 “(5) \$90,000,000 for fiscal year 2025.

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

17 “(1) \$10,000,000 for fiscal year 2021;

18 “(2) \$12,000,000 for fiscal year 2022;

19 “(3) \$14,000,000 for fiscal year 2023;

20 “(4) \$16,000,000 for fiscal year 2024; and

21 “(5) \$18,000,000 for fiscal year 2025.

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

5 **“SEC. 201. GRANT REQUIREMENTS.**

6 “(a) AUTHORITY.—

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

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

14 “(i) to create new apprenticeship pro-
15 grams in a nontraditional apprenticeship
16 industry or occupation, such as for pro-
17 grams demonstrating demand in informa-
18 tion technology, energy, green jobs, ad-
19 vanced manufacturing, health care, or cy-
20 bersecurity;

21 “(ii) to expand existing apprenticeship
22 programs demonstrating labor market de-
23 mand;

24 “(iii) to create new or expand existing
25 pre-apprenticeship programs; or

1 “(iv) to create new or expand existing
2 youth apprenticeship programs.

3 “(B) ENCOURAGING EMPLOYER PARTICI-
4 PATION.—To encourage employer participation
5 in programs under the national apprenticeship
6 system—

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

19 “(ii) that are in high-need social serv-
20 ice-related industries, sectors, or occupa-
21 tions, such as direct care workers and
22 early childhood educators;

23 “(iii) that target individuals currently
24 or recently incarcerated; or

1 “(iv) among small- and medium-sized
2 employers.

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

5 “(i) to support national industry and
6 equity intermediaries in establishing or ex-
7 panding sector-based partnerships to sup-
8 port the delivery or expansion of programs
9 under the national apprenticeship system
10 to significant scale in the United States—

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

20 “(II) for nontraditional appren-
21 ticeship populations, women, minori-
22 ties, individuals with disabilities, and
23 individuals impacted by the criminal
24 or juvenile justice system; or

1 “(ii) to serve programs under the na-
2 tional apprenticeship system in a local or
3 regional setting.

4 “(D) EDUCATIONAL ALIGNMENT.—To
5 strengthen alignment between programs under
6 the national apprenticeship system and edu-
7 cation and training providers with secondary
8 and postsecondary education systems, including
9 degree and credential requirements.

10 “(2) DURATION.—

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

14 “(B) EXTENSION.—The eligible entity may
15 apply for, and the Administrator may grant, an
16 extension of the grant period for not more than
17 1 additional 2-year period, if the grant recipient
18 demonstrates to the Administrator that the re-
19 cipient—

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

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

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

4 “(b) FUNDING REQUIREMENTS.—

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

15 “(2) WAIVER.—The Administrator may waive
16 the requirement under paragraph (1) if the entity
17 demonstrates that exceptional circumstances prevent
18 the entity from meeting the requirement, such as
19 demonstrating that the entity serves a high propor-
20 tion of individuals with barriers to employment, or
21 due to exceptional or uncontrollable circumstances,
22 such as a natural disaster or a precipitous and un-
23 foreseen decline in the financial resources of the eli-
24 gible entity.

25 “(c) PRIORITY AND DISTRIBUTION.—

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

4 “(A) proposing to serve a high number or
5 high percentage of participants who are from
6 nontraditional apprenticeship populations; and

7 “(B) providing opportunities in high-wage,
8 high-skill, or in-demand sectors and occupa-
9 tions.

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

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

19 “(1) demonstrate a partnership with two or
20 more of the following:

21 “(A) a State or local workforce develop-
22 ment board or State or local workforce agency;

23 “(B) an education and training provider,
24 or a consortium thereof;

25 “(C) a State apprenticeship agency;

1 “(D) an Indian Tribe or Tribal organiza-
2 tion;

3 “(E) an industry or sector partnership, a
4 group of employers, a trade association, or a
5 professional association that sponsors or par-
6 ticipates in a program under the national ap-
7 prenticeship system;

8 “(F) a Governor;

9 “(G) a labor organization or joint-labor
10 management organization;

11 “(H) community-based organizations that
12 assist program participants in accessing sup-
13 portive services; or

14 “(I) a qualified intermediary; and

15 “(2) to the extent practicable, be part of an in-
16 dustry or sector partnership.

