

Union Calendar No. 465

116TH CONGRESS
2D SESSION

H. R. 8294

[Report No. 116-567, Part I]

To amend the National Apprenticeship Act and expand the national apprenticeship system to include apprenticeships, youth apprenticeships, and pre-apprenticeship registered under such Act, to promote the furtherance of labor standards necessary to safeguard the welfare of apprentices, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

SEPTEMBER 17, 2020

Mrs. DAVIS of California (for herself, Mr. SCOTT of Virginia, Mr. NORCROSS, Ms. BONAMICI, Mr. LEVIN of Michigan, Ms. SCHRIER, Ms. WILD, Mr. SABLAN, Ms. FUDGE, Mrs. HAYES, Mrs. TRAHAN, Mr. TRONE, Mr. DESAULNIER, and Ms. UNDERWOOD) introduced the following bill; which was referred to the Committee on Education and Labor, and in addition to the Committee on the Judiciary, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

NOVEMBER 9, 2020

Additional sponsors: Ms. JAYAPAL, Mr. SMITH of Washington, Mr. TAKANO, Ms. KAPTUR, Ms. SEWELL of Alabama, Ms. JACKSON LEE, Ms. NORTON, Mr. HARDER of California, Mr. RYAN, Mr. CASTRO of Texas, Mr. DAVID SCOTT of Georgia, Mr. VARGAS, Ms. ADAMS, Mr. SUOZZI, Ms. STEVENS, Ms. KUSTER of New Hampshire, Mr. SAN NICOLAS, Mr. COURTNEY, Ms. FINKENAUER, Mr. MORELLE, Mr. DANNY K. DAVIS of Illinois, Mr. VIS-CLOSKY, Ms. WILSON of Florida, Ms. LOFGREN, Mrs. DEMINGS, Ms. SCHAKOWSKY, Ms. LEE of California, Mr. KRISHNAMOORTHY, Mr. MOULTON, Mr. GRIJALVA, and Mr. KHANNA

NOVEMBER 9, 2020

Reported from the Committee on Education and Labor with an amendment

[Strike out all after the enacting clause and insert the part printed in italic]

NOVEMBER 9, 2020

Committee on the Judiciary discharged; committed to the Committee of the Whole House on the State of the Union and ordered to be printed

[For text of introduced bill, see copy of bill as introduced on September 17, 2020]

A BILL

To amend the National Apprenticeship Act and expand the national apprenticeship system to include apprenticeships, youth apprenticeships, and pre-apprenticeship registered under such Act, to promote the furtherance of labor standards necessary to safeguard the welfare of apprentices, and for other purposes.

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

3 **SECTION 1. SHORT TITLE.**

4 *This Act may be cited as the “National Apprenticeship*
 5 *Act of 2020”.*

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

7 *This Act, and the amendments made by this Act, shall*
 8 *take effect beginning on July 1, 2021.*

9 **SEC. 3. AMENDMENT.**

10 *The Act of August 16, 1937 (commonly referred to as*
 11 *the “National Apprenticeship Act”; 50 Stat. 664, chapter*
 12 *663; 29 U.S.C. 50 et seq.), is amended to read as follows:*

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

14 *“(a) SHORT TITLE.—This Act may be cited as the ‘Na-*
 15 *tional Apprenticeship Act’.*

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

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

“Sec. 2. Definitions.

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

“Sec. 4. Transition provisions.

“Sec. 5. Disaggregation of data.

“Sec. 6. Relation to other laws.

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

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

“Sec. 111. The Office of Apprenticeship.

“Sec. 112. National Advisory Committee on Apprenticeships.

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

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

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

“Sec. 121. Apprenticeable occupations standards.

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

“Sec. 123. Apprenticeship agreements.

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

“Subtitle C—Evaluations and Research

“Sec. 131. Program evaluations.

“Sec. 132. National apprenticeship system research.

“Subtitle D—General Provisions

“Sec. 141. Authorization of appropriations.

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

“Sec. 201. Grant requirements.

“Sec. 202. Uses of Funds.

“Sec. 203. Grant evaluations.

“Sec. 204. Grant appropriations.

1 “SEC. 2. DEFINITIONS.

2 *“In this Act:*

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

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

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

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

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

3 “(B) a sponsor.

4 “(5) *APPRENTICESHIP HUB*.—The term ‘appren-
5 ticeship hub’ means a regional or sectoral qualified
6 intermediary recognized by a State apprenticeship
7 agency or a State Office of Apprenticeship as orga-
8 nizing and providing activities and services related to
9 the development of programs under the national ap-
10 prenticeship system.

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

15 “(7) *APPRENTICESHIP PROGRAM*.—The term ‘ap-
16 prenticeship program’ means a program that meets
17 the standards described in section 122(b) and is reg-
18 istered under this Act.

