

[DISCUSSION DRAFT]

116TH CONGRESS
2^D SESSION

H. R. _____

To amend the National Apprenticeship Act and expand the national apprenticeship system to include apprenticeships, youth apprenticeships and pre-apprenticeship registered under this Act, 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 this Act, and for other purposes.

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

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “National Apprentice-
5 ship Act of 2020”.

1 **SEC. 2. EFFECTIVE DATE.**

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

4 **SEC. 3. AMENDMENT.**

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

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

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

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

- “Sec. 1. Short title; table of contents.
- “Sec. 2. Definitions.
- “Sec. 3. Transition provisions.
- “Sec. 4. Disaggregation of data.

“TITLE I—PROMOTING APPRENTICESHIPS

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

- “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 as youth apprenticeship, pre-apprentice-
ship, and apprenticeship programs.

“Subtitle C—Evaluations and Research

- “Sec. 131. Program evaluations.
- “Sec. 132. National apprenticeship system evaluation and 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), or any
6 person specifically designated by the Administrator
7 to carry out the provisions of this Act.

8 “(2) APPRENTICE.—The term ‘apprentice’
9 means a program participant in an apprenticeship
10 program.

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

14 “(A) an apprentice, a youth apprentice, or
15 a pre-apprentice; and

16 “(B) a sponsor.

17 “(4) APPRENTICESHIP HUB.—The term ‘ap-
18 prenticeship hub’ means a regional or sectoral quali-
19 fied intermediary recognized by a State apprentice-
20 ship agency or a State Office of Apprenticeship as

1 organizing and providing activities and services re-
2 lated to the development of programs under the na-
3 tional apprenticeship system.

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

8 “(6) APPRENTICESHIP PROGRAM.—The term
9 ‘apprenticeship program’ means a program that
10 meets the standards described in section 122(b) and
11 is registered under this Act.

12 “(7) COMPETENCY.—The term ‘competency’
13 means the attainment of knowledge, skills, and abili-
14 ties in a subject area, as specified by an occupa-
15 tional skill standard and demonstrated by an appro-
16 priate written and hands-on proficiency measure-
17 ment.

18 “(8) DEPARTMENT.—The term ‘Department’
19 means the Department of Labor.

20 “(9) EDUCATION AND TRAINING PROVIDER.—
21 The term ‘education and training provider’ means—

22 “(A) an area career and technical edu-
23 cation school;

24 “(B) an early college high school;

25 “(C) an educational service agency;

1 “(D) a high school;

2 “(E) a local educational agency or State
3 educational agency;

4 “(F) an Indian Tribe, Tribal organization,
5 or Tribal educational agency;

6 “(G) a postsecondary educational institu-
7 tion;

8 “(H) a minority-serving institution (as de-
9 scribed in any of paragraphs (1) through (7) of
10 section 371(a) of the Higher Education Act of
11 1965 (20 U.S.C. 1067q(a));

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

15 “(J) a local agency administering plans
16 under title I of the Rehabilitation Act of 1973
17 (29 U.S.C. 720 et seq.), other than section 112
18 or part C of that title (29 U.S.C. 732, 741);

19 “(K) a related instruction provider, as ap-
20 proved by a registration agency; or

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

23 “(10) ELIGIBLE ENTITY.—

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

1 “(i) a program sponsor;

2 “(ii) a State workforce development
3 board or State workforce agency, or a local
4 workforce development board or local
5 workforce development agency;

6 “(iii) a postsecondary educational in-
7 stitution, or a consortium thereof;

8 “(iv) if the applicant is in a State
9 with a State apprenticeship agency, such
10 State apprenticeship agency;

11 “(v) an Indian Tribe, Tribal organiza-
12 tion, or Tribal educational agency;

13 “(vi) an industry or sector partner-
14 ship, a group of employers, a trade asso-
15 ciation, or a professional association that
16 sponsors or participates in a program
17 under the national apprenticeship system;

18 “(vii) a Governor;

19 “(viii) a labor organization associated
20 with the apprenticeable occupation of the
21 program under the national apprenticeship
22 system involved; or

23 “(ix) a qualified intermediary.

24 “(B) SPONSOR REQUIREMENT.—Not fewer
25 than one entity under subparagraph (A) shall

1 be the sponsor of a program under the national
2 apprenticeship system.

3 “(11) INDIAN TRIBE; TRIBAL ORGANIZATION.—
4 The terms ‘Indian Tribe’ and ‘Tribal organization’
5 have the meaning given the terms (without regard to
6 capitalization) in section 4 of the Indian Self-Deter-
7 mination and Education Assistance Act (25 U.S.C.
8 450b).

9 “(12) INTERIM CREDENTIAL.—The term ‘in-
10 terim credential’ means a credential issued by a reg-
11 istration agency, upon request of the appropriate
12 sponsor, as certification of competency attainment
13 by an apprentice.

14 “(13) JOURNEYWORKER.—The term
15 ‘journeyworker’ means a worker who has attained a
16 level of skill, abilities, and competencies recognized
17 within an industry as having mastered the skills and
18 competencies required for the occupation.

19 “(14) NATIONAL APPRENTICESHIP SYSTEM.—
20 The term ‘national apprenticeship system’ means the
21 apprenticeship programs, youth apprenticeship pro-
22 grams, and pre-apprenticeship programs that meet
23 the requirements of this Act.

24 “(15) NONTRADITIONAL APPRENTICESHIP POP-
25 ULATION.—The term ‘nontraditional apprenticeship

1 population' means a group of individuals (such as a
2 group of individuals from the same gender or race)
3 the members of which comprise fewer than 25 per-
4 cent of the individuals participating in a program
5 under the national apprenticeship system.

6 “(16) NONTRADITIONAL APPRENTICESHIP IN-
7 DUSTRY OR OCCUPATION.—The term ‘nontraditional
8 apprenticeship industry or occupation’ refers to an
9 industry sector or occupation that represents fewer
10 than 10 percent of apprenticeable occupations or the
11 programs under the national apprenticeship system.

12 “(17) PRE-APPRENTICE.—The term ‘pre-ap-
13 prentice’ means a program participant in a pre-ap-
14 prenticeship program.

15 “(18) PRE-APPRENTICESHIP PROGRAM.—The
16 term ‘pre-apprenticeship program’ means a training
17 model or program that—

18 “(A) prepares individuals for acceptance
19 into an apprenticeship program;

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

22 “(C) is registered under this Act.

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

1 “(20) QUALIFIED INTERMEDIARY.—

2 “(A) IN GENERAL.—The term ‘qualified
3 intermediary’ means an entity that dem-
4 onstrates expertise in building, connecting, sus-
5 taining, and measuring the performance of
6 partnerships described in subparagraph (B) and
7 serves program participants and employers
8 by—

9 “(i) connecting employers to programs
10 under the national apprenticeship system;

11 “(ii) assisting in the design and imple-
12 mentation of such programs, including cur-
13 riculum development and delivery for re-
14 lated instruction;

15 “(iii) supporting entities, sponsors, or
16 program administrators in meeting the
17 registration and reporting requirements of
18 this Act;

19 “(iv) providing professional develop-
20 ment activities such as training to men-
21 tors;

22 “(v) connecting students or workers to
23 programs under the national apprentice-
24 ship system;

1 “(vi) developing and providing person-
2 alized program participant supports, in-
3 cluding by partnering with organizations to
4 provide access to or referrals for supportive
5 services and financial advising;

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

11 “(viii) serving as a program sponsor.

12 “(B) PARTNERSHIPS.—The partnerships
13 described in subparagraph (A) means partner-
14 ships among entities involved in programs
15 under the national apprenticeship system, in-
16 cluding—

17 “(i) industry or sector partnerships;

18 “(ii) partnerships among employers,
19 joint labor-management organizations,
20 labor organizations, community-based or-
21 ganizations, State or local workforce devel-
22 opment boards, education and training
23 providers, social service organizations, eco-
24 nomic development organizations, Indian
25 Tribes or Tribal organizations, or one-stop

1 operators, or one-stop partners, in the
2 State workforce development system; or

3 “(iii) partnerships among one or more
4 of the entities described in clauses (i) and
5 (ii).

6 “(21) **RECOGNIZED POSTSECONDARY CREDEN-**
7 **TIAL.**—The term ‘recognized postsecondary creden-

8 tial’ has the meaning given the term in section 3 of
9 the Workforce Innovation and Opportunity Act, ex-

10 cept that such term does not include a certificate of
11 completion of an apprenticeship.

12 “(22) **REGISTRATION AGENCY.**—The term ‘reg-

13 istration agency’ means the State Office of Appren-

14 ticeship or State apprenticeship agency in a State
15 that is responsible for—

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

20 cy; and

21 “(B) carrying out the responsibilities of
22 supporting the youth apprenticeship, pre-ap-

23 prenticeship, or apprenticeship programs reg-

24 istered by the registration agency, in accord-

1 ance with paragraphs (1) and (2) of section
2 124(c).

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

7 “(24) RELATED FEDERAL PROGRAMS.—The
8 term ‘related Federal programs’ means programs or
9 activities under the following:

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

13 “(B) The Wagner-Peyser Act (29 U.S.C.
14 49 et seq.).

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

17 “(D) The Higher Education Act of 1965
18 (20 U.S.C. 1001 et seq.).

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

21 “(F) Title I of the Rehabilitation Act of
22 1973 (29 U.S.C. 720 et seq.).

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

1 “(H) Career and technical education pro-
2 grams at the postsecondary level under the Carl
3 D. Perkins Career and Technical Education Act
4 of 2006 (20 U.S.C. 2302).

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

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

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

12 “(L) Employment and training activities
13 carried out by the Department of Housing and
14 Urban Development.

15 “(M) State unemployment compensation
16 laws (in accordance with applicable Federal
17 law).

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

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

22 “(P) Employment and training programs
23 carried out by the Small Business Administra-
24 tion.

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

3 “(25) SECRETARY.—The term ‘Secretary’
4 means the Secretary of Labor.

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

12 “(27) STATE APPRENTICESHIP AGENCY.—The
13 term ‘State apprenticeship agency’ means a State
14 agency recognized as a State apprenticeship agency
15 under section 113.

16 “(28) STATE APPRENTICESHIP COUNCIL.—The
17 term ‘State apprenticeship council’ means an entity
18 established under section 113(b)(3) to assist the
19 State apprenticeship agency.

20 “(29) STATE OFFICE OF APPRENTICESHIP.—
21 The term ‘State office of apprenticeship’ means the
22 office designated by the Administrator to administer
23 programs under the national apprenticeship system
24 in such State and meets the requirements of section
25 111(b)(4).

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

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

14 “(32) CTE TERMS.—The terms ‘area career
15 and technical education school’, ‘articulation agree-
16 ment’, ‘credit transfer agreement’, ‘postsecondary
17 educational institution’, and ‘work-based learning’
18 have the meanings given in section 3 of the Carl D.
19 Perkins Career and Technical Education Act of
20 2006 (20 U.S.C. 2302).