17 “(e) GENERAL APPLICATION REQUIREMENTS.—An
18 eligible entity applying for a grant under this section shall
19 submit to the Administrator a description of each of the
20 following:

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

23 “(2) Each entity with which the eligible entity
24 is partnered or engaged under subsection (d) and

1 the role of each such entity in carrying out activities
2 funded under this subsection.

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

5 “(A) to enroll, instruct, advance, and grad-
6 uate program participants served by the grant
7 activities, and enable the participants to gain
8 employment after program completion;

9 “(B) to support (including by providing
10 technical assistance) program sponsors and em-
11 ployers (especially small- and medium-sized
12 businesses) in the creation of, recruitment for,
13 and execution of programs under the national
14 apprenticeship system; and

15 “(C) to provide opportunities to rural com-
16 munities, as applicable.

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

19 “(A) the need to create or expand the pro-
20 gram; and

21 “(B) a plan to align the activities sup-
22 ported by the grant with the labor market
23 needs of high-skill, high-wage, or in-demand in-
24 dustry sectors or occupations.

25 “(5) A plan—

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

3 “(B) as appropriate, to coordinate activi-
4 ties assisted under the grant with activities car-
5 ried out under the Carl D. Perkins Career and
6 Technical Education Act of 2006 (20 U.S.C.
7 2301 et seq.), the Elementary and Secondary
8 Education Act of 1965 (20 U.S.C. 6301 et
9 seq.), the Higher Education Act of 1965 (20
10 U.S.C. 1001 et seq.), the Workforce Innovation
11 and Opportunity Act (29 U.S.C. 3101 et seq.),
12 and any related Federal programs and if appro-
13 priate, how funds provided under these pro-
14 grams will be leveraged in support of the pro-
15 grams supported by this grant;

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

19 “(D) to continue the program after the
20 grant period ends; and

21 “(E) to recruit and retain program partici-
22 pants for pre-apprenticeship, youth apprentice-
23 ship, and apprenticeship programs, including
24 from nontraditional apprenticeship populations,
25 such as women, minorities, individuals with dis-

1 abilities, individuals impacted by the criminal or
2 juvenile justice system, and individuals with
3 barriers to employment, and how such plan will
4 support the eligible entity in meeting the equal
5 opportunity requirements for diversity described
6 in subparagraphs (B) and (C) of section
7 111(b)(7) and section 113(c)(5), as applicable.

8 “(6) For any grants expanding existing pro-
9 grams under the national apprenticeship system, a
10 description of—

11 “(A) a plan to coordinate the activities car-
12 ried out under the grant with the existing pro-
13 gram; and

14 “(B) the effectiveness of the program, in-
15 cluding demonstrations of programmatic com-
16 ponents such as program costs to employers
17 and to program participants, completion and
18 placement rates, credential attainment, diversity
19 in populations served, or services provided to
20 employers and program participants.

21 “(7) A description of potential program partici-
22 pants and strategies to support the recruitment, re-
23 tention, and completion of such participants, includ-
24 ing nontraditional apprenticeship populations and in-

1 individuals with barriers to employment, to the extent
2 practicable.

3 “(8) A description of strategies to recruit and
4 support employers involved in programs under the
5 national apprenticeship system.

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

7 “(A) provide information to the Adminis-
8 trator, as requested, for any such evaluations as
9 the Administrator may carry out;

10 “(B) make program performance outcome
11 data available (in accordance with applicable
12 data privacy laws, including section 444 of the
13 General Education Provisions Act (20 U.S.C.
14 1232g) and section 4 of this Act) to inde-
15 pendent evaluators to enable the evaluators to
16 prepare the evaluations and research reports
17 described in section 203(a)(1); and

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

22 “(f) ADDITIONAL APPLICATION REQUIREMENTS.—
23 The Administrator shall require an eligible entity applying
24 for a grant under this title to include as part of their ap-

1 plication in subsection (e) the following information, as
2 applicable:

3 “(1) CREATION AND EXPANSION ACTIVITIES.—

4 “(A) NEW APPRENTICESHIP PROGRAMS.—

5 An eligible entity applying to create new ap-
6 prenticeship programs and carry out activities
7 in accordance with subsection (a)(1)(A)(i) shall
8 include as part of their application a description
9 of—

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

12 “(ii) employers engaged in the pro-
13 gram creation and implementation.