19 “(8) *COMPETENCY*.—The term ‘competency’
20 means the attainment of knowledge, skills, and abili-
21 ties in a subject area, as specified by an occupational
22 skill standard and demonstrated by an appropriate
23 written or hands-on proficiency measurement.

24 “(9) *DEPARTMENT*.—The term ‘Department’
25 means the Department of Labor.

1 “(10) *EDUCATION AND TRAINING PROVIDER.*—

2 *The term ‘education and training provider’ means—*

3 “(A) *an area career and technical education*
4 *school;*

5 “(B) *an early college high school;*

6 “(C) *an educational service agency;*

7 “(D) *a high school;*

8 “(E) *a local educational agency or State*
9 *educational agency;*

10 “(F) *a Tribal educational agency, Tribally*
11 *controlled college or university, or Tribally con-*
12 *trolled postsecondary career and technical insti-*
13 *tution;*

14 “(G) *a postsecondary educational institu-*
15 *tion;*

16 “(H) *a minority-serving institution (as de-*
17 *scribed in any of paragraphs (1) through (7) of*
18 *section 371(a) of the Higher Education Act of*
19 *1965 (20 U.S.C. 1067q(a));*

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

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

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

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

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

9 “(11) *ELIGIBLE ENTITY*.—

10 “(A) *IN GENERAL*.—The term ‘eligible enti-
11 ty’ means—

12 “(i) a program sponsor;

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

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

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

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

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

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

4 *“(vii) a Governor;*

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

7 *“(ix) a qualified intermediary.*

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

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

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

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

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

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

9 “(16) *NONTRADITIONAL APPRENTICESHIP POPU-*
10 *LATION.*—*The term ‘nontraditional apprenticeship*
11 *population’ means a group of individuals (such as a*
12 *group of individuals from the same gender or race),*
13 *the members of which comprise fewer than 25 percent*
14 *of the program participants in an apprenticeable oc-*
15 *cupation under the national apprenticeship system.*

16 “(17) *NONTRADITIONAL APPRENTICESHIP INDUS-*
17 *TRY OR OCCUPATION.*—*The term ‘nontraditional ap-*
18 *prenticeship industry or occupation’ refers to an in-*
19 *dustry sector or occupation that represents fewer than*
20 *10 percent of apprenticeable occupations or the pro-*
21 *grams under the national apprenticeship system.*

22 “(18) *PRE-APPRENTICE.*—*The term ‘pre-appren-*
23 *tice’ means a program participant in a pre-appren-*
24 *ticeship program.*

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

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

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

8 “(C) *is registered under this Act.*

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

12 “(21) *QUALIFIED INTERMEDIARY.*—

13 “(A) *IN GENERAL.*—*The term ‘qualified*
14 *intermediary’ means an entity that demonstrates*
15 *expertise in building, connecting, sustaining,*
16 *and measuring the performance of partnerships*
17 *described in subparagraph (B) and serves pro-*
18 *gram participants and employers by—*

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

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

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

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

7 “(v) connecting students or workers to
8 programs under the national apprenticeship
9 system;

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

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

19 “(viii) serving as a program sponsor.

20 “(B) *PARTNERSHIPS*.—The ‘partnerships
21 described in subparagraph (A)’ means partner-
22 ships among entities involved in programs under
23 the national apprenticeship system, including—

24 “(i) industry or sector partnerships;

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

12 “(iii) *partnerships among one or more*
13 *of the entities described in clauses (i) and*
14 *(ii).*

15 “(22) *RECOGNIZED POSTSECONDARY CREDEN-*
16 *TIAL.—The term ‘recognized postsecondary credential’*
17 *has the meaning given the term in section 3 of the*
18 *Workforce Innovation and Opportunity Act (29*
19 *U.S.C. 3102), except that such term does not include*
20 *a certificate of completion of an apprenticeship.*

21 “(23) *REGISTRATION AGENCY.—The term ‘reg-*
22 *istration agency’ means the State Office of Appren-*
23 *ticeship or State apprenticeship agency in a State*
24 *that is responsible for—*

1 “(A) approving or denying applications
2 from sponsors for registration of programs under
3 the national apprenticeship system in the State
4 or area covered by the registration agency; and

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

9 “(24) RELATED INSTRUCTION.—The term ‘re-
10 lated instruction’ means an organized and systematic
11 form of instruction that meets the requirements of sec-
12 tion 122(b)(1)(C).

13 “(25) RELATED FEDERAL PROGRAMS.—The term
14 ‘related Federal programs’ means programs or activi-
15 ties under the following:

16 “(A) The Workforce Innovation and Oppor-
17 tunity Act (29 U.S.C. 3101 et seq.), including
18 adult education and literacy activities under
19 such Act.

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

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

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

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

3 “(F) *Title I of the Rehabilitation Act of*
4 *1973 (29 U.S.C. 720 et seq.)*.