21 “(33) ESEA TERMS.—The terms ‘dual or con-
22 current enrollment program’, ‘early college high
23 school’, ‘education service agency’, ‘high school’,
24 ‘local educational agency’, ‘paraprofessional’, and
25 ‘State educational agency’ have the meanings given

1 in section 8101 of the Elementary and Secondary
2 Education Act of 1965 (20 U.S.C. 7801).

3 “(34) WIOA TERMS.—The terms ‘career path-
4 way’, ‘in-demand industry sector or occupation’, ‘in-
5 dividual with a barrier to employment’, ‘industry or
6 sector partnership’, ‘labor market area’, ‘local area’,
7 ‘one-stop center’, ‘one-stop operator’, ‘one-stop part-
8 ner’, ‘State’, ‘supportive services’ and ‘workforce de-
9 velopment system’ have the meanings given in sec-
10 tion 3 of the Workforce Innovation and Opportunity
11 Act (29 U.S.C. 3102).

12 “(35) YOUTH APPRENTICE.—The term ‘youth
13 apprentice’ means a participant in a youth appren-
14 ticeship program.

15 “(36) YOUTH APPRENTICESHIP PROGRAM.—
16 The term ‘youth apprenticeship program’ means a
17 model or program that meets the standards de-
18 scribed in section 122(d) and is registered under this
19 Act.

20 **“SEC. 3. 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 Apprentice-

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. 4. 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 **“TITLE I—PROMOTING**
13 **APPRENTICESHIPS**

14 **“Subtitle A—The Office of Appren-**
15 **ticeship, State Registration**
16 **Agency Approval Process, Inter-**
17 **agency Agreement, and Non-**
18 **discrimination**

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

20 “(a) ESTABLISHMENT OF THE OFFICE OF APPREN-
21 TICESHIP.—There is established, in the Employment and
22 Training Administration of the Department of Labor an
23 Office of Apprenticeship (referred to in this section as the
24 ‘Office’), which shall be directed by an Administrator who

1 has demonstrated knowledge of the national apprentice-
2 ship system necessary to head the Office.

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

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

8 “(A) Supporting the development or scal-
9 ing of apprenticeship models nationally, pro-
10 moting the effectiveness of youth apprentice-
11 ship, pre-apprenticeship, and apprenticeship
12 programs, and providing promotional materials
13 to State apprenticeship agencies, State and
14 local workforce development systems, State edu-
15 cational agencies, employers, trade associations,
16 professional associations, industry groups, labor
17 organizations, joint labor-management organi-
18 zations, education and training providers, and
19 prospective apprentices in such programs.

20 “(B) Promoting greater diversity in the
21 national apprenticeship system including by—

22 “(i)(I) promoting outreach to non-
23 traditional apprenticeship populations;

24 “(II) engaging minority-serving insti-
25 tutions, and employers from nontraditional

1 apprenticeship industries or occupations;
2 and

3 “(III) engaging small, medium-size,
4 and minority businesses, and employers in
5 high-skill, high-wage, and in-demand in-
6 dustry sectors and occupations that are
7 nontraditional apprenticeship industries or
8 occupations; and

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

13 “(2) TECHNICAL ASSISTANCE ACTIVITIES.—The
14 Administrator shall carry out technical assistance
15 activities, including the following:

16 “(A) Providing technical assistance to—

17 “(i) assist State apprenticeship agen-
18 cies and sponsors in complying with the re-
19 quirements of this Act, including the
20 standards described in subtitle B and the
21 evaluation requirements described in sub-
22 title C;

23 “(ii) address comments or complaints
24 from youth apprentices, pre-apprentices, or
25 apprentices, sponsors, employers, State ap-

1 prenticeship agencies, State or local work-
2 force agencies, State educational agencies
3 or local educational agencies, qualified
4 intermediaries, labor organizations, joint
5 labor-management organizations, or other
6 stakeholders;

7 “(iii) assist sponsors, employers,
8 qualified intermediaries, and education and
9 training or related instruction providers, or
10 other entities seeking support for devel-
11 oping programs under the national appren-
12 ticeship system, becoming sponsors, or ef-
13 fectively carrying out such programs;

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

16 “(v) share, through a national appren-
17 ticeship system clearinghouse, high-quality
18 materials for programs under the national
19 apprenticeship system, such as related in-
20 struction or training materials.

21 “(B) Cooperating with the—

22 “(i) Secretary of Education on—

23 “(I) technical assistance for the
24 development and implementation of
25 related instruction under the national

1 apprenticeship system that is aligned
2 with State education systems and edu-
3 cation and training providers; and

4 “(II) supporting the stackability
5 and portability of academic credit and
6 credentials earned as part of such
7 programs; and

8 “(ii) Employment and Training Ad-
9 ministration of the Department of Labor
10 and with State workforce development sys-
11 tems to promote awareness of opportuni-
12 ties under the national apprenticeship sys-
13 tem.

14 “(3) STATE OFFICES OF APPRENTICESHIP.—

15 “(A) ESTABLISHMENT OF OFFICES.—

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

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

23 “(I) in which, as of the day be-
24 fore the date of enactment of the Na-
25 tional Apprenticeship Act of 2020, the

1 Administrator has not established a
2 State Office of Apprenticeship; and

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

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

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

18 “(i) make publicly available informa-
19 tion on such vacancy; and

20 “(ii) report to the Committee on Edu-
21 cation and Labor of the House of Rep-
22 resentatives and the Committee on Health,
23 Education, Labor, and Pensions of the
24 Senate, on the status and length of such
25 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 not less than
21 every 3 years thereafter, the Administrator shall re-
22 view, and where appropriate, update the process for
23 meeting the requirements of subtitle B, including
24 applicable regulations and subregulatory guidance to
25 ensure that such process is easily accessible and effi-

1 cient to bring together employers and labor as spon-
2 sors or potential sponsors of programs under the na-
3 tional 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.

1 “(C) INDUSTRY RECOGNIZED OCCUPA-
2 TIONAL STANDARDS.—

3 “(i) IN GENERAL.—From the funds
4 appropriated under section 141(a), the Ad-
5 ministrators shall convene, on an ongoing
6 basis and taking into consideration rec-
7 ommendations of the Committee under sec-
8 tion 112(d)(4), the industry sector leaders
9 and experts described in clause (ii) for the
10 purposes of establishing or updating spe-
11 cific frameworks of industry recognized oc-
12 cupational standards for apprenticeable oc-
13 cupations (including potential
14 apprenticeable occupations) that—

15 “(I) meet the requirements of
16 this Act; and

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

23 “(ii) INDUSTRY SECTOR LEADERS AND
24 EXPERTS.—The sector leader and experts
25 are employers, industry associations, joint

1 labor-management organizations, labor or-
2 ganizations, education and training pro-
3 viders, credential providers, program par-
4 ticipants, and other stakeholders relevant
5 to the sector or occupation for which the
6 frameworks are being established or up-
7 dated, as determined by the Administrator.

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

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

17 “(6) PROGRAM OVERSIGHT AND EVALUA-
18 TION.—The Administrator shall—

19 “(A) monitor State apprenticeship agen-
20 cies, State Offices of Apprenticeship, grantees,
21 and sponsors of programs under the national
22 apprenticeship system to ensure compliance
23 with the requirements of this Act;

24 “(B) providing technical assistance to as-
25 sist such entities with such compliance; and

1 “(C) conducting research and evaluation in
2 accordance with subtitle C.

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

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

14 “(B) ensuring programs under the national
15 apprenticeship system adopt and implement
16 policies to provide for equal opportunity in such
17 programs, ensuring such programs do not en-
18 gage in discrimination as prohibited under sec-
19 tion 30.3(a) of title 29, Code of Federal Regu-
20 lations (as in effect on January 31, 2020) or
21 engage in intimidation or retaliation as prohib-
22 ited under section 30.17 of title 29, Code of
23 Federal Regulations (as in effect on January
24 31, 2020), with any such activity subject to en-
25 forcement action under section 30.15 of tile 29,

1 Code of Federal Regulations (as in effect Janu-
2 ary 31, 2020) and any requirements of this Act.

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

5 “(9) NATIONAL ADVISORY COMMITTEE.—The
6 Administrator shall—

7 “(A) regularly consult with the National
8 Advisory Committee on Apprenticeships under
9 section 112; and

10 “(B) ensure that the required rec-
11 ommendations and other reports of the Advi-
12 sory Committee are submitted to the Secretary
13 and transmitted to the Committee on Education
14 and Labor of the House of Representatives and
15 the Committee on Health, Education, Labor,
16 and Pensions of the Senate.

17 “(10) COORDINATION.—The Administrator
18 shall coordinate and align programs under the na-
19 tional apprenticeship system with related Federal
20 programs.

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

1 “(1) establishing and supporting a single infor-
2 mation technology infrastructure to support data
3 collection and reporting from State apprenticeship
4 agencies, State Offices of Apprenticeship, grantees
5 under title II, program sponsors, and program ad-
6 ministrators under the national apprenticeship sys-
7 tem by providing for a data infrastructure that—

8 “(A) is developed and maintained by the
9 Administrator, with input from national data
10 and privacy experts, and is informed by best
11 practices on public provision of credential infor-
12 mation;

13 “(B) best meets the needs of the national
14 apprenticeship system stakeholders reporting
15 data to the Administrator or State apprentice-
16 ship agencies; and

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

19 “(2) providing for data sharing that includes
20 making nonpersonally identifiable apprenticeship
21 data publicly available, searchable, and comparable
22 so that interested parties can become aware of ap-
23 prenticeship opportunities and of program outcomes
24 that best meets the needs of youth apprentices, pre-
25 apprentices, and apprentices, employers, education

1 and training providers, program sponsors, and rel-
2 evant stakeholders, including—

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

7 “(B) information on education and train-
8 ing providers providing opportunities under
9 such system, including whether programs under
10 such system offer dual or concurrent enrollment
11 programs and articulation agreements;

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

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

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

20 “(a) ESTABLISHMENT.—

21 “(1) IN GENERAL.—There is established, in the
22 Department of Labor, a National Advisory Com-
23 mittee on Apprenticeships (referred to in this section
24 as the ‘Advisory Committee’).

25 “(2) COMPOSITION.—

1 “(A) APPOINTMENTS.—The Advisory Com-
2 mittee shall consist of 27 voting members de-
3 scribed in subparagraph (B) and shall be ap-
4 pointed as follows:

5 “(i) 7 shall be appointed by the Sec-
6 retary of Labor.

7 “(ii) 5 shall be appointed by the
8 Speaker of the House of Representatives.

9 “(iii) 5 shall be appointed by the Mi-
10 nority Leader of the House of Representa-
11 tives.

12 “(iv) 5 shall be appointed by the Ma-
13 jority Leader of the Senate.

14 “(v) 5 shall be appointed by the Mi-
15 nority Leader of the Senate.