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

21 “(C) CREATING OR EXPANDING PRE-AP-
22 PRENTICESHIP PROGRAMS.—An eligible entity
23 applying to create or expand pre-apprenticeship
24 programs and carry out activities in accordance

1 with subsection (a)(1)(A)(iii) shall include as
2 part of their application a description of—

3 “(i) a partnership between the eligible
4 entity and at least one apprenticeship pro-
5 gram; and

6 “(ii) existing partnerships with em-
7 ployers acting in either an advisory capac-
8 ity or actively participating in the pre-ap-
9 prenticeship program.

10 “(D) CREATING OR EXPANDING YOUTH
11 APPRENTICESHIP PROGRAMS.—An eligible enti-
12 ty applying to create or expand youth appren-
13 ticeship programs and carry out activities in ac-
14 cordance with subsection (a)(1)(A)(iv) shall in-
15 clude as part of their application a description
16 of—

17 “(i) an existing partnership with at
18 least one high school offering related in-
19 struction for the youth apprenticeship pro-
20 gram, with existing integration into the
21 academic content of the high school di-
22 ploma requirements, or with demonstrated
23 plans for integration of related instruction
24 into the high school curriculum; and

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

5 “(2) ENCOURAGING EMPLOYER PARTICIPA-
6 TION.—

7 “(A) INDIVIDUALS WITH BARRIERS TO EM-
8 PLOYMENT.—An eligible entity applying to tar-
9 get individuals with barriers to employment for
10 apprenticeship, youth apprenticeship, or pre-ap-
11 prenticeship programs and carry out activities
12 in accordance with subsection (a)(1)(B)(i) shall
13 include as part of their application a description
14 of—

15 “(i) specific strategies to target both
16 individuals with barriers to employment
17 and employers for participation in the pro-
18 gram; and

19 “(ii) partnerships with organizations
20 that assist program participants in access-
21 ing supportive services to support recruit-
22 ment, retention, and completion of the pro-
23 gram by program participants.

24 “(B) HIGH-NEED SOCIAL SERVICE-RE-
25 LATED INDUSTRIES.—An eligible entity apply-

1 ing to offer pre-apprenticeship, youth appren-
2 ticeship, or apprenticeship programs in high-
3 need social service-related industries, sectors, or
4 occupations and carry out activities in accord-
5 ance with subsection (a)(1)(B)(ii) shall include
6 as part of their application a description of
7 wages and benefits offered to program partici-
8 pants.

9 “(C) INDIVIDUALS CURRENTLY OR RE-
10 CENTLY INCARCERATED.—An eligible entity ap-
11 plying to target individuals currently or recently
12 incarcerated and establish or carry out pre-ap-
13 prenticeship programs and apprenticeship pro-
14 grams in accordance with subsection
15 (a)(1)(B)(iii) shall include as part of their ap-
16 plication a description of—

17 “(i) a plan to assist the program par-
18 ticipants in obtaining the documentation
19 and work authorization necessary to par-
20 ticipate in such program;

21 “(ii) partnerships with organizations
22 that will assist program participants in ac-
23 cessing activities to improve financial lit-
24 eracy and supportive services;

1 “(iii) how the assessments used to
2 support the placement of potential pro-
3 gram participants into a program accu-
4 rately reflect the participants’ skills and
5 competencies;

6 “(iv) a plan to provide information
7 about resources to program participants to
8 address mental health or substance abuse
9 issues;

10 “(v) partnerships with organizations
11 that support—

12 “(I) the transition from incarcer-
13 ation to re-entry, such as assistance
14 with housing, transportation, and
15 legal services; and

16 “(II) successful completion of an
17 apprenticeship or pre-apprenticeship
18 program;

19 “(vi) wages and benefits offered to
20 program participants that are commensu-
21 rate with wages for similar work in the
22 State or local area, as allowable; and

23 “(vii) alignment and necessary sup-
24 ports to comply with and receive the bene-
25 fits of the Federal Bonding Program and

1 the Prison Industry Enhancement Certifi-
2 cation Program for employers participating
3 in apprenticeship programs.

4 “(D) SMALL- AND MEDIUM-SIZED EMPLOY-
5 ERS.—An eligible entity applying to engage
6 small- and medium-sized employers and carry
7 out activities in accordance with subsection
8 (a)(1)(B)(iv) shall include as part of their ap-
9 plication a description of demonstrated success
10 in engaging small- and medium-sized employers
11 and the ability to recruit new employers to par-
12 ticipate in related partnerships or programs,
13 such as small businesses owned or controlled by
14 women, minorities, or veterans.