5 “(G) *Title V of the Older Americans Act of*
6 *1965 (42 U.S.C. 3056 et seq.)*.

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

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

13 “(J) *Chapter 41 of title 38, United States*
14 *Code*.

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

18 “(L) *Employment and training activities*
19 *carried out by the Department of Housing and*
20 *Urban Development*.

21 “(M) *State unemployment compensation*
22 *laws (in accordance with applicable Federal*
23 *law)*.

24 “(N) *Section 231 of the Second Chance Act*
25 *of 2007 (34 U.S.C. 60541)*.

1 “(O) *Part A of title IV of the Social Security Act (42 U.S.C. 601 et seq.).*

3 “(P) *Employment and training programs carried out by the Small Business Administration.*

6 “(Q) *Section 6(d)(4) of the Food and Nutrition Act of 2008 (7 U.S.C. 2015(d)(4)).*

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

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

13 “(27) *SPONSOR.—The term ‘sponsor’ means an employer, joint labor-management organization, trade association, professional association, labor organization, education and training provider, or qualified intermediary that is applying to administer and operate a program under the national apprenticeship system.*

20 “(28) *STATE APPRENTICESHIP AGENCY.—The term ‘State apprenticeship agency’ means a State agency recognized as a State apprenticeship agency under section 113.*

24 “(29) *STATE APPRENTICESHIP COUNCIL.—The term ‘State apprenticeship council’ means an entity*

1 *established under section 113(b)(3) to assist the State*
2 *apprenticeship agency.*

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

9 “(31) *STATE OR LOCAL WORKFORCE DEVELOP-*
10 *MENT BOARDS.*—*The terms ‘State workforce develop-*
11 *ment board’ and ‘local workforce development board’*
12 *have the meanings given the terms ‘State board’ and*
13 *‘local board’, respectively, in section 3 of the Work-*
14 *force Innovation and Opportunity Act (29 U.S.C.*
15 *3102).*

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

22 “(33) *CTE TERMS.*—*The terms ‘area career and*
23 *technical education school’, ‘articulation agreement’,*
24 *‘credit transfer agreement’, ‘postsecondary educational*
25 *institution’, ‘Tribally controlled college or university’,*

1 *‘Tribally controlled postsecondary career and tech-*
2 *nical institution’, and ‘work-based learning’ have the*
3 *meanings given in section 3 of the Carl D. Perkins*
4 *Career and Technical Education Act of 2006 (20*
5 *U.S.C. 2302).*

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

13 “(35) *TRIBAL EDUCATIONAL AGENCY.*—*The term*
14 *‘Tribal educational agency’ has the meaning given the*
15 *term in section 6132 of the Elementary and Sec-*
16 *ondary Education Act of 1965 (20 U.S.C. 7452).*

17 “(36) *WIOA TERMS.*—*The terms ‘career path-*
18 *way’, ‘in-demand industry sector or occupation’, ‘in-*
19 *dividual with a barrier to employment’, ‘industry or*
20 *sector partnership’, ‘labor market area’, ‘local area’,*
21 *‘one-stop center’, ‘one-stop operator’, ‘one-stop part-*
22 *ner’, ‘State’, ‘supportive services’ and ‘workforce de-*
23 *velopment system’ have the meanings given in section*
24 *3 of the Workforce Innovation and Opportunity Act*
25 *(29 U.S.C. 3102).*

1 “(37) *YOUTH APPRENTICE.*—*The term ‘youth ap-*
2 *prentice’ means a participant in a youth apprentice-*
3 *ship program.*

4 “(38) *YOUTH APPRENTICESHIP PROGRAM.*—*The*
5 *term ‘youth apprenticeship program’ means a model*
6 *or program that meets the standards described in sec-*
7 *tion 122(d) and is registered under this Act.*

8 **“SEC. 3. PROGRAMS UNDER THE NATIONAL APPRENTICE-**
9 **SHIP SYSTEM.**

10 *“Any funds appropriated under this Act shall only be*
11 *used for, or provided to, programs under the national ap-*
12 *prenticeship system, including any funds awarded for the*
13 *purposes of grants, contracts, or cooperative agreements, or*
14 *the development, implementation, or administration, of*
15 *program under the national apprenticeship system.*

16 **“SEC. 4. TRANSITION PROVISIONS.**

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

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

2 *“The disaggregation of data under this Act shall not*
3 *be required when the number of program participants in*
4 *a category is insufficient to yield statistically reliable infor-*
5 *mation or when the results would reveal personally identifi-*
6 *able information about a program participant or would re-*
7 *veal such information when combined with other released*
8 *information.*

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

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

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

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

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

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

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

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

22 *“(A) Supporting the development or scaling*
 23 *of apprenticeship models nationally, promoting*
 24 *the effectiveness of youth apprenticeship, pre-ap-*
 25 *prenticeship, and apprenticeship programs, and*