16 “(B) LIST OF INDIVIDUALS.—The individ-
17 uals described in this subparagraph are as fol-
18 lows:

19 “(i) 9 representatives of employers or
20 industry associations who participate in an
21 apprenticeship program, including rep-
22 resentatives of employers representing non-
23 traditional apprenticeship industries or oc-
24 cupations, and other high-skill, high-wage,

1 or in-demand industry sectors or occupa-
2 tions, as applicable;

3 “(ii) 9 representatives of labor organi-
4 zations who have responsibility for the ad-
5 ministration of an apprenticeship program,
6 including those sponsored by a joint labor-
7 management organization and from non-
8 traditional apprenticeship industries or oc-
9 cupations;

10 “(iii) 1 representative of—

11 “(I) State apprenticeship agen-
12 cies;

13 “(II) State or local workforce de-
14 velopment boards with significant ex-
15 pertise in supporting a program under
16 the national apprenticeship system;

17 “(III) community organizations
18 with significant expertise supporting
19 such a program;

20 “(IV) area career and technical
21 education schools or local educational
22 agencies;

23 “(V) State apprenticeship coun-
24 cils;

1 “(VI) State or local postsec-
2 ondary education and training pro-
3 viders with not less than 1 articula-
4 tion agreement with an entity admin-
5 istering a program under the national
6 apprenticeship system;

7 “(VII) providers of industry-rec-
8 ognized credentials;

9 “(VII) national qualified inter-
10 mediaries; and

11 “(IX) apprentices; and

12 “(C) ex officio nonvoting members, se-
13 lected by the applicable Secretary, from each of
14 the following departments—

15 “(i) the Department of Labor;

16 “(ii) the Department of Commerce;

17 “(iii) the Department of Education;

18 “(iv) the Department of Energy;

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

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

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

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

3 “(ix) the Department of Justice; and

4 “(x) the Department of Defense.

5 “(3) QUALIFICATIONS.—An individual shall be
6 selected under paragraph (1) on the basis of the ex-
7 perience and competence of such individual with re-
8 spect to programs under the national apprenticeship
9 system.

10 “(4) TERMS.—

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

15 “(B) TERMS OF INITIAL APPOINTEES.—

16 “(i) IN GENERAL.—The appointments
17 of the initial members of the Advisory
18 Committee shall be made not later than 90
19 days after the effective date of the Na-
20 tional Apprenticeship Act of 2020.

21 “(ii) STAGGERING OF TERMS.—As
22 designated by the Secretary, the Speaker
23 of the House of Representatives, the Mi-
24 nority Leader of the House of Representa-
25 tives, the Majority Leader of the Senate,

1 and the Minority Leader of the Senate at
2 the time of the appointment, of the mem-
3 bers first appointed, half of such members
4 shall serve a 2-year term.

5 “(C) VACANCIES.—Any member appointed
6 to fill a vacancy occurring before the expiration
7 of the term for which the member’s predecessor
8 was appointed shall be appointed only for the
9 remainder of that term. A member may serve
10 after the expiration of that member’s term until
11 a successor has taken office. A vacancy in the
12 Advisory Committee shall be filled in the man-
13 ner in which the original appointment was
14 made, except that such appointment shall be
15 made not later than 90 days after the date of
16 the vacancy.

17 “(D) MULTIPLE TERMS.—A voting mem-
18 ber of the Advisory Committee may serve not
19 more than 2 full terms on the Advisory Com-
20 mittee.

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

25 “(c) MEETINGS.—

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

5 “(2) OPEN ACCESS.—All meetings of the Advi-
6 sory Committee shall be open to the public. A tran-
7 script shall be kept of each meeting and made avail-
8 able for public inspection within 30 days of the
9 meeting.

10 “(d) DUTIES.—The Advisory Committee shall, at a
11 minimum—

12 “(1) advise, consult with, and make rec-
13 ommendations to the Administrator on matters re-
14 lating to the administration of this Act, including
15 recommendations on regulations and policies related
16 to administration of this Act;

17 “(2) annually prepare a set of recommendations
18 to the Administrator to improve the registration
19 process under subtitle B to make the process easily
20 accessible and efficient for use by sponsors while
21 maintaining the requirements under subtitle B;

22 “(3) make recommendations on expanding par-
23 ticipation of nontraditional apprenticeship popu-
24 lations in programs under the national apprentice-
25 ship system; and

1 “(4) review apprenticeable occupations and,
2 based on reviews of labor market trends and
3 changes, make recommendations to the Adminis-
4 trator on whether to—

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

7 “(B) convene sector leaders and experts
8 under section 111(b)(5)(C) for the establishing
9 specific frameworks of industry recognized oc-
10 cupational standards.

11 “(e) PERSONNEL.—

12 “(1) COMPENSATION OF MEMBERS.—

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

23 “(B) OFFICERS OR EMPLOYEES OF THE
24 UNITED STATES.—Members of the Advisory
25 Committee who are officers or employees of the

1 United States may not receive additional pay,
2 allowances, or benefits by reason of their service
3 on the Advisory Committee.

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

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

15 “(f) PERMANENT COMMITTEE.—The Federal Advi-
16 sory Committee Act (5 U.S.C. App.) (other than section
17 14 of such Act) shall apply to the Advisory Committee.

18 **“SEC. 113. STATE APPRENTICESHIP AGENCIES AND STATE**

19 **OFFICES OF APPRENTICESHIP.**

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

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

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

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

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

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

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

20 “(3) REVIEW AND RECOGNITION.—

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

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

3 “(B) DURATION OF RECOGNITION.—

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

9 “(ii) NOTIFICATION.—

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

14 “(3) STATE APPRENTICESHIP COUNCIL.—

15 “(A) IN GENERAL.—A State apprentice-
16 ship agency shall establish and use or continue
17 the establishment and use of a State appren-
18 ticeship council if the State apprenticeship
19 council operates, or will operate, under the di-
20 rection of the State apprenticeship agency, and
21 in compliance with the requirements of this Act.

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

1 “(i) be composed of persons familiar
2 with apprenticeable occupations; and

3 “(ii) be fairly balanced, with an equal
4 number of—

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

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

14 “(III) public members.

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

18 “(c) STATE PLAN.—

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

25 “(2) APPROVAL OF STATE PLAN.—

1 “(A) SUBMISSION.—

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

9 “(I) a description of any laws
10 (including regulations), policies, and
11 operational procedures relating to the
12 process of recognizing programs under
13 the national apprenticeship system
14 that are inconsistent with, or impose
15 requirements in addition to, the re-
16 quirements of this Act; and

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

24 “(ii) SUBSEQUENT PLANS.—Except as
25 provided in clause (i), a State plan shall be

1 submitted to the Administrator not later
2 than 120 days prior to the end of the 4-
3 year period covered by the preceding State
4 plan.

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

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

16 “(ii) an opportunity for an appeal of
17 such determination.

18 “(C) MODIFICATIONS.—

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

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

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

8 “(A) potential sponsors, employers, quali-
9 fied intermediaries, apprentices, or any poten-
10 tial program participant in the national appren-
11 ticeship system in the State for the purposes of
12 recruitment, retention, and program develop-
13 ment or expansion;

14 “(B) sponsors of programs registered in
15 the State that are not meeting performance
16 goals under subtitle C for purposes of assisting
17 such sponsors in meeting such goals; and

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

23 “(4) RECIPROCITY.—Each State plan shall de-
24 scribe how the State apprenticeship agency, in the
25 case of a program recognized by a registration agen-

1 cy in another State, shall recognize such program in
2 the State of such agency for purposes of this Act by
3 not later than 30 days after receipt of an application
4 for such recognition, as long as such program meets
5 the requirements of the State granting reciprocity.

6 “(5) PROMOTING DIVERSITY IN THE NATIONAL
7 APPRENTICESHIP SYSTEM.—Each State plan shall
8 include a plan for how the State apprenticeship
9 agency will promote diversity and equal employment
10 opportunity in programs under the national appren-
11 ticeship system in the State that—

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

19 “(B) uniformly adopts and implements the
20 requirements of section 111(b)(7)(B).

21 “(6) COMPLAINTS.—Each State plan shall in-
22 clude a description of the system for the State ap-
23 prenticeship agency to receive and resolve complaints
24 concerning violations of the apprenticeship agree-

1 ment, submitted by program participants, sponsors,
2 or employers.

3 “(7) STATE APPRENTICESHIP HUBS.—Each
4 State plan shall describe how the State apprentice-
5 ship agency will support, in a manner that takes
6 into consideration geographic diversity, the creation
7 and implementation of apprenticeship hubs through-
8 out the State that shall work with industry and sec-
9 tor partnerships to expand programs under the na-
10 tional apprenticeship system, and apprenticeable oc-
11 cupations, in the State.

12 “(8) STATE APPRENTICESHIP PERFORMANCE
13 OUTCOMES.—Each State plan shall—

14 “(A) in coordination with the Adminis-
15 trator, establish annual performance goals for
16 the programs registered by the State appren-
17 ticeship agency for the indicators described—

18 “(i) in subparagraph (A) of section
19 131(b)(1);

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

22 “(B) describe how the State apprenticeship
23 agency will collect performance data from pro-
24 grams registered by the agency; and

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

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

8 “(10) ALIGNMENT OF WORKFORCE ACTIVI-
9 TIES.—Each State plan shall include a summary of
10 State-supported workforce development activities (in-
11 cluding education and training) in the State, includ-
12 ing the degree to which the programs under the na-
13 tional apprenticeship system in the State are aligned
14 with and address the skill needs of the employers in
15 the State identified by the State workforce develop-
16 ment board.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

1 under subsection (f)(1)(A)(ii) according to the following
2 requirements:

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

8 “(A) staff and resources;

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

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

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

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

22 “(ii) publicizing apprenticeship oppor-
23 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 subsection (c)(12)(B).

13 “(3) WORKFORCE ALIGNMENT.—The State ap-
14 prenticeship agency shall engage with the State
15 workforce development system by using not less than
16 10 percent of such funds in support of—

17 “(A) alignment with the State’s workforce
18 activities and strategic vision in accordance
19 with paragraphs (10), (11), and (12)(A);

20 “(B) guidance for training staff of the
21 workforce development system, including the vo-
22 cational rehabilitation agencies, within the
23 State on the value of programs under the na-
24 tional apprenticeship system as a work-based
25 learning option for participants;

1 “(C) providing a list of programs under
2 the national apprenticeship system that are of-
3 fered in the State, including in the State’s high-
4 skill, high-wage, or in-demand industry sectors
5 or occupations;

6 “(D) alignment of funding received and re-
7 porting required under this Act, including rel-
8 evant placement, retention, and earnings infor-
9 mation, with the Workforce Innovation and Op-
10 portunity Act, and technical assistance in how
11 individual training accounts under section
12 134(c)(3) of such Act could be used to pay for
13 the costs of enrolling and participating in pro-
14 grams under the national apprenticeship sys-
15 tem; and

16 “(E) partnerships with State and local
17 workforce boards, workforce agencies, and one-
18 stop centers and one-stop operators that assist
19 the program participants in accessing sup-
20 portive services to support—

21 “(i) the recruitment, retention, and
22 completion of programs under the national
23 apprenticeship system;

1 “(ii) transitions from youth appren-
2 ticeships and pre-apprenticeships to ap-
3 prenticeship programs; and

4 “(iii) the placement into employment
5 or further education upon program comple-
6 tion.