15 “(3) INTERMEDIARY GRANTS.—

16 “(A) SUPPORTING NATIONAL INDUSTRY
17 AND EQUITY INTERMEDIARIES.—An eligible en-
18 tity applying to carry out activities in accord-
19 ance with subsection (a)(1)(C)(i) shall include
20 as part of their application a description of the
21 ability of such entity to convene a diverse group
22 of industry specific stakeholders for the pur-
23 poses of developing or expanding programs, in-
24 cluding employers, workforce development orga-
25 nizations, industry associations, labor groups,

1 and education and training providers at a na-
2 tional level or with national reach.

3 “(B) SERVING PROGRAMS IN A LOCAL OR
4 REGIONAL SETTING.—An eligible entity apply-
5 ing to carry out activities in accordance with
6 subsection (a)(1)(C)(ii) shall include as part of
7 their application a description of how such enti-
8 ty will—

9 “(i) engage employers, especially
10 small- and medium-sized businesses, in the
11 formation or ongoing development of in-
12 dustry or sector partnerships and pro-
13 grams in the national apprenticeship sys-
14 tem;

15 “(ii) identify the industry or sector
16 partnerships that will be served, and dem-
17 onstrate alignment to high-skill, high-wage,
18 or in-demand industry sectors or occupa-
19 tions;

20 “(iii) leverage additional resources, in-
21 cluding funding provided by Federal and
22 non-Federal resources; and

23 “(iv) provide services to program
24 sponsors and program participants.

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

5 “(A) a demonstration of a partnership
6 with—

7 “(i)(I) no less than three sponsors or
8 employers; or

9 “(II) an industry or sector partner-
10 ship; and

11 “(ii) at least 1 of the following—

12 “(I) an educational service agen-
13 cy;

14 “(II) a high school;

15 “(III) a local educational agency;

16 “(IV) State educational agency;

17 “(V) an Indian Tribe, Tribal or-
18 ganization, Tribal educational agency,
19 Tribally controlled college or univer-
20 sity, or Tribally controlled postsec-
21 ondary career and technical institu-
22 tion, as applicable;

23 “(VI) a postsecondary edu-
24 cational institution; or

1 “(VII) a State higher education
2 agency; and

3 “(B) a commitment to establishing or ex-
4 panding the alignment of the related instruction
5 to—

6 “(i) the requirements for a high
7 school diploma, which may be fulfilled
8 through a dual or concurrent enrollment
9 program; or

10 “(ii) the requirements for a recognized
11 postsecondary credential, including the de-
12 gree requirements for an associate’s or
13 bachelor’s degree.

14 **“SEC. 202. USES OF FUNDS.**

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

17 “(1) shall use at least 5 percent of the grant
18 funds to provide direct financial assistance to ap-
19 prentices, pre-apprentices, or youth apprentices
20 through emergency grants to support their financial
21 needs to enter, remain enrolled in, and complete
22 such program, such as support for the related costs
23 of supplies and equipment, courses, transportation,
24 child care, and housing; and

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

3 “(A) To establish or expand partnerships
4 with organizations that provide program partici-
5 pants access to financial planning, mentoring,
6 and supportive services that are necessary to
7 enable an individual to participate in and com-
8 plete a program under the national apprentice-
9 ship system.

10 “(B) To conduct outreach and recruitment
11 activities, including assessments of potential
12 participants for, and enrollment of participants
13 in, a program under the national apprenticeship
14 system.

15 “(C) To conduct outreach, engagement, re-
16 cruitment, and coordination of activities with
17 employers, industry associations, labor and
18 labor-management organizations, qualified
19 intermediaries, education and training pro-
20 viders, State or local workforce agencies, poten-
21 tial sponsors, community-based organizations,
22 communities with high numbers or percentages
23 of nontraditional apprenticeship populations,
24 small- and medium-sized businesses, or rural
25 communities to establish or expand industry or

1 sector partnerships and opportunities under the
2 national apprenticeship system.

3 “(D) To carry out grant requirements, in-
4 cluding program evaluation and reporting re-
5 quirements.

6 “(E) To conduct any activities as described
7 in the application that would advance the pur-
8 poses of the grant.