1 *providing promotional materials to State ap-*
2 *prenticeship agencies, State workforce develop-*
3 *ment systems or local workforce development sys-*
4 *tems, State educational agencies or local edu-*
5 *cational agencies, employers, trade associations,*
6 *professional associations, industry groups, labor*
7 *organizations, joint labor-management organiza-*
8 *tions, education and training providers, Federal*
9 *and State correctional facilities, and prospective*
10 *apprentices in such programs.*

11 *“(B) Promoting greater diversity in the na-*
12 *tional apprenticeship system including by—*

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

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

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

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

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

8 “(A) *Providing technical assistance to—*

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

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

1 “(iii) assist sponsors, employers, quali-
2 fied intermediaries, and education and
3 training or related instruction providers, or
4 other entities interested in becoming spon-
5 sors, or seeking support for developing pro-
6 grams under the national apprenticeship
7 system or effectively carrying out such pro-
8 grams, including providing assistance for
9 remote or virtual learning or training, as
10 necessary;

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

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

18 “(B) Cooperating with the—

19 “(i) Secretary of Education in—

20 “(I) providing technical assistance
21 for the development and implementa-
22 tion of related instruction under the
23 national apprenticeship system that is
24 aligned with State education systems

1 *and education and training providers;*
2 *and*

3 “(II) *supporting the stackability*
4 *and portability of academic credit and*
5 *credentials earned as part of such pro-*
6 *grams, including through articulation*
7 *agreements and career pathways; and*

8 “(ii) *State workforce development sys-*
9 *tems to promote awareness of opportunities*
10 *under the national apprenticeship system.*

11 “(3) *STATE OFFICES OF APPRENTICESHIP.—*

12 “(A) *ESTABLISHMENT OF OFFICES.—*

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

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

20 “(I) *in which, as of the day before*
21 *the date of enactment of the National*
22 *Apprenticeship Act of 2020, there is no*
23 *State Office of Apprenticeship; and*

24 “(II) *that has not applied for rec-*
25 *ognition as a State apprenticeship*

1 *agency under section 113, or for which*
2 *such recognition has not provided or*
3 *has been withdrawn by the Adminis-*
4 *trator under such section.*

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

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

14 *“(i) make information on such vacancy*
15 *available on a publicly accessible website;*
16 *and*

17 *“(ii) report to the Committee on Edu-*
18 *cation and Labor of the House of Represent-*
19 *atives and the Committee on Health, Edu-*
20 *cation, Labor, and Pensions of the Senate,*
21 *on the status and length of such vacancy if*
22 *such vacancy is not filled not later than 90*
23 *days after such position has become vacant.*

24 *“(D) RULE OF CONSTRUCTION.—Nothing in*
25 *this paragraph shall be construed to prohibit*

1 *any State described in subparagraph (A)(ii)*
2 *from establishing an agency or entity to promote*
3 *programs under the national apprenticeship sys-*
4 *tem in such State, in coordination with the*
5 *State Office of Apprenticeship operating in the*
6 *State, so long as such agency or entity does not*
7 *act as the registration agency in such State.*

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

25 “(5) *APPRENTICEABLE OCCUPATIONS.—*

1 “(A) *EXISTING APPRENTICEABLE OCCUPA-*
2 *TIONS.—The Administrator shall regularly re-*
3 *view and update the requirements for each*
4 *apprenticeable occupation to ensure that such re-*
5 *quirements are in compliance with requirements*
6 *under this Act.*

7 “(B) *NEW APPRENTICEABLE OCCUPATION.—*

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

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

23 “(C) *INDUSTRY RECOGNIZED OCCUPATIONAL*
24 *STANDARDS.—*

1 “(i) *IN GENERAL.*—*From the funds ap-*
2 *propriated under section 141(a), the Ad-*
3 *ministrator shall convene, on an ongoing*
4 *basis and taking into consideration rec-*
5 *ommendations of the Advisory Committee*
6 *under section 112(d)(4), the industry sector*
7 *leaders and experts described in clause (ii)*
8 *for the purposes of establishing or updating*
9 *specific frameworks of industry recognized*
10 *occupational standards for apprenticeable*
11 *occupations (including potential*
12 *apprenticeable occupations) that—*

13 “(I) *meet the requirements of this*
14 *Act; and*

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

21 “(ii) *INDUSTRY SECTOR LEADERS AND*
22 *EXPERTS.*—*The industry sector leaders and*
23 *experts are employers, industry associa-*
24 *tions, joint labor-management organiza-*
25 *tions, labor organizations, education and*

1 *training providers, credential providers,*
2 *program participants, and other stake-*
3 *holders relevant to the sector or occupation*
4 *for which the frameworks are being estab-*
5 *lished or updated, as determined by the Ad-*
6 *ministrator.*