7 “(4) LEADERSHIP ACTIVITIES.—

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

13 “(B) DIVERSITY.—Not less than 5 percent
14 of the amount reserved under subparagraph (A)
15 shall be used by the State apprenticeship agen-
16 cy for supporting and expanding diversity in
17 apprenticeable occupations under the national
18 apprenticeship system in the State, and pro-
19 gram participant populations in the State.

20 “(C) INCENTIVES FOR EMPLOYERS.—A
21 State apprenticeship agency may use the funds
22 reserved under subparagraph (A) to incentivize
23 employers to participate in programs under the
24 national apprenticeship system, such as costs
25 related to program development, staffing for

1 mentors and supervisors, and related instruc-
2 tion.

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

11 “(5) STATE MATCH FOR FEDERAL INVEST-
12 MENT.—Except in the case of exceptional cir-
13 cumstances, as determined by the Administrator, in
14 order to receive a full allotment under subsection (f),
15 a State apprenticeship agency shall use matching
16 funds from non-Federal resources to carry out the
17 activities of the agency under this Act in an amount
18 not less than 25 percent of such allotment.

19 “(e) DERECOGNITION OF STATE APPRENTICESHIP
20 AGENCIES.—

21 “(1) IN GENERAL.—The Secretary may with-
22 draw recognition of a State apprenticeship agency
23 before the end of the agency’s 4-year recognition pe-
24 riod under subsection (a)(2)(B) if the Secretary de-
25 termines, after notice and an opportunity for a hear-

1 ing, that the State apprenticeship agency has failed
2 for one of the reasons described in paragraph (2),
3 and has not been in compliance with the perform-
4 ance improvement plan under paragraph (3) to rem-
5 edy such failure.

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

11 “(A) adopt or properly enforce a State
12 plan;

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

15 “(C) submit a report under section
16 131(a)(1)(B) for any program year;

17 “(D) meet the State levels of performance
18 as described in subsection (b)(2)(A)(iii) for 3
19 program years, or demonstrate improvements in
20 performance during such period; or

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

23 “(3) DERECOGNITION PROCESS.—

24 “(A) IN GENERAL.—If a State apprentice-
25 ship agency fails for any of the reasons de-

1 scribed in paragraph (2), the Secretary shall
2 provide technical assistance to such agency for
3 corrective action to remedy such failure, includ-
4 ing assistance in the development of a perform-
5 ance improvement plan.

6 “(B) REDUCTION OF FUNDS.—

7 “(i) IN GENERAL.—Except in the case
8 of exceptional circumstances as determined
9 by the Administrator, in a case in which
10 such a State apprenticeship agency con-
11 tinues such failure after the provision of
12 the technical assistance under subpara-
13 graph (A)—

14 “(I) the percentage of the funds
15 to be allotted to the State apprentice-
16 ship agency under subsection (f) for
17 each fiscal year following the fiscal
18 year in which such failure has been
19 identified shall be reduced by 5 per-
20 centage points; and

21 “(II) the Administrator shall pro-
22 vide notice to the State apprenticeship
23 agency that the agency’s recognition
24 under this section may be withdrawn

1 if the agency fails to remedy the fail-
2 ure.

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

9 “(i) restore the agency’s full funding
10 allocation under this title for the next full
11 fiscal year and for each succeeding year;
12 and

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

18 “(D) OPPORTUNITY FOR HEARING.—

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

23 “(I) notify, in writing, the State
24 apprenticeship agency of the failure of
25 the State apprenticeship agency, in-

1 including a description of such failure
2 and an explanation the agency's rec-
3 ognition under this section may be
4 withdrawn as a result of such failure;
5 and

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

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

18 “(4) REQUIREMENTS AFTER WITHDRAWAL OF
19 RECOGNITION.—

20 “(A) OFFICE OF APPRENTICESHIP.—

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

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

5 “(II) establish a State Office of
6 Apprenticeship; and

7 “(ii) AFTER ORDER.—Not later than
8 30 days after the date of such order, notify
9 the sponsors of the programs under the
10 national apprenticeship system in such
11 State that were registered with the State
12 apprenticeship agency to enable each such
13 sponsor to be registered with the Adminis-
14 trator (acting through the State Office of
15 Apprenticeship established under clause
16 (i)(II)); and

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

22 “(i) provide to the Administrator pro-
23 gram standards, apprenticeship agree-
24 ments, completion records, cancellation and
25 suspension records, performance metrics,

1 and any other documents relating to the
2 State's programs under the national ap-
3 prenticeship system in the State;

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

10 “(iii) return any unused funds re-
11 ceived under this Act.

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

18 “(A) has submitted an application under
19 subsection (a)(2), and

20 “(B) has demonstrated the ability to oper-
21 ate in compliance with the requirements of this
22 Act.

23 “(f) RESERVATION AND STATE ALLOTMENTS.—

24 “(1) STATE ALLOTMENTS.—

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

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

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

10 “(B) FORMULA.—

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

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

22 “(II) 25 percent shall be allotted
23 on the basis of the relative share of
24 program participants who have com-
25 pleted a program under the national

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

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

13 “(ii) ALLOTMENTS BASED ON BLS
14 AND ACS DATA.—Of the amount available
15 under clause (i)(II)—

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

23 “(II) $33\frac{1}{3}$ percent shall be allot-
24 ted on the basis of the relative share
25 of individuals living below the poverty

1 line in each eligible State, compared
2 to the total number of individuals liv-
3 ing below the poverty line in all eligi-
4 ble States; and

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

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

12 “(A) ELIGIBLE STATE.—The term ‘eligible
13 State’ means a State that has a State appren-
14 ticeship agency.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

11 “(1) information and resources to—

12 “(A) parents and students to promote a
13 better understanding of programs under the na-
14 tional apprenticeship system and their value in
15 secondary and postsecondary education and ca-
16 reer pathways by not later than middle school;
17 and

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

24 “(2) technical assistance on how to—

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

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

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

15 “(D) align activities carried out under this
16 Act with eligible funding from, and planning
17 processes, for the Carl D. Perkins Career and
18 Technical Education Act of 2006 (20 U.S.C.
19 2301 et seq.), the Elementary and Secondary
20 Education Act of 1965 (20 U.S.C. 6301 et
21 seq.), the Individuals with Disabilities Edu-
22 cation Act, the Rehabilitation Act of 1973, and
23 the Higher Education Act of 1965.

24 “(c) APPRENTICESHIP COLLEGE CONSORTIUM.—In
25 order to support the establishment of a college consortium

1 of postsecondary educational institutions, related instruc-
2 tion providers, sponsors, qualified intermediaries, and em-
3 ployers for the purposes of promoting stronger connections
4 between programs under the national apprenticeship sys-
5 tem involved and participating 2- and 4-year postsec-
6 ondary educational institutions, the interagency agree-
7 ment shall describe how the college consortium shall—

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

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

22 “(3) require all participants of the apprentice-
23 ship college consortium to enter into agreements
24 to—

1 “(A) have a formal articulation agreement
2 with a participating sponsor of an apprentice-
3 ship program, including with a 2- or 4-year
4 postsecondary educational institution;

5 “(B) create or expand the awarding and
6 articulation of academic credit for related in-
7 struction completed and credentials awarded to
8 program participants as part of program under
9 the national apprenticeship system;

10 “(C) support the creation or expansion of
11 electronic transcripts for apprenticeship pro-
12 grams and all academic content, including re-
13 lated instruction and on-the-job training; and

14 “(D) inform all apprentices whose informa-
15 tion will be shared as part of the consortium,
16 and provide such apprentices with an oppor-
17 tunity to opt out;

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

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

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

5 “(B) information on how to develop an ap-
6 prenticeship program;

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

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

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

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

22 “(B) models of articulation agreements,
23 prior learning assessments, and competency-
24 based curriculum for related instruction for il-
25 lustrative purposes.

1 “(d) BEST PRACTICE DEVELOPMENT AND SHAR-
2 ING.—

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

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

17 “(A) for alignment of education and pro-
18 grams under the national apprenticeship sys-
19 tem, including career pathways; and

20 “(B) publicly disseminate information and
21 resources on—

22 “(i) replicable related instruction and
23 on-the-job learning; and

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

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

11 “(f) SECRETARIES DEFINED.—The term ‘Secre-
12 taries’ means the Secretary of Labor and the Secretary
13 of Education.

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

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

18 “For an occupation to be an apprenticeable occupa-
19 tion under this Act, a person seeking approval for such
20 occupation to be an apprenticeable occupation shall submit
21 an application to the Administrator that demonstrates
22 that such apprenticeable occupation will prepare individ-
23 uals for the full range of skills and competencies needed
24 for such occupation by describing how such apprenticeable
25 occupation shall—

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

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

5 “(A) clearly identified and commonly rec-
6 ognized throughout an industry;

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

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

15 **“SEC. 122. QUALITY STANDARDS OF PROGRAMS UNDER**
16 **THE NATIONAL APPRENTICESHIP SYSTEM.**

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

22 “(b) APPRENTICESHIP PROGRAM STANDARDS.—In
23 addition to the standards described in subsection (e), an
24 apprenticeship program shall meet the following stand-
25 ards:

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

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

7 “(i) an outline of the work processes
8 or the plan in which the apprentice will re-
9 ceive supervised work experience and on-
10 the-job learning;

11 “(ii) the allocation of the approximate
12 amount of time to be spent in each major
13 work process;

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

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

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

24 “(C) A description of the organized, re-
25 lated instruction the apprentice will receive in

1 technical subjects related to the occupation,
2 which—

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

11 “(ii) may be accomplished through
12 classroom instruction, occupational or in-
13 dustry courses, instruction provided
14 through electronic media, or other instruc-
15 tion approved by the registration agency;

16 “(iii) shall be provided by one or more
17 qualified instructors that—

18 “(I)(aa) meet the requirements
19 for a vocational-technical instructor in
20 the State of registration; or

21 “(bb) are subject matter experts,
22 defined for purposes of this subpara-
23 graph as individuals recognized within
24 an industry as having expertise in a
25 specific occupation; and

1 “(II) have training in teaching
2 techniques and learning styles, or will
3 obtain such training before providing
4 the related technical instruction; and

5 “(iv) where appropriate and to the ex-
6 tent practicable, shall be aligned to a ca-
7 reer pathway.

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

11 “(i) consistent with skill gains or at-
12 tainment of a recognized postsecondary
13 credential; and

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

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

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

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

1 “(i) a time-based model, which re-
2 quires the completion of the industry
3 standard for on-the-job learning hours
4 (which in no case shall be less than 2,000
5 hours, unless an alternative requirement is
6 put forth by the employer and sponsor that
7 reflects industry standards and is accepted
8 by the Secretary);

9 “(ii) a competency-based model, which
10 requires the attainment of competency in
11 the occupation; or

12 “(iii) a hybrid model, which blends the
13 time-based and competency-based ap-
14 proaches.

15 “(F) The methods used to measure an ap-
16 prentice’s skills and competencies, which shall
17 include—

18 “(i) in the case of a competency-based
19 model, the individual apprentice’s success-
20 ful demonstration of acquired skills and
21 knowledge through appropriate means of
22 testing and evaluation for such com-
23 petencies, and by requiring apprentices to
24 complete a paid on-the-job learning compo-
25 nent of the apprenticeship;

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

7 “(iii) in the case of a hybrid appren-
8 ticeship described in subparagraph (E)(iii),
9 a combination of specified minimum num-
10 ber of hours of on-the-job learning and the
11 successful demonstration of competency, as
12 described in a work process schedule.