9 “(b) ADDITIONAL USES OF FUNDS.—

10 “(1) CREATION OR EXPANSION ACTIVITIES.—

11 “(A) APPRENTICESHIP PROGRAM CRE-
12 ATION.—An eligible entity that receives funds
13 under section 201(a)(1)(A)(i) shall use such
14 funding to create and implement an apprentice-
15 ship program, which may include—

16 “(i) creating and providing training
17 and related instruction based on employer
18 engagement;

19 “(ii) applying apprenticeship frame-
20 works as described in section 111(b)(5)(C)
21 to the State or local labor market and em-
22 ployer needs; or

23 “(iii) aligning the new program with
24 existing apprenticeship programs.

1 “(B) APPRENTICESHIP PROGRAM EXPAN-
2 SION.—An eligible entity that receives funds
3 under section 201(a)(1)(A)(ii) shall use such
4 funds to expand an existing apprenticeship pro-
5 gram, which may include—

6 “(i) expanding and enhancing related
7 instruction;

8 “(ii) conducting outreach to and en-
9 gagement with employers for the purposes
10 of program expansion, including creation
11 of new or expansion of existing industry or
12 sector partnerships;

13 “(iii) preparing additional instructors
14 or mentors needed for program expansion;

15 “(iv) building awareness of appren-
16 ticeship program opportunities for State or
17 local workforce development, education,
18 and economic development entities; and

19 “(v) providing commensurate wages to
20 wages for on-the-job training for program
21 participants during related instruction, as
22 applicable.

23 “(C) PRE-APPRENTICESHIP PROGRAMS.—
24 An eligible entity that receives funds under sec-
25 tion 201(a)(1)(A)(iii) shall use such funds to

1 create a new pre-apprenticeship program or ex-
2 pand an existing pre-apprenticeship program,
3 which may include—

4 “(i) coordinating pre-apprenticeship
5 program activities with an apprenticeship
6 program in a high-skill, high-wage, or in-
7 demand industry sector or occupation, in-
8 cluding the creation or expansion of work-
9 based learning opportunities, and articula-
10 tion agreements for those who successfully
11 complete a pre-apprenticeship to earn aca-
12 demic credit and enroll in an apprentice-
13 ship program;

14 “(ii) creating, expanding, or inte-
15 grating related instruction and work-based
16 learning, which may include training in the
17 workplace and supporting partnerships to
18 create opportunities for pre-apprentices to
19 earn credit at a postsecondary educational
20 institution for skills and competencies ac-
21 quired during the pre-apprenticeship pro-
22 gram;

23 “(iii) providing participants with ca-
24 reer exploration and career planning activi-
25 ties and with exploration of postsecondary

1 opportunities including apprenticeship pro-
2 grams;

3 “(iv) with respect to participants
4 without a high school diploma or a gen-
5 erally recognized equivalent, paying the
6 costs affiliated with acquiring such equiva-
7 lent, and the costs of any related assess-
8 ments of potential pre-apprentices or active
9 pre-apprentices, including those that would
10 verify the attainment of foundational
11 knowledge and skills necessary to succeed
12 in an apprenticeship program;

13 “(v) development or expansion of
14 partnerships with organizations that assist
15 program participants in accessing sup-
16 portive services, which may include the 12-
17 month period after the conclusion of a pre-
18 apprenticeship program;

19 “(vi) providing commensurate wages
20 to the linked apprenticeship program for
21 pre-apprentices as they participate in and
22 complete the pre-apprenticeship program,
23 as appropriate;

1 “(vii) paying the cost of related in-
2 struction associated with the pre-appren-
3 ticeship program, as appropriate; or

4 “(viii) creating or expanding industry
5 or sector partnerships to support the pre-
6 apprenticeship program and to provide ad-
7 ditional opportunities to the pre-appren-
8 tices.

9 “(D) YOUTH APPRENTICESHIP PRO-
10 GRAMS.—An eligible entity that receives funds
11 under section 201(a)(1)(A)(iv) shall use such
12 funds to create a new youth apprenticeship pro-
13 gram or expand an existing youth apprentice-
14 ship program, which may include—

15 “(i) paying for the costs associated
16 with curriculum development and align-
17 ment of that curriculum with recognized
18 postsecondary credentials including indus-
19 try-recognized credentials, high school
20 graduation requirements, and related in-
21 struction, including curriculum develop-
22 ment for dual or concurrent enrollment;

23 “(ii) providing employers technical as-
24 sistance to support the participation of
25 youth apprentices under the age 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 or wages for program partici-
19 pants during related instruction; and

20 “(iii) establishing or expanding part-
21 nerships with organizations that assist pro-
22 gram participants in accessing supportive
23 services to support recruitment, retention,
24 and completion, including providing sup-
25 plies and equipment necessary to begin a

1 program under the national apprenticeship
2 system.