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

16 “(D) *REGULATIONS.—Not later than one*
17 *year after the date of the enactment of the Na-*
18 *tional Apprenticeship Act of 2020, the Secretary*
19 *shall issue regulations that outline a process for*
20 *proactively establishing and approving stand-*
21 *ards and requirements for apprenticeable occu-*
22 *pations in consultation with the industry sector*
23 *leaders and experts described in subparagraph*
24 *(C)(i).*

1 “(6) *PROGRAM OVERSIGHT AND EVALUATION.*—

2 *The Administrator shall—*

3 “(A) *monitor State apprenticeship agencies,*
4 *State Offices of Apprenticeship, grantees, and*
5 *sponsors of programs under the national appren-*
6 *ticeship system to ensure compliance with the re-*
7 *quirements of this Act;*

8 “(B) *provide technical assistance to assist*
9 *such entities with such compliance or program*
10 *performance; and*

11 “(C) *conduct research and evaluation in ac-*
12 *cordance with subtitle C.*

13 “(7) *PROMOTING DIVERSITY IN THE NATIONAL*
14 *APPRENTICESHIP SYSTEM.*—*The Administrator shall*
15 *promote diversity and ensure equal opportunity to*
16 *participate in programs for apprentices, youth ap-*
17 *prentices, and pre-apprentices, including—*

18 “(A) *taking steps necessary to promote di-*
19 *versity in apprenticeable occupations under the*
20 *national apprenticeship system, especially in*
21 *high-skill, high-wage, or in-demand industry sec-*
22 *tors and occupations in areas with high percent-*
23 *ages of low-income individuals;*

24 “(B) *ensuring programs under the national*
25 *apprenticeship system—*

1 “(i) adopt and implement policies to
2 provide for equal opportunity in such pro-
3 grams, as described in section 30.3 of title
4 29, Code of Federal Regulations (as in effect
5 on January 31, 2020);

6 “(ii) do not engage in intimidation or
7 retaliation as prohibited under section
8 30.17 of title 29, Code of Federal Regula-
9 tions (as in effect on January 31, 2020);
10 and

11 “(iii) are subject, for any violation of
12 clauses (i) or (ii), to enforcement action
13 under this Act; and

14 “(C) supporting the recruitment, employ-
15 ment, and retention of nontraditional appren-
16 ticeship populations in programs under the na-
17 tional apprenticeship system in high-skill, high-
18 wage, and in-demand industry sectors and occu-
19 pations, including women, people of color, indi-
20 viduals with disabilities, individuals impacted
21 by the criminal and juvenile justice system, and
22 individuals with barriers to employment, as ap-
23 plicable.

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

1 “(9) *NATIONAL ADVISORY COMMITTEE.*—*The Ad-*
2 *ministrator shall—*

3 “(A) *regularly consult with the National*
4 *Advisory Committee on Apprenticeships under*
5 *section 112; and*

6 “(B) *ensure that the required recommenda-*
7 *tions and other reports of the Advisory Com-*
8 *mittee are submitted to the Secretary and trans-*
9 *mitted to the Committee on Education and*
10 *Labor of the House of Representatives and the*
11 *Committee on Health, Education, Labor, and*
12 *Pensions of the Senate.*

13 “(10) *COORDINATION.*—*The Administrator shall*
14 *coordinate and align programs under the national*
15 *apprenticeship system with related Federal programs.*

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

20 “(1) *not later than 1 year after the date of the*
21 *enactment of the National Apprenticeship Act of*
22 *2020, establishing and supporting a single informa-*
23 *tion technology infrastructure to support data collec-*
24 *tion and reporting from State apprenticeship agen-*
25 *cies, State Offices of Apprenticeship, grantees under*

1 *title II, program sponsors, and program administra-*
2 *tors under the national apprenticeship system by pro-*
3 *viding for a data infrastructure that—*

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

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, including through the provision of*
17 *technical assistance and financial assistance as*
18 *necessary to ensure reporting systems are*
19 *equipped to report into a single information*
20 *technology infrastructure; and*

21 *“(C) is aligned with data from the perform-*
22 *ance reviews under section 131(b)(1)(A);*

23 *“(2) providing for data sharing that includes*
24 *making nonpersonally identifiable apprenticeship*
25 *data available on a publicly accessible website that is*

1 searchable and comparable, through the use of com-
2 mon, linked, open-data description language, such as
3 the credential transparency description language or a
4 substantially similar resource, so that interested par-
5 ties can become aware of apprenticeship opportunities
6 and of program outcomes that best meets the needs of
7 youth apprentices, pre-apprentices, and apprentices,
8 employers, education and training providers, pro-
9 gram sponsors, and relevant stakeholders, including—

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

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

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

1 “(D) information based on the most recent
2 data available to the Office that is consistent
3 with national standards and practices.

4 **“SEC. 112. NATIONAL ADVISORY COMMITTEE ON APPREN-**
5 **TICESHIPS.**

6 “(a) *ESTABLISHMENT.*—

7 “(1) *IN GENERAL.*—There is established, in the
8 Department of Labor, a National Advisory Committee
9 on Apprenticeships.