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

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

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

1 “(A) clearly identifies each interim creden-
2 tial;

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

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

13 “(c) PRE-APPRENTICESHIP PROGRAM STANDARDS.—
14 In addition to the standards described in subsection (e),
15 a pre-apprenticeship program shall meet the following
16 standards:

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

24 “(2) The program—

1 “(A) is carried out in partnership with at
2 least one sponsor of an apprenticeship program;

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

8 “(C) demonstrates evidence of sufficient
9 openings in an apprenticeship program at the
10 completion of a pre-apprenticeship program to
11 support a transition from a pre-apprenticeship
12 to an apprenticeship.

13 “(3) The program includes a written plan devel-
14 oped by the sponsor that—

15 “(A) provides for work-based learning in
16 which an industry or sector partnership and a
17 related instruction provider collaborate to pro-
18 vide training that will introduce participants to
19 the skills, competencies, and materials used in
20 one or more apprenticeable occupations;

21 “(B) is based on and aligned with national,
22 State, regional, or local industry standards for
23 high-skill, high-wage, or industry or sector part-
24 nerships and the requirements of the related
25 apprenticeship program;

1 “(C) to the extent appropriate and prac-
2 ticable, meets the related instruction require-
3 ments as described in clauses (ii) through (iv)
4 of subsection (b)(1)(C) that includes enabling
5 an individual to attain a secondary school di-
6 ploma or its recognized equivalent, and at least
7 1 recognized postsecondary credential; and

8 “(D) includes career exposure, career plan-
9 ning, and career awareness activities.

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

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

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

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

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

1 “(ii) the allocation of the approximate
2 amount of time to be spent in each major
3 work process;

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

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

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

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

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

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

23 “(D) A progressively increasing, clearly de-
24 fined schedule of wages to be paid to the youth
25 apprentice.

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

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

9 “(H) Prepares the youth apprentice for
10 placement in further education, employment, or
11 an apprenticeship program.

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

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

20 “(e) GENERAL REQUIREMENTS.—Each program
21 under the national apprenticeship system shall meet the
22 following standards:

23 “(1) The program—

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

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

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

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

18 “(3) The program provides all individuals with
19 an equal opportunity to participate in the program,
20 including through the method for the selection of ap-
21 prentices, as described in section 111(b)(7)(B).

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

1 issued by the registration agency, and culminates in
2 a recognized postsecondary credential.

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

8 **“SEC. 123. APPRENTICESHIP AGREEMENTS.**

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

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

15 “(2) contain the names and signatures of the
16 program participant and the sponsor ;

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

18 and

19 “(4) be submitted to the registration agency in
20 accordance with section 124.

21 “(b) STANDARDS.—Each agreement under sub-
22 section (a) shall contain, explicitly or by reference—

23 “(1) in the case of an apprenticeship pro-
24 gram—

1 “(A) that is time-based, a statement of the
2 number of hours to be spent by the program
3 participant in on-the-job learning and work
4 components in order to complete the program;

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

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

15 “(2) the number of hours and form of related
16 instruction, including how related instruction will be
17 compensated, whether through academic credit,
18 wages, or both, and whether related instruction will
19 come at a cost to the apprentice, and if so, the costs
20 of related instruction;

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

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

6 “(5) assurances of commitment to and compli-
7 ance with section 111(b)(7)(B) stating that the pro-
8 gram participant will be accorded equal opportunity
9 in recruitment, training and employment; and

10 “(6) the ratio of program participants to men-
11 tors, journeyworkers, or on-the-job training instruc-
12 tors, as applicable, for the apprenticeable occupa-
13 tion, that are based on evidence-based and evidence-
14 informed best practices for and continuity of employ-
15 ment best practices for supervision, training, safety,
16 and continuity of employment, throughout the work
17 processes of the program, job site, department, or
18 plant, and provisions in collective bargaining agree-
19 ments, as applicable, except if such ratios are ex-
20 pressly prohibited by the collective bargaining agree-
21 ments.

1 **“SEC. 124. REGISTRATION OF PROGRAMS AS YOUTH AP-**
2 **PRENTICESHIP, PRE-APPRENTICESHIP, AND**
3 **APPRENTICESHIP PROGRAMS.**

4 “(a) APPRENTICESHIP REGISTRATION APPLICA-
5 TION.—In order to bring together employers and labor for
6 the formulation of programs under the national appren-
7 ticeship system, the Administrator shall provide for the
8 registration of programs in which a sponsor applying to
9 register a program under the national apprenticeship sys-
10 tem shall request registration of such program from a reg-
11 istration agency by submitting the information required
12 by the registration agency, including—

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

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

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

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

1 “(b) RECOGNITION AND REGISTRATION PROCESS.—

2 “(1) REVIEW AND APPROVAL PROCESS.—

3 “(A) PROVISIONAL APPROVAL REVIEW.—

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

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

23 “(i) if a registration agency con-
24 ducting a provisional review determines
25 that the program complies with the stand-

1 ards and requirements under this Act, the
2 registration agency shall fully approve the
3 registration of the program; or

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

14 “(C) FAILURE TO MEET REQUIRE-
15 MENTS.—If a registration agency conducting a
16 provisional review under subparagraph (A) de-
17 termines that the program is not in operation
18 or does not conform to the requirements under
19 this Act, the registration agency shall rec-
20 ommend technical assistance and corrective ac-
21 tion for the program, or deregistration, in ac-
22 cordance with procedures established under sec-
23 tion 131(b).

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;

7 “(ii) provide a copy of the certificate
8 of registration; and

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

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

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

1 opportunity to apply through the sponsor, and
2 shall—

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

7 “(B) individually register each program
8 participant with the registration agency by fil-
9 ing a copy of the individual apprenticeship
10 agreement with the registration agency or as
11 otherwise required by the registration agency,
12 and sharing a copy with the Administrator as
13 appropriate, as described under section
14 123(a)(4).

15 “(4) TRANSITION PROCESS FOR PREVIOUSLY
16 APPROVED PROGRAMS.—A registration agency shall
17 take such steps as necessary to ensure that the
18 sponsor of a program that, as of the day before the
19 date of enactment of the National Apprenticeship
20 Act of 2020, was approved to be as sponsor of a
21 program under the national apprenticeship system
22 shall—

23 “(A) in a case in which the program meets
24 the requirements of this Act, maintain the

1 sponsor's status as a sponsor of a program
2 under this Act; and

3 “(B) in a case in which the program does
4 not meet the requirements of this Act, provide
5 technical assistance to the sponsor to ensure
6 that the sponsor is in compliance with this Act
7 not later than 3 years of the date of enactment
8 of the National Apprenticeship Act of 2020.

9 “(c) MODIFICATIONS OR CHANGES TO YOUTH AP-
10 PRENTICESHIP, PRE-APPRENTICESHIP, OR APPRENTICE-
11 SHIP PROGRAMS.—

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

18 “(2) REGISTRATION AGENCY REQUIREMENTS.—

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

24 “(B) APPROVAL OF PROPOSAL.—If the
25 proposal is approved, the registration agency

1 shall amend the record of the program to reflect
2 the modification or change, and provide the
3 sponsor or program administrator with an ac-
4 knowledgment of the amended program, by not
5 later than 30 days after the date of approval.

6 “(C) DISAPPROVAL OF PROPOSAL.—If the
7 proposal is not approved, the registration agen-
8 cy shall—

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

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

19 “(iii) in a case in which the sponsor
20 submits a revised modification proposal,
21 not later than 60 days of receipt of such
22 proposal—

23 “(I) approve the proposal; or

24 “(II) disapprove the program and
25 provide the sponsor with technical as-

1 sistance to maintain the program as
2 originally registered.

3 **“Subtitle C—Evaluations and**
4 **Research**

5 **“SEC. 131. PROGRAM EVALUATIONS.**

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

15 “(b) REVIEWS BY REGISTRATION AGENCIES.—

16 “(1) PERFORMANCE REVIEWS.—

17 “(A) IN GENERAL.—A registration agency
18 shall annually collect performance data for each
19 program registered under section 124 by such
20 agency, to determine—

21 “(i) the performance of the program
22 with respect to the indicators of perform-
23 ance under section 116(b)(2)(A)(i) of the
24 Workforce Innovation and Opportunity Act
25 (29 U.S.C. 3141(b)(2)(A)(i) or in the case

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

6 “(ii) the completion rates of the pro-
7 gram.

8 “(B) REPORTS.—The registration agency
9 for a State shall annually prepare and submit
10 to the Administrator a State performance re-
11 port that includes, with respect to each pro-
12 gram registered under section 124 by such
13 agency—

14 “(i) information specifying the levels
15 of performance described in subparagraph
16 (A);

17 “(ii) the percentage of program par-
18 ticipants by race, sex and ethnicity (as de-
19 fined in section 30.2 of title 29, Code of
20 Federal Regulations as such section is in
21 effect on January 31, 2020), as compared
22 to such percentages within the working age
23 population in the occupation for which the
24 program provides preparation in the labor
25 market area of the program;

1 “(iii) the percentage of program par-
2 ticipants served by each of the programs
3 that obtained unsubsidized employment in
4 a field related to the apprenticeable occu-
5 pation;

6 “(iv) the average time to completion
7 for the program as compared to the de-
8 scription in the agreement under section
9 123(b)(1);

10 “(v) the average cost per participant
11 during the most recent program year and
12 the 3 preceding program years;

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

15 “(vii) information on the State’s ac-
16 tivities required under section 113(c), in-
17 cluding the State’s uses of funds;

18 “(viii) how resources, whether finan-
19 cial, time, or other were spent on the deliv-
20 ery, improvement, and expansion of pro-
21 gram services, activities and evaluations;
22 and

23 “(ix) the disaggregation of the per-
24 formance data described in clauses (i)
25 through (v)—

1 “(I) by the program type (ap-
2 prenticeship, youth apprenticeship, or
3 pre-apprenticeship program) involved;
4 and

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

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

17 “(2) COMPREHENSIVE PROGRAM REVIEWS.—

18 “(A) IN GENERAL.—A registration agency
19 shall periodically review each program reg-
20 istered under section 124 by such agency for
21 quality assurance and compliance with the re-
22 quirements of this Act.

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

1 “(i) at the end of the first full train-
2 ing cycle of program participants under
3 the program; and

4 “(ii) beginning after the review de-
5 scribed in clause (i), not less frequently
6 than once every 5 years.

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

10 “(i) determining whether the registra-
11 tion agency is receiving notification from
12 the sponsor of a program regarding indi-
13 viduals who are registered as new youth
14 apprentices, pre-apprentices, or apprentices
15 under the program, or who successfully
16 complete the program, as required under
17 this Act;

18 “(ii) determining whether the sponsor
19 of the program is complying with the re-
20 quirements of this Act;

21 “(iii) evaluating the performance of
22 the sponsor with respect to, at a minimum,
23 the indicators described in paragraph
24 (1)(A), with the performance data

1 disaggregated as described in paragraph
2 (1)(B)(ix); and

3 “(iv) ensuring the sponsor’s compli-
4 ance with the requirement to provide equal
5 opportunity in recruitment, training and
6 employment as described in section
7 111(b)(7)(B).