3 “(B) HIGH-NEED SOCIAL SERVICE-RE-
4 LATED INDUSTRIES.—An eligible entity that re-
5 ceives funds under section 201(a)(1)(B)(ii)
6 shall use such funds to incentivize employer
7 participation in programs under the national
8 apprenticeship system in high need social serv-
9 ice-related industries, sectors, or occupations,
10 which may include—

11 “(i) providing financial assistance to
12 employers to support costs related to the
13 program, such as training incumbent work-
14 ers as mentors, or employees providing on-
15 the-job training;

16 “(ii) supporting the cost of related in-
17 struction or wages for program partici-
18 pants during related instruction;

19 “(iii) establishing or expanding part-
20 nerships with organizations that assist pro-
21 gram participants in accessing supportive
22 services to support recruitment, retention,
23 and completion, including providing sup-
24 plies and equipment necessary to begin a

1 program under the national apprenticeship
2 system; or

3 “(iv) aligning such program with ca-
4 reer pathways and opportunities for ad-
5 vancement along such career pathways.

6 “(C) INDIVIDUALS IMPACTED BY THE JUS-
7 TICE SYSTEM.—An eligible entity that receives
8 funds under section 201(a)(1)(B)(iii) shall use
9 such funds to incentivize employer participation
10 in programs under the national apprenticeship
11 system that target individuals impacted by the
12 criminal or juvenile justice system, which may
13 include—

14 “(i) providing financial assistance to
15 employers to support costs related to the
16 program, such as training incumbent work-
17 ers as mentors or employees supervising
18 the on-the-job learning; or

19 “(ii) supporting the cost of related in-
20 struction or wages for program partici-
21 pants during related instruction.

22 “(D) IN-DEMAND INDUSTRY SECTOR OR
23 OCCUPATION GRANTS FOR SMALL- AND ME-
24 DIUM-SIZED BUSINESSES.— An eligible entity
25 that receives funds under section

1 201(a)(1)(B)(iv) shall use such funds to en-
2 courage participation of small- and medium-
3 sized businesses in programs under the national
4 apprenticeship system, which may include—

5 “(i) providing financial assistance to
6 employers to support costs related to the
7 program, such as training incumbent work-
8 ers as mentors or employees supervising
9 the on-the-job learning;

10 “(ii) supporting the cost of related in-
11 struction or wages for program partici-
12 pants during related instruction;

13 “(iii) providing technical assistance to
14 small- and medium-sized businesses on the
15 program registration process and
16 leveraging other available funds to support
17 carrying out programs supported by this
18 grant; or

19 “(iv) establishing or expanding part-
20 nerships to support program development
21 or expansion, including establishing or ex-
22 panding industry or sector partnerships to
23 ensure inclusion of small- and medium-
24 sized businesses.

25 “(3) INTERMEDIARY GRANTS.—

1 “(A) NATIONAL INDUSTRY AND EQUITY
2 INTERMEDIARIES.—An eligible entity that re-
3 ceives funds under section 201(a)(1)(C)(i) shall
4 use such funds to carry out activities at a na-
5 tional and regional level to support the pro-
6 motion and expansion of industry or equity
7 intermediaries, which may include—

8 “(i) creating partnerships and
9 leveraging collaborations with employers,
10 workforce development organizations, in-
11 dustry associations, labor organizations,
12 and education and training providers to
13 help multiple employers make education
14 and training more affordable and accel-
15 erate the expansion of programs under the
16 national apprenticeship system nationwide;

17 “(ii) assisting employers in expanding
18 programs, starting new programs, and
19 working together to create a pipeline of
20 skilled workers;

21 “(iii) increasing the participation and
22 completion of nontraditional apprenticeship
23 populations in programs under the national
24 apprenticeship system, which may in-
25 clude—

1 “(I) supporting the development,
2 implementation, and scaling of plans
3 and practices; and

4 “(II) identifying, developing, and
5 disseminating effective program tools
6 and strategies;

7 “(iv) providing national activities to
8 increase awareness and access to pro-
9 grams, including strategic marketing and
10 outreach, technology improvements, and
11 innovations that make it easier for employ-
12 ers to start programs and for individuals
13 to connect with program opportunities;

14 “(v) developing and disseminating
15 training or related instruction associated
16 with the program or for curriculum im-
17 provements that align with the require-
18 ments of the program and learning assess-
19 ments; or

20 “(vi) providing industry employees or
21 potential employees with a clear under-
22 standing of future career paths and the
23 skills needed to succeed, along with cost ef-
24 fective ways of acquiring those skills

1 through youth apprenticeship, pre-appren-
2 ticeship, or apprenticeship programs.