10 “(2) *COMPOSITION.*—

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

15 “(B) *LIST OF INDIVIDUALS.*—The individ-
16 uals described in this subparagraph are—

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

1 “(ii) 9 representatives of labor organi-
2 zations or joint labor-management organi-
3 zations who have responsibility for the ad-
4 ministration of an apprenticeship program
5 (including those sponsored by a joint labor-
6 management organization and from non-
7 traditional apprenticeship industries or oc-
8 cupations), at least 1 of which represent em-
9 ployees primarily in the building trades
10 and construction industry;

11 “(iii) 1 representative of each from—

12 “(I) a State apprenticeship agen-
13 cy;

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

18 “(III) a community organization
19 with significant expertise supporting
20 such a program;

21 “(IV) an area career and tech-
22 nical education school or local edu-
23 cational agency;

24 “(V) a State apprenticeship coun-
25 cil;

1 “(VI) a State or local postsec-
2 ondary education and training pro-
3 viders that administers, or has not less
4 than 1 articulation agreement with an
5 entity administering, a program under
6 the national apprenticeship system;

7 “(VII) a provider of an industry-
8 recognized credential;

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

11 “(IX) an apprentice.

12 “(C) *EX OFFICIO NONVOTING MEMBERS.*—
13 *The Advisory Committee shall consist of ex offi-*
14 *cio nonvoting members from each of the following*
15 *departments, selected by the applicable Sec-*
16 *retary—*

17 “(i) *the Department of Labor;*

18 “(ii) *the Department of Commerce;*

19 “(iii) *the Department of Education;*

20 “(iv) *the Department of Energy;*

21 “(v) *the Department of Housing and*
22 *Urban Development;*

23 “(vi) *the Department of Transpor-*
24 *tation;*

1 “(vii) *the Department of Veterans Af-*
2 *fairs;*

3 “(viii) *the Department of Health and*
4 *Human Services;*

5 “(ix) *the Department of Justice; and*

6 “(x) *the Department of Defense.*

7 “(D) *RECOMMENDATIONS.—The Speaker of*
8 *the House of Representatives, the Minority Lead-*
9 *er of the House of Representatives, the Majority*
10 *Leader of the Senate, and the Minority Leader*
11 *of the Senate may each recommend to the Sec-*
12 *retary an individual described in clause (i) or*
13 *(ii) of subparagraph (B) for appointment under*
14 *subparagraph (A) who shall be subject to the re-*
15 *quirements of paragraph (3).*

16 “(3) *QUALIFICATIONS.—An individual shall be*
17 *selected under paragraph (1) on the basis of the expe-*
18 *rience and competence of such individual with respect*
19 *to programs under the national apprenticeship sys-*
20 *tem.*

21 “(4) *TERMS.—*

22 “(A) *IN GENERAL.—Each voting member of*
23 *the Advisory Committee shall be appointed for a*
24 *term of 4 years, except as provided in subpara-*
25 *graphs (B) through (D).*

1 “(B) *TERMS OF INITIAL APPOINTEES.*—

2 “(i) *IN GENERAL.*—*The appointments*
3 *of the initial members of the Advisory Com-*
4 *mittee shall be made not later than 90 days*
5 *after the effective date of the National Ap-*
6 *prenticeship Act of 2020.*

7 “(ii) *STAGGERING OF TERMS.*—*As des-*
8 *ignated by the Secretary at the time of the*
9 *appointment, of the members first ap-*
10 *pointed—*

11 “(I) *half of such members shall*
12 *serve a 2-year term; and*

13 “(II) *half of such members shall*
14 *serve a 4-year term.*

15 “(C) *VACANCIES.*—*Any member appointed*
16 *to fill a vacancy occurring before the expiration*
17 *of the term for which the member’s predecessor*
18 *was appointed shall be appointed only for the re-*
19 *mainder of that term. A member may serve after*
20 *the expiration of that member’s term until a suc-*
21 *cessor has taken office. A vacancy in the Advi-*
22 *sory Committee shall be filled in the manner in*
23 *which the original appointment was made, ex-*
24 *cept that such appointment shall be made not*
25 *later than 90 days after the date of the vacancy.*

1 *A member who fulfilled a partial term as the re-*
2 *sult of a vacancy may, at the end that term, be*
3 *appointed to a full term.*

4 “(D) *MULTIPLE TERMS.*—*A voting member*
5 *of the Advisory Committee may serve not more*
6 *than 2 full terms on the Advisory Committee.*

7 “(b) *CHAIRPERSON.*—*The Advisory Committee mem-*
8 *bers shall designate by vote one of the voting members de-*
9 *scribed in subsection (a)(2)(A) of the Advisory Committee*
10 *to serve as Chairperson of the Advisory Committee.*