8 “(D) REPORTS.—On completion of a re-
9 view under this paragraph, the registration
10 agency shall prepare and submit to the Admin-
11 istrator a report containing the results of the
12 review.

13 “(c) SUBSEQUENT ACTION.—

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

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

21 “(B) assistance in the development of a
22 performance improvement plan if the registra-
23 tion agency determines, pursuant to any review
24 under subsection (a), that the youth apprentice-

1 ship, pre-apprenticeship, or apprenticeship pro-
2 gram—

3 “(i) is not in operation;

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

6 “(iii) is achieving levels of perform-
7 ance on the indicators described in sub-
8 section (b)(1)(A) that are lower than the
9 State goals.

10 “(2) CORRECTIVE ACTION AND
11 DEREGISTRATION OF AN APPRENTICESHIP PRO-
12 GRAM.—The registration agency may take corrective
13 action, and if warranted, deregister a youth appren-
14 ticeship, pre-apprenticeship, or apprenticeship pro-
15 gram, after making a determination that the pro-
16 gram demonstrates persistent and significant failure
17 to perform successfully, which occurs when—

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

21 “(B) the program shows a pattern of poor
22 results on the indicators described in subsection
23 (a)(1)(A) over a period of 3 years, given the
24 characteristics of program participants and eco-

1 nomic conditions in the area served, or are
2 lower than the national or State average;

3 “(C) the program shows no indication of
4 improvement in the areas identified by the reg-
5 istration agency and in the performance im-
6 provement plan under paragraph (1); or

7 “(D) the sponsor has not administered the
8 program in accordance with the program’s reg-
9 istration, as applicable, or with the require-
10 ments of this Act.

11 “(3) NOTIFICATION AND HEARING.—If the reg-
12 istration agency makes a determination described in
13 paragraph (2), the registration agency shall notify
14 the Secretary and the sponsor of the determination
15 in writing, and permit the sponsor to request a hear-
16 ing by the Office of Administrative Law Judges. The
17 registration agency shall transmit to the Secretary a
18 report containing all pertinent facts and cir-
19 cumstances concerning the determination, including
20 findings and a recommendation for deregistration,
21 and copies of all relevant documents and records. If
22 the sponsor does not request the hearing, the reg-
23 istration agency shall deregister the program after
24 the period for requesting such a hearing has expired.

1 “(4) NOTIFICATION AND TREATMENT OF AP-
2 PRENTICES.—Not later than 15 days after the reg-
3 istration agency deregisters a program, or not later
4 than 15 days after the period for requesting such a
5 hearing has expired, the sponsor or program admin-
6 istrator shall notify program participant—

7 “(A) of such deregistration and the effec-
8 tive date;

9 “(B) that such deregistration automatically
10 deprives the program participant of individual
11 registration as part of such youth apprentice-
12 ship, pre-apprenticeship, or apprenticeship pro-
13 gram, including the ability to receive a certifi-
14 cate of completion from the registration agency;

15 “(C) that the deregistration of the pro-
16 gram removes the program participant from eli-
17 gibility for any Federal financial or other assist-
18 ance, or right, privilege, or exemption under
19 Federal law, that—

20 “(i) relates to an apprentice; and

21 “(ii) requires the registration agency’s
22 approval; and

23 “(D) that all youth apprentices, pre-ap-
24 prentices, or apprentices are referred to the
25 registration agency for information about po-

1 tential transfers to other programs under the
2 national apprenticeship system.

3 **“SEC. 132. NATIONAL APPRENTICESHIP SYSTEM EVALUA-**
4 **TION AND RESEARCH.**

5 “(a) EVALUATION AND RESEARCH.—For the purpose
6 of improving the management and effectiveness of the pro-
7 grams and activities carried out under this Act, the Sec-
8 retary shall conduct, through an independent entity, eval-
9 uation, and research on the programs and activities and
10 issues relating to such programs and activities.

11 “(b) TECHNIQUES.—The research conducted under
12 this section shall utilize appropriate methodology and re-
13 search designs.

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

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

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

22 “(B) to the extent feasible, increase the
23 levels of total employment, of attainment of rec-
24 ognized postsecondary credentials, and of meas-
25 urable skills, above the levels that would have

1 existed in the absence of such programs and ac-
2 tivities; and

3 “(C) respond to the needs reflected in
4 labor market data in the local area and align
5 with high-skill, high-wage, or in-demand indus-
6 tries or occupations;

7 “(D) demonstrate a return on investment
8 of Federal, State, local, sponsor, employer, and
9 other funding for programs under the national
10 apprenticeship system, capturing the full level
11 of investment in, and impact of, such programs
12 under the national apprenticeship system;

13 “(2) the impact of policies on the general effec-
14 tiveness of policies such as dual or concurrent enroll-
15 ment programs, advanced standing, or industry rec-
16 ognized apprenticeable occupations on the general
17 effectiveness of programs under the national appren-
18 ticeship system;

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

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

24 “(d) REPORTS.—

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

4 “(A) an interim report containing findings
5 from the research; and

6 “(B) a final report containing the results
7 of the research, including policy recommenda-
8 tions.

9 “(2) REPORTS TO CONGRESS.—Not later than
10 60 days after the receipt of the final report de-
11 scribed in paragraph (1)(B), the Secretary shall sub-
12 mit the interim and final report to the Committee on
13 Education and Labor of the House of Representa-
14 tives and the Committee on Health, Education,
15 Labor, and Pensions of the Senate.

16 “(e) PUBLIC ACCESS.—The Secretary shall make the
17 interim and final reports publicly available no later than
18 60 days after the receipt of the interim and final report.

19 **“Subtitle D—General Provisions**

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

21 “(a) OFFICE OF APPRENTICESHIP.—There are au-
22 thorized to be appropriated to carry out sections 111 and
23 112—

24 “(1) \$50,000,000 for fiscal year 2021;

25 “(2) \$60,000,000 for fiscal year 2022;

1 “(3) \$70,000,000 for fiscal year 2023;

2 “(4) \$80,000,000 for fiscal year 2024; and

3 “(5) \$90,000,000 for fiscal year 2025.

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

6 “(1) \$10,000,000 for fiscal year 2021;

7 “(2) \$12,000,000 for fiscal year 2022;

8 “(3) \$14,000,000 for fiscal year 2023;

9 “(4) \$16,000,000 for fiscal year 2024; and

10 “(5) \$18,000,000 for fiscal year 2025.

11 **“TITLE II—MODERNIZING THE**
12 **NATIONAL APPRENTICESHIP**
13 **SYSTEM FOR THE 21st CEN-**
14 **TURY GRANTS**

15 **“SEC. 201. GRANT REQUIREMENTS.**

16 “(a) AUTHORITY.—

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

21 “(A) CREATION AND EXPANSION ACTIVI-
22 TIES.—To expand the offerings of programs
23 under the national apprenticeship system—

24 “(i) to create new apprenticeship pro-
25 grams in a nontraditional apprenticeship

1 industry or occupation, such as for pro-
2 grams demonstrating demand in informa-
3 tion technology, energy, advanced manu-
4 facturing, or cybersecurity;

5 “(ii) to create new or to expand exist-
6 ing apprenticeship programs, such as for
7 programs demonstrating demand in energy
8 or advanced manufacturing;

9 “(iii) to create new or expand an ex-
10 isting pre-apprenticeship programs; or

11 “(iv) to create new or expand an ex-
12 isting youth apprenticeship programs.

13 “(B) ENCOURAGING EMPLOYER PARTICI-
14 PATION.—To encourage employer participation
15 in programs under the national apprenticeship
16 system—

17 “(i) that target individuals with bar-
18 riers to employment in youth apprentice-
19 ship, pre-apprenticeship, or apprenticeship
20 programs, prioritizing nontraditional ap-
21 prenticeship populations, such as women,
22 minorities, long-term unemployed, individ-
23 uals with a disability, individuals with sub-
24 stance abuse issues, and veterans;

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

5 “(iii) that target individuals currently
6 or formerly incarcerated; or

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

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

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

17 “(I) in key sectors, including
18 manufacturing, information tech-
19 nology, cyber security, health care, in-
20 surance and finance, energy, hospi-
21 tality, retail, construction, and other
22 sectors identified by the Administrator
23 and National Advisory Committee on
24 Apprenticeships as targeted for expan-

1 sion under the national apprenticeship
2 system; or

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

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

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

17 “(2) DURATION.—

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

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

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

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

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

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

11 “(b) FUNDING REQUIREMENTS.—

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

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

1 demonstrating that the entity serves a high propor-
2 tion of individuals with barriers to employment.

3 “(c) PRIORITY AND DISTRIBUTION.—

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

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

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

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

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

22 “(1) demonstrate a partnership with two or
23 more of the following:

24 “(A) a State workforce development board
25 or State workforce agency, or a local workforce

1 development board or local workforce develop-
2 ment agency;

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

5 “(C) a State apprenticeship agency;

6 “(D) an Indian Tribe, Tribal organization,
7 or Tribal educational agency;

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

13 “(F) a Governor;

14 “(G) a labor organization associated with
15 the apprenticeable occupation of the program
16 under the national apprenticeship system in-
17 volved; or

18 “(H) a qualified intermediary; and

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

21 “(e) GENERAL APPLICATION REQUIREMENTS.—The
22 Administrator shall require an eligible entity applying for
23 a grant under this section to submit to the Administrator
24 a description of each of the following:

1 “(1) Which purposes under subsection (a) for
2 which the applicant intends to use such grant.

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

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

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

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

19 “(C) to provide opportunities to rural com-
20 munities, as applicable.

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

23 “(A) the need to expand the program; and

24 “(B) a plan to align the activities sup-
25 ported by the grant with the labor market

1 needs of high-skill, high-wage, or in-demand in-
2 dustry sectors or occupations.

3 “(5) A plan—

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

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

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

22 “(D) to continue the program after the
23 grant period ends; and

24 “(E) to recruit and retain program partici-
25 pants for pre-apprenticeship, youth apprentice-

1 ship, and apprenticeship programs, including
2 from nontraditional apprenticeship populations,
3 such as women, minorities, and individuals with
4 barriers to employment, and how such plan will
5 support the eligible entity in meeting the equal
6 opportunity requirements for diversity described
7 in sections 111(b)(7)(B) and 113(c)(5), as ap-
8 plicable.

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

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

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

22 “(7) A description of potential program partici-
23 pants and strategies to support the recruitment, re-
24 tention and completion such participants, including
25 of 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) to independent eval-
15 uators to enable the evaluators to prepare the
16 evaluations and reports described in section
17 204(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) An eligible entity applying to create
5 new apprenticeship programs and carry out ac-
6 tivities in accordance with subsection
7 (a)(1)(A)(i) shall include as part of their appli-
8 cation a description of—

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

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

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

19 “(C) An eligible entity applying to create
20 or expand pre-apprenticeship programs and
21 carry out activities in accordance with sub-
22 section (a)(1)(A)(iii) shall include as part of
23 their application a description of—

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

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

8 “(D) An eligible entity applying to create
9 or expand youth apprenticeship programs and
10 carry out activities in accordance with sub-
11 section (a)(1)(A)(iv) shall include as part of
12 their application a description of—

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

21 “(ii) existing partnerships with em-
22 ployers acting in either an advisory capac-
23 ity or actively participating in the youth
24 apprenticeship program.