3 “(B) LOCAL INTERMEDIARIES.—An eligi-
4 ble entity that receives funds under section
5 201(a)(1)(C)(ii) may use such funds to carry
6 out activities at a local or regional level to sup-
7 port the promotion and expansion of programs
8 under the national apprenticeship system, which
9 may include—

10 “(i) providing training or related in-
11 struction associated with the programs or
12 for curriculum improvements that align
13 with the requirements of the programs and
14 learning assessments;

15 “(ii) engaging with local education
16 and training providers to support related
17 instruction aligned with the needs of high-
18 skill, high-wage, or in-demand industry
19 sectors and occupations, and to the extent
20 practicable, support the provision of aca-
21 demic credit for related instruction;

22 “(iii) providing services, including
23 business engagement, classroom instruc-
24 tion, and development of partnerships with
25 organizations that assist program partici-

1 pants in accessing supportive services
2 (which may include the 12-month period
3 after the conclusion of the other activities
4 in the youth apprenticeship and pre-ap-
5 prenticeship programs involved);

6 “(iv) providing technical assistance on
7 the registration process for a sponsor of a
8 youth apprenticeship, pre-apprenticeship,
9 or apprenticeship program;

10 “(v) connecting businesses with edu-
11 cation and training providers to develop re-
12 lated instruction to complement the on-the-
13 job learning portion of a youth apprentice-
14 ship, pre-apprenticeship, or apprenticeship
15 program;

16 “(vi) providing training to employees
17 to serve as on-the-job trainers or mentors
18 to program participants; and

19 “(vii) providing career exposure, ca-
20 reer planning, and career awareness activi-
21 ties.

22 “(4) EDUCATIONAL ALIGNMENT GRANTS.—An
23 eligible entity that receives funds under section
24 201(a)(1)(D) shall use such funds to strengthen
25 alignment between programs under the national ap-

1 prenticeship system and education and training pro-
2 viders with secondary and postsecondary education
3 systems, including degree and credential require-
4 ments, which may include—

5 “(A) creating and aligning the related in-
6 struction to requirements for a high school di-
7 ploma or an associate’s or bachelor’s degree, in-
8 cluding through—

9 “(i) dual enrollment and credit articu-
10 lation for youth apprenticeship programs;

11 “(ii) articulation agreements; or

12 “(iii) credit transfer agreements;

13 “(B) creating or expanding career path-
14 ways aligned with pre-apprenticeship, youth ap-
15 prenticeship, or apprenticeship programs;

16 “(C) providing professional development
17 for teachers, career guidance and academic
18 counselors, school leaders, administrators, spe-
19 cialized instructional support personnel, and
20 paraprofessionals to build an understanding of
21 opportunities in the national apprenticeship sys-
22 tem available to students and to incorporate
23 such opportunities into academic content and
24 offerings;

1 “(D) offering prior learning assessments,
2 which may include credit for prior learning to
3 grant advanced standing in a program under
4 the national apprenticeship system and credit
5 towards an associate’s or bachelor’s degree;

6 “(E) maintaining a connection between a
7 pre-apprenticeship or youth apprenticeship pro-
8 gram and an apprenticeship program; and

9 “(F) providing training for instructors or
10 mentors.

11 **“SEC. 203. GRANT EVALUATIONS.**

12 “(a) RECIPIENT REPORTS.—Each recipient of a
13 grant under this section shall—

14 “(1) provide for an independent evaluation of
15 the activities carried out under this title during the
16 grant period;

17 “(2) provide for an annual report and for a
18 final report at the conclusion of the grant period,
19 which include—

20 “(A) a description of how the funds re-
21 ceived through the grant were used and how the
22 uses of funds aligned with the description in the
23 application specified in section 201(e)(5)(C);

24 “(B) in the case of an eligible entity that
25 is required to report data under section

1 131(b)(1), the data collected under such section
2 for the grant period;

3 “(C) the total number of active program
4 participants served by each of the grant pro-
5 grams;