11 “(c) *MEETINGS.*—

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

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

20 “(d) *DUTIES.*—*The Advisory Committee shall, at a*
21 *minimum—*

22 “(1) *advise, consult with, and make rec-*
23 *ommendations to the Administrator on matters relat-*
24 *ing to the administration of this Act, including rec-*

1 *ommendations on regulations and policies related to*
2 *the administration of this Act;*

3 *“(2) annually prepare a set of recommendations*
4 *for the Administrator, to be shared with the Com-*
5 *mittee on Education and Labor of the House of Rep-*
6 *resentatives and the Committee on Health, Education,*
7 *Labor and Pensions of the Senate, to improve the reg-*
8 *istration process under subtitle B to make the process*
9 *easily accessible and efficient for use by sponsors*
10 *while maintaining the requirements under subtitle B;*

11 *“(3) make recommendations on expanding par-*
12 *ticipation of nontraditional apprenticeship popu-*
13 *lations in programs under the national apprentice-*
14 *ship system; and*

15 *“(4) review apprenticeable occupations and,*
16 *based on reviews of labor market trends and changes,*
17 *make recommendations to the Administrator on*
18 *whether to—*

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

21 *“(B) convene sector leaders and experts*
22 *under section 111(b)(5)(C) for the establishing*
23 *specific frameworks of industry recognized occu-*
24 *pational standards.*

25 *“(e) PERSONNEL.—*

1 “(1) *COMPENSATION OF MEMBERS.*—

2 “(A) *IN GENERAL.*—*A member of the Advi-*
3 *sory Committee who is not an officer or employee*
4 *of the Federal Government shall be compensated*
5 *at a rate equal to the daily equivalent of the an-*
6 *nuual rate of basic pay prescribed for level IV of*
7 *the Executive Schedule under section 5315 of*
8 *title 5, United States Code, for each day (includ-*
9 *ing travel time) during which the member is en-*
10 *gaged in the performance of the duties of the Ad-*
11 *visory Committee.*

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

18 “(2) *STAFF.*—*The Secretary shall supply the Ad-*
19 *visory Committee with an executive Secretary and*
20 *provide such secretarial, clerical, and other services as*
21 *the Secretary determines to be necessary to enable the*
22 *Advisory Committee to carry out the duties described*
23 *in subsection (d).*

24 “(3) *DATA REQUESTS.*—*The Advisory Committee*
25 *through its Chairperson may request data from the*

1 “(B) a description of how the State appren-
2 ticeship agency will meet the State plan require-
3 ments of subsection (c); and

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

10 “(3) REVIEW AND RECOGNITION.—

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

17 “(B) DURATION OF RECOGNITION.—

18 “(i) DURATION.—The recognition of a
19 State apprenticeship agency shall be for a
20 4-year period beginning on the date the
21 State apprenticeship agency is notified
22 under subparagraph (A).

23 “(ii) NOTIFICATION.—

24 “(I) IN GENERAL.—The Secretary
25 shall notify a State apprenticeship

1 *agency not later than 180 days before*
2 *the last day of the 4-year period re-*
3 *garding whether the State apprentice-*
4 *ship agency is in compliance with this*
5 *section.*

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

14 “(III) *NONCOMPLIANCE.*—*In the*
15 *case of a State apprenticeship agency*
16 *that is not in compliance with this sec-*
17 *tion, the notification shall—*

18 “(aa) *specify the areas of*
19 *noncompliance;*

20 “(bb) *require corrective ac-*
21 *tion; and*

22 “(cc) *offer technical assist-*
23 *ance.*

24 “(iii) *RENEWAL AFTER CORRECTION.*—
25 *If the Administrator determines that a*

1 *State apprenticeship agency has corrected*
2 *the identified areas of noncompliance under*
3 *this subparagraph not later than 180 days*
4 *of notification of noncompliance, the State*
5 *apprenticeship agency’s recognition under*
6 *this section shall be renewed for an addi-*
7 *tional 4-year period.*

8 “(C) *TRANSITION PERIOD FOR STATE AGEN-*
9 *CIES.—*

10 “(i) *IN GENERAL.—Not later than 1*
11 *year after the effective date of the National*
12 *Apprenticeship Act of 2020, a State agency*
13 *that, as of the day before the date of enact-*
14 *ment of such Act, was recognized by the*
15 *Secretary for purposes of registering ap-*
16 *prenticeship programs in accordance with*
17 *this Act shall submit an application under*
18 *paragraph (2).*

19 “(ii) *TRANSITION PERIOD.—A State*
20 *agency described in clause (i) shall be recog-*
21 *nized as a State apprenticeship agency*
22 *under this section for a 4-year period begin-*
23 *ning on the date on which the Secretary ap-*
24 *proves the application submitted by the*
25 *State agency under paragraph (2).*