1 “(2) ENCOURAGING EMPLOYER PARTICIPA-
2 TION.—

3 “(A) An eligible entity applying to target
4 individuals with barriers to employment for ap-
5 prenticeship, youth apprentices, or pre-appren-
6 ticeship programs and carry out activities in ac-
7 cordance with subsection (a)(1)(B)(i) shall in-
8 clude as part of their application a description
9 of—

10 “(i) specific strategies to target both
11 individuals with barriers to employment
12 and employers for participation in the pro-
13 gram; and

14 “(ii) demonstration of partnerships
15 with organizations that assist program
16 participants in accessing supportive serv-
17 ices to support recruitment, retention, and
18 completion of the program.

19 “(B) An eligible entity applying to offer
20 pre-apprenticeship, youth apprenticeship, or ap-
21 prenticeship programs in high-need social serv-
22 ice-related industries, sectors, or occupations
23 carry out activities in accordance with sub-
24 section (a)(1)(B)(ii) shall include as part of

1 their application a description of wages and
2 benefits offered to program participants.

3 “(C) An eligible entity applying to target
4 individuals currently or formerly incarcerated
5 and carry out pre-apprenticeship programs and
6 apprenticeship programs in accordance with
7 subsection (a)(1)(B)(iii) shall include as part of
8 their application a description of—

9 “(i) a plan to assist the program par-
10 ticipants obtaining the documentation and
11 work authorization necessary to participate
12 in such program;

13 “(ii) demonstration of partnerships
14 with organizations that assist program
15 participants in accessing activities to im-
16 prove financial literacy and supportive
17 services;

18 “(iii) how the assessments used to
19 support the placement of potential pro-
20 gram participants into a program accu-
21 rately reflect the participants’ skills and
22 competencies;

23 “(iv) a plan to provide information
24 about resources to program participants to

1 address mental health or substance abuse
2 issues;

3 “(v) partnerships with organizations
4 that support—

5 “(I) the transition from incarceration
6 ation to re-entry; and

7 “(II) successful completion of an
8 apprenticeship or pre-apprenticeship
9 program;

10 “(vi) wages and benefits offered to
11 program participants that are commensu-
12 rate with wages for similar work in the
13 State or local area, as allowable; and

14 “(vii) alignment and necessary sup-
15 ports to comply with and receive the bene-
16 fits of the Federal Bonding Program and
17 the Prison Industry Enhancement Certifi-
18 cation Program for employers participating
19 in apprenticeship programs.

20 “(D) An eligible entity applying to engage
21 small- and medium-sized employers and carry
22 out activities in accordance with subsection
23 (a)(1)(B)(iv) shall include as part of their ap-
24 plication a description of demonstrated success
25 in engaging small and medium sized employers

1 and the ability to recruit new employers to par-
2 ticipate in related partnerships or programs,
3 such as small businesses owned or controlled by
4 women, minorities or veterans.

5 “(3) INTERMEDIARY GRANTS.—

6 “(A) An eligible entity applying to carry
7 out activities in accordance with subsection
8 (a)(1)(C)(i) shall include as part of their appli-
9 cation a description of the ability of such entity
10 to convene a diverse group of industry specific
11 stakeholders for the purposes of developing or
12 expanding programs, including employers,
13 workforce development organizations, industry
14 associations, labor groups, and education and
15 training providers at a national level or with
16 national reach.

17 “(B) An eligible entity applying to carry
18 out activities in accordance with subsection
19 (a)(1)(C)(ii) shall include as part of their appli-
20 cation a description of how such entity will—

21 “(i) engage employers, especially
22 small- and medium-sized businesses, in the
23 formation or ongoing development of in-
24 dustry or sector partnerships and pro-

1 grams in the national apprenticeship sys-
2 tem;

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

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

11 “(iv) provide services to program
12 sponsors and program participants.

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

17 “(A) a demonstration of a partnership
18 with—

19 “(i)(I) no less than three sponsors or
20 employer; or

21 “(II) an industry or sector partner-
22 ship; and

23 “(ii) at least 1 of the following—

24 “(I) an educational service agen-
25 cy;

1 “(II) a high school;

2 “(III) a local educational agency;

3 “(IV) State educational agency;

4 “(V) an Indian Tribe, Tribal or-
5 ganization, or Tribal educational
6 agency, as applicable;

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

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

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

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

18 “(ii) the degree requirements for an
19 associates or bachelor’s degree.

20 **“SEC. 202. USES OF FUNDS.**

21 “(a) GENERAL ACTIVITIES.—An eligible entity apply-
22 ing for any grant activity under section 201(a)(1) may use
23 funds for any of the following activities:

24 “(1) To establish or expand partnerships with
25 organizations that provide program participants ac-

1 cess to financial planning mentoring, and supportive
2 services that are necessary to enable an individual to
3 participate in and complete a program under the na-
4 tional apprenticeship system.

5 “(2) Use 5 percent of the grant funds to pro-
6 vide direct financial assistance to apprentices, pre-
7 apprentices, or youth apprentices to support their fi-
8 nancial needs to enter, remain enrolled in, and com-
9 plete such program, such as support for the related
10 costs of supplies, courses, transportation, child care,
11 and housing.

12 “(3) To conduct outreach and recruitment ac-
13 tivities, including assessments of potential partici-
14 pants for, and enrollment of participants in a pro-
15 gram under the national apprenticeship system.

16 “(4) To conduct outreach, engagement, and re-
17 cruitment with employers, industry associations,
18 labor and labor-management organizations, qualified
19 intermediaries, education and training providers,
20 State or local workforce agencies, potential sponsors,
21 communities with high numbers or percentages of
22 nontraditional apprenticeship populations, small-
23 and medium-sized businesses, or rural communities
24 to establish or expand industry or sector partner-

1 ships and opportunities under the national appren-
2 ticeship system.

3 “(5) To conduct any activities as described in
4 the application that would advance the purposes of
5 the grant.

6 “(b) ADDITIONAL USES OF FUNDS.—

7 “(1) CREATION OF EXPANSION ACTIVITIES.—

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

13 “(i) creating and providing training
14 and related instruction based on employer
15 engagement;

16 “(ii) applying apprenticeship frame-
17 works as described in section 111(b)(6)(C)
18 to the State or local labor market and em-
19 ployer needs; or

20 “(iii) aligning the new program with
21 existing apprenticeship programs.

22 “(B) APPRENTICESHIP PROGRAM EXPAN-
23 SION.—An eligible entity that receives funds
24 under section 201(a)(1)(A)(ii) shall use such

1 funds expand an existing apprenticeship pro-
2 grams, which may include—

3 “(i) expanding and enhancing related
4 instruction;

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

10 “(iii) preparing additional instructors
11 or mentors needed for program expansion;

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

16 “(v) providing commensurate wages
17 for program participants during related in-
18 struction for individuals demonstrating fi-
19 nancial need, as applicable.

20 “(C) PRE-APPRENTICESHIP PROGRAMS.—

21 An eligible entity that receives funds under sec-
22 tion 201(a)(1)(A)(iii) shall use such funds to
23 create a new pre-apprenticeship program or ex-
24 pand an existing pre-apprenticeship program,
25 which may include—

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

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

20 “(iii) providing participants with ca-
21 reer exploration and career planning activi-
22 ties and with exploration of postsecondary
23 opportunities including apprenticeship pro-
24 grams;

1 “(iv) with respect to participants
2 without a high school diploma or a gen-
3 erally recognized equivalent, paying the
4 costs affiliated with acquiring such equiva-
5 lent, and the costs of any related assess-
6 ments of potential pre-apprentices or active
7 pre-apprentices;

8 “(v) demonstration of partnerships
9 with organizations that assist program
10 participants in accessing supportive serv-
11 ices, which may include the 12-month pe-
12 riod after the conclusion of a pre-appren-
13 ticeship program;

14 “(vi) providing commensurate wages
15 to the linked apprenticeship program for
16 pre-apprentices as they participate in and
17 complete the pre-apprenticeship program,
18 as appropriate;

19 “(vii) paying the cost of related in-
20 struction associated with the pre-appren-
21 ticeship program, as appropriate; or

22 “(viii) creating or expanding industry
23 or sector partnerships to support the pre-
24 apprenticeship program and to provide ad-

1 ditional opportunities to the pre-appren-
2 tices.

3 “(D) YOUTH APPRENTICESHIP PRO-
4 GRAMS.—An eligible entity that receives funds
5 under section 201(a)(1)(A)(iv) shall use such
6 funds to create a new youth apprenticeship pro-
7 gram or expand an existing youth apprentice-
8 ship program, which may include—

9 “(i) paying for the costs associated
10 with curriculum development and align-
11 ment of that curriculum with industry-rec-
12 ognized credentials, high school graduation
13 requirements, and related instruction, in-
14 cluding curriculum development for dual or
15 concurrent enrollment;

16 “(ii) providing employers technical as-
17 sistance to support the participation of
18 youth apprentices under the age of 18;

19 “(iv) using integrated work-based and
20 academic learning, which may include
21 training in the workplace;

22 “(v) providing career exploration and
23 career planning activities, including explo-
24 ration of postsecondary opportunities such
25 as apprenticeship programs;

1 “(vi) providing technical assistance to
2 support the participation of small- and me-
3 dium-sized businesses in youth apprentice-
4 ship programs;

5 “(vii) demonstration of partnerships
6 with organizations that assist program
7 participants in accessing supportive serv-
8 ices, which may include the 12-month pe-
9 riod after the conclusion of such a youth
10 apprenticeship program; or

11 “(viii) providing teachers, career guid-
12 ance and academic counselors, school lead-
13 ers, administrators, specialized instruc-
14 tional support personnel, and paraprofes-
15 sionals with professional development op-
16 portunities to build an understanding of
17 apprenticeship opportunities available to
18 students, including experiential opportuni-
19 ties like externships.

20 “(2) INCENTIVE FUNDS.—

21 “(A) BARRIERS TO EMPLOYMENT.—An eli-
22 gible entity that receives funds under section
23 201(a)(1)(B)(i) shall use such funds to encour-
24 age employer participation in programs under
25 the national apprenticeship system that target

1 individuals with barriers to employment, which
2 may include—

3 “(i) providing financial assistance to
4 employers to support costs related to the
5 programs, such as training incumbent
6 workers for participation in the apprentice-
7 ship program, or mentors and employees
8 providing on-the-job training;

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

12 “(iii) establishing or expanding part-
13 nerships with organizations that assist pro-
14 gram participants in accessing supportive
15 services to support recruitment, retention,
16 and completion, including providing sup-
17 plies and equipment necessary to begin a
18 program under the national apprenticeship
19 system.