6 “(D) the total number that obtained un-
7 subsidized employment in a field related to the
8 apprenticeable occupation;

9 “(E) the total number of program partici-
10 pants that completed the program in which they
11 were enrolled;

12 “(F) the average time to completion for
13 each program as compared to the program
14 standards description under paragraphs (1) and
15 (2) of section 123(b);

16 “(G) the average cost per participant dur-
17 ing the most recent program year and the 3
18 preceding program years;

19 “(H) the percentage of participants who
20 received support services; and

21 “(I) the disaggregation of performance
22 data described in subparagraphs (A) through
23 (H)—

1 “(i) by the program type (apprentice-
2 ship, youth apprenticeship, or pre-appren-
3 ticeship program) involved; and

4 “(ii) by race, ethnicity, sex, age, and
5 membership in a population specified in
6 section 3(24) of the Workforce Innovation
7 and Opportunity Act (29 U.S.C.
8 3102(24)); and

9 “(3) submit each report under paragraph (2)—

10 “(A) to the registration agency; and

11 “(B) to the Administrator.

12 “(b) ADMINISTRATOR EVALUATIONS.—

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

15 “(A) not later than 36 months after the
16 date of enactment of the National Apprentice-
17 ship Act of 2020, an interim evaluation on the
18 activities carried out under grants awarded
19 under this section; and

20 “(B) not later than 60 months after the
21 date of enactment of the National Apprentice-
22 ship Act of 2020, a final evaluation containing
23 the results of the grant activities.

24 “(2) CONTENTS.—Such evaluations shall ad-
25 dress, for the activities carried out under each grant

1 awarded under this section, the general effectiveness
2 of the activities in relation to their cost, including
3 the extent to which the activities—

4 “(A) improve the participation in, reten-
5 tion in, and completion of youth apprenticeship,
6 pre-apprenticeship, and apprenticeship pro-
7 grams by nontraditional apprenticeship popu-
8 lations;

9 “(B) to the extent feasible, increase the
10 levels of total employment, of attainment of rec-
11 ognized postsecondary credentials, and of meas-
12 urable skills, above the levels that would have
13 existed in the absence of such activities;

14 “(C) respond to the needs reflected in
15 State, regional, or local labor market data;

16 “(D) align with high-skill, high-wage, or
17 in-demand industries or occupations; and

18 “(E) reach a wide variety of industry sec-
19 tors and occupations;

20 “(3) REPORTS TO CONGRESS.—Not later than
21 60 days after the completion of the interim evalua-
22 tion and the final evaluation described in this sec-
23 tion, the Administrator shall submit to the Com-
24 mittee on Education and Labor of the House of
25 Representatives and the Committee on Health, Edu-

1 cation, Labor, and Pensions of the Senate a report
2 summarizing the findings of the interim evaluations
3 and a report summarizing the final evaluations.

4 “(4) PUBLIC ACCESS.—The Administrator shall
5 make the interim and final reports available on a
6 publicly accessible website not later than 60 days
7 after the completion of the interim report and the
8 final report.

9 **“SEC. 204. GRANT APPROPRIATIONS.**

10 “There are authorized to be appropriated to carry out
11 this title:

12 “(1) \$400,000,000 for fiscal year 2021;

13 “(2) \$500,000,000 for fiscal year 2022;

14 “(3) \$600,000,000 for fiscal year 2023;

15 “(4) \$700,000,000 for fiscal year 2024; and

16 “(5) \$800,000,000 for fiscal year 2025.”.

17 **SEC. 4. CONFORMING AMENDMENTS.**

18 (a) AMERICAN COMPETITIVENESS AND WORKFORCE
19 IMPROVEMENT ACT OF 1998.—Section 414(c) of the
20 American Competitiveness and Workforce Improvement
21 Act of 1998 (29 U.S.C. 2916a) is repealed.

22 (b) IMMIGRATION AND NATIONALITY ACT.—Section
23 286(s)(2) of the Immigration and Nationality Act (8
24 U.S.C. 1356(s)(2)) is amended—

1 (1) in the heading, by striking “for job train-
2 ing” and inserting “for programs under the national
3 apprenticeship system”; and

4 (2) by striking “for demonstration programs
5 and projects described in section 414(c) of the
6 American Competitiveness and Workforce Improve-
7 ment Act of 1998” and inserting “to carry out title
8 II of the National Apprenticeship Act”.