1 “(b) *AUTHORITY OF A STATE APPRENTICESHIP AGEN-*
2 *CY.—*

3 “(1) *IN GENERAL.—For the period during which*
4 *a State apprenticeship agency is recognized under*
5 *subsection (a) and to maintain such recognition, the*
6 *State apprenticeship agency shall carry out the re-*
7 *quirements of this Act.*

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

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

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

21 “(C) *providing technical assistance to cur-*
22 *rent or potential sponsors; and*

23 “(D) *in the case of such a program that*
24 *fails to meet the requirements of this Act, pro-*

1 *viding for the withdrawal of recognition of the*
2 *program in accordance with section 131(b).*

3 *“(3) STATE APPRENTICESHIP COUNCIL.—*

4 *“(A) IN GENERAL.—A State apprenticeship*
5 *agency shall establish and continue to use a*
6 *State apprenticeship council, which shall operate*
7 *in compliance with the requirements of this Act*
8 *under the direction of the State apprenticeship*
9 *agency.*

10 *“(B) COMPOSITION.—A State apprentice-*
11 *ship council may be regulatory or advisory in*
12 *nature, and shall—*

13 *“(i) be composed of persons familiar*
14 *with apprenticeable occupations; and*

15 *“(ii) be fairly balanced, with an equal*
16 *number of—*

17 *“(I) representatives of employer*
18 *organizations, including from non-*
19 *traditional apprenticeship industries*
20 *or occupations;*

21 *“(II) representatives of labor or-*
22 *ganizations or joint labor-management*
23 *organizations, including from non-*
24 *traditional apprenticeship industries*
25 *or occupations; and*

1 “(III) public members; and

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

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

8 “(c) STATE PLAN.—

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

15 “(2) APPROVAL OF STATE PLAN.—

16 “(A) SUBMISSION.—

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

24 “(I) a description of any State
25 laws, policies, or operational proce-

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

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

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

24 *“(i) 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-year*
3 *period covered by the preceding State plan.*

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

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

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

20 “(C) *MODIFICATIONS.*—

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

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

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

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

10 “(A) *potential sponsors, employers, labor*
11 *organizations, joint labor-management organiza-*
12 *tions, qualified intermediaries, apprentices, edu-*
13 *cation and training providers, credentialing bod-*
14 *ies, eligible entities, industry associations, or*
15 *any potential program participant in the na-*
16 *tional apprenticeship system in the State for the*
17 *purposes of recruitment, retention, program de-*
18 *velopment, expansion, or implementation, in-*
19 *cluding supporting remote or virtual learning or*
20 *training, as necessary;*

21 “(B) *sponsors of programs registered in the*
22 *State, including sponsors that are not meeting*
23 *performance goals under subtitle C, for purposes*
24 *of assisting sponsors in meeting or exceeding*
25 *such goals; and*

1 “(C) sponsors of programs registered in that
2 State for purposes of assisting such sponsors in
3 achieving State goals in diversity and equal op-
4 portunity in apprenticeships in accordance with
5 paragraph (5).

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

15 “(5) *PROMOTING DIVERSITY IN THE NATIONAL*
16 *APPRENTICESHIP SYSTEM*.—Each State plan shall in-
17 clude a plan for how the State apprenticeship agency
18 will—

19 “(A) promote diversity in apprenticeable oc-
20 cupations offered throughout the State, and a de-
21 scription of how such agency will promote the
22 addition of apprenticeable occupations in high-
23 skill, high-wage, or in-demand industry sectors
24 and occupations, and in nontraditional appren-
25 ticeship occupations and sectors; and

1 “(B) *promote diversity and equal oppor-*
2 *tunity in programs under the national appren-*
3 *ticeship system by uniformly adopting and im-*
4 *plementing the requirements of subparagraphs*
5 *(B) and (C) of section 111(b)(7).*

6 “(6) *COMPLAINTS.—*

7 “(A) *IN GENERAL.—Subject to subpara-*
8 *graph (B), each State plan shall include a de-*
9 *scription of the system for the State apprentice-*
10 *ship agency to receive and resolve complaints*
11 *submitted by program participants, the program*
12 *participant’s authorized representative, sponsors,*
13 *employers, or nonprofit compliance organiza-*
14 *tions, such as complaints concerning equal em-*
15 *ployment opportunity or discrimination, viola-*
16 *tions of the apprenticeship agreement, or viola-*
17 *tions of requirements under this Act.*

18 “(B) *COLLECTIVE BARGAINING AGREE-*
19 *MENTS.—Any controversy arising under an ap-*
20 *prenticeship agreement which is covered by a col-*
21 *lective bargaining agreement shall not be subject*
22 *to the system described in subparagraph (A), ex-*
23 *cept that complaints concerning discrimination*
24 *or any matters described in subparagraph (5)(B)*
25 *shall be subject to such system.*

1 “(7) *STATE APPRENTICESHIP