20 “(B) HIGH-NEED SOCIAL SERVICE-RE-
21 LATED INDUSTRIES.—An eligible entity that re-
22 ceives funds under section 201(a)(1)(B)(ii)
23 shall use such funds to incentivize employer
24 participation in programs under the national
25 apprenticeship system in high need social serv-

1 ice-related industries, sectors, or occupations,
2 which may include—

3 “(i) providing financial assistance to
4 employers to support costs related to the
5 program, such as training incumbent work-
6 ers for participation, or mentors and em-
7 ployees providing on-the-job training;

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

11 “(iii) establishing or expanding part-
12 nerships with organizations that assist pro-
13 gram participants in accessing supportive
14 services to support recruitment, retention,
15 and completion, including providing sup-
16 plies and equipment necessary to begin a
17 program under the national apprenticeship
18 system; or

19 “(iv) aligning such program with ca-
20 reer pathways and opportunities for ad-
21 vancement along such career pathways.

22 “(C) INDIVIDUALS IMPACTED BY THE JUS-
23 TICE SYSTEM.—An entity that receives funds
24 under section 201(a)(1)(B)(iii) shall use such
25 funds to incentivize employer participation in

1 programs under the national apprenticeship
2 system that target individuals impacted by the
3 justice system, which may include—

4 “(i) providing financial assistance to
5 employers to support costs related to the
6 program, such as training incumbent work-
7 ers for participation, or mentors and em-
8 ployees providing on-the-job training; or

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

12 “(D) IN-DEMAND INDUSTRY SECTOR OR
13 OCCUPATION GRANTS FOR SMALL- AND ME-
14 DIUM-SIZED BUSINESSES.— An eligible entity
15 that receives funds under section
16 201(a)(1)(B)(iv) shall use such funds to en-
17 courage participation of small- and medium-
18 sized businesses in programs under the national
19 apprenticeship system, which may include—

20 “(i) providing financial assistance to
21 employers to support costs related to the
22 program, such as training incumbent work-
23 ers for participation, or mentors and em-
24 ployees providing on-the-job training;

1 “(ii) supporting the cost of related in-
2 struction or wages for program partici-
3 pants during related instruction;

4 “(iii) providing technical assistance to
5 small and medium sized businesses on the
6 program registration process and
7 leveraging other available funds to support
8 carrying out programs supported by this
9 grant; or

10 “(iv) expanding partnerships to sup-
11 port program expansion, including expand-
12 ing industry or sector partnerships to en-
13 sure inclusion of small- and medium-sized
14 businesses.

15 “(3) INTERMEDIARY GRANTS.—

16 “(A) NATIONAL INDUSTRY AND EQUITY
17 INTERMEDIARIES.—An eligible entity who re-
18 ceives funds under section 201(a)(1)(C)(i) shall
19 use such funds to carry out activities at a na-
20 tional and regional level to support the pro-
21 motion and expansion of industry or equity
22 intermediaries, which may include—

23 “(i) creating partnerships and
24 leveraging collaborations with employers,
25 workforce development organizations, in-

1 industry associations, labor organizations,
2 and education and training providers to
3 help multiple employers make education
4 and training more affordable and accel-
5 erate the expansion of apprenticeship na-
6 tionwide;

7 “(ii) assisting employers in expanding
8 programs, starting new programs, and
9 working together to create a pipeline of
10 skilled workers;

11 “(iii) increasing the participation and
12 completion of nontraditional apprenticeship
13 populations in programs under the national
14 apprenticeship system, which may in-
15 clude—

16 “(I) supporting the development,
17 implementation, and scaling of plans
18 and practices; and

19 “(II) identifying, developing, and
20 disseminating effective program tools
21 and strategies;

22 “(iv) providing national activities to
23 increase access to programs, including
24 strategic marketing and outreach, tech-
25 nology improvements, and innovations that

1 make it easier for employers to start pro-
2 grams and for individuals to connect with
3 program opportunities;

4 “(v) developing and disseminating
5 training or related instruction associated
6 with the program or for curriculum im-
7 provements that align with the require-
8 ments of the program and learning assess-
9 ments; or

10 “(vi) providing industry employees or
11 potential employees with a clear under-
12 standing of future career paths and the
13 skills needed to succeed, along with cost ef-
14 fective ways of acquiring those skills
15 through youth apprenticeship, pre-appren-
16 ticeship, or apprenticeship programs.

17 “(B) LOCAL INTERMEDIARIES.—An eligi-
18 ble entity who receives funds under section
19 201(a)(1)(C)(ii) may use such funds to carry
20 out activities at a local or regional level to sup-
21 port the promotion and expansion of programs
22 under the national apprenticeship system, which
23 may include—

24 “(i) providing training or related in-
25 struction associated with the programs or

1 for curriculum improvements that align
2 with the requirements of the programs and
3 learning assessments;

4 “(ii) engaging with local education
5 and training providers to support related
6 instruction aligned with the needs of high-
7 skill, high-wage, or in-demand industry
8 sectors and occupations, and to the extent
9 practicable, support the provision of aca-
10 demic credit for related instruction;

11 “(iii) providing services, including
12 business engagement, classroom instruc-
13 tion, and demonstration of partnerships
14 with organizations that assist program
15 participants in access supportive services
16 (which may include the 12-month period
17 after the conclusion of the other activities
18 in the youth apprenticeship and pre-ap-
19 prenticeship programs involved);

20 “(iv) providing technical assistance on
21 the registration process for a sponsor of a
22 youth apprenticeship, pre-apprenticeship,
23 or apprenticeship program;

24 “(v) connecting businesses with edu-
25 cation and training providers to develop re-

1 lated instruction to complement the on-the-
2 job learning portion of a youth apprentice-
3 ship, pre-apprenticeship, or apprenticeship
4 program;

5 “(vi) providing training to employees
6 to serve as on-the-job trainers or mentors
7 to program participants; and

8 “(vii) providing career awareness ac-
9 tivities.

10 “(4) EDUCATIONAL ALIGNMENT GRANTS.—An
11 eligible entity who receives funds under section
12 201(a)(1)(D) shall use such funds to strengthen
13 alignment between programs under the national ap-
14 prenticeship system and education and training pro-
15 viders with secondary and postsecondary education
16 systems, including degree and credential require-
17 ments, which may include—

18 “(A) creating and aligning the related in-
19 struction to requirements for a high school di-
20 ploma or associate’s or bachelor’s degrees, in-
21 cluding through—

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

24 “(ii) articulation agreements; or

25 “(iii) credit transfer agreements;

1 “(B) to create or expanding career path-
2 ways aligned with pre-apprenticeship, youth ap-
3 prenticeship, or apprenticeship programs;

4 “(C) providing professional development
5 for teachers, career guidance and academic
6 counselors, school leaders, administrators, spe-
7 cialized instructional support personnel, and
8 paraprofessionals to build an understanding of
9 opportunities in the national apprenticeship sys-
10 tem available to students and to incorporate
11 such opportunities into academic content and
12 offerings;

13 “(D) offering prior learning assessments,
14 which may include credit for prior learning to
15 grant advanced standing in a program under
16 the national apprenticeship system and credit
17 towards an associate’s degree or a bachelor’s
18 degree;

19 “(E) to maintain a connection between a
20 pre-apprenticeship or youth apprenticeship pro-
21 gram and an apprenticeship program; and

22 “(F) to provide training for instructors or
23 mentors.

1 **“SEC. 203. GRANT EVALUATIONS.**

2 “(a) RECIPIENT REPORTS.—Each recipient of a
3 grant under this section shall—

4 “(1) provide for an independent evaluation of
5 the activities carried out under this title during the
6 grant period;

7 “(2) provide for an annual report and a final
8 report at the conclusion of the grant period that in-
9 cludes—

10 “(A) a description of how the funds re-
11 ceived through the grant were used and how the
12 uses of funds aligned with the description in the
13 application specified in section 201(e)(4)(C);

14 “(B) in the case of an eligible entity that
15 is required to report data under section
16 131(a)(1), the data collected under such section
17 for the grant period;

18 “(C) the total number of active program
19 participants served by each of the grant pro-
20 grams and the total number that obtained un-
21 subsidized employment in a field related to the
22 apprenticeable occupation;

23 “(D) the total number of participants that
24 completed each of the youth apprenticeship,
25 pre-apprenticeship, or apprenticeship programs;

1 “(E) the average time to completion for
2 each program as compared to the program
3 standards description in section 123(1) and (2);

4 “(F) the average cost per participant dur-
5 ing the most recent program year and the 3
6 preceding program years; and

7 “(G) the percentage of participants who
8 received support services; 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; and

14 “(C) respond to the needs reflected in
15 State, regional, or local labor market data,
16 align with high-skill, high-wage, or in-demand
17 industries or occupations, and reach a wide va-
18 riety of industry sectors and occupations;

19 “(3) REPORTS TO CONGRESS.—Not later than
20 60 days after the completion of the interim evalua-
21 tion and the final evaluation described in this sec-
22 tion, the Administrator shall submit a report to the
23 Committee on Education and Labor of the House of
24 Representatives and the Committee on Health, Edu-
25 cation, Labor, and Pensions of the Senate.

1 “(4) PUBLIC ACCESS.—The Administrator shall
2 make the interim and final reports publicly available
3 Not later than 60 days after the completion of the
4 interim report and the final report.

5 **“SEC. 204. GRANT APPROPRIATIONS.**

6 “(a) AUTHORIZATION OF APPROPRIATIONS.—There
7 are authorized to be appropriated to carry out only reg-
8 istered apprenticeship activities under this title
9 \$400,000,000 for fiscal year 2021, \$500,000,000 for fis-
10 cal year 2022, \$600,000,000 for fiscal year 2023,
11 \$700,000,000 for fiscal year 2024, and \$800,000,000 for
12 fiscal year 2025.

13 “(b) SPECIAL RULE.—Of the funds made available
14 for this title, no less than \$200,000,000 shall be provided
15 from the H-1B Nonimmigrant Petitioner Account.”.

16 **SEC. 4. CONFORMING AMENDMENTS.**

17 (a) AMERICAN COMPETITIVENESS AND WORKFORCE
18 IMPROVEMENT ACT OF 1998.—Section 414(c) of the
19 American Competitiveness and Workforce Improvement
20 Act of 1998 (29 U.S.C. 2916a) is repealed.

21 (b) IMMIGRATION AND NATIONALITY ACT.—Section
22 286(s)(2) of the Immigration and Nationality Act (8
23 U.S.C. 1356(s)(2)) is amended to read as follows:

24 “(2) USE OF FEES FOR APPRENTICESHIP PRO-
25 GRAMS.—

1 “(A) IN GENERAL.—Of the amount depos-
2 ited into the H-1B Nonimmigrant Petitioner
3 Account, subject to subparagraph (B), not
4 fewer than \$200,000,000 shall remain available
5 to the Secretary of Labor until expended to
6 carry out title II of the National Apprenticeship
7 Act.

8 “(B) EXCEPTION.—If fewer than
9 \$200,000,000 are deposited into the H-1B
10 Nonimmigrant Petitioner Account, then all of
11 the funds deposited in such account shall re-
12 main available to the Secretary of Labor until
13 expended to carry out title II of the National
14 Apprenticeship Act.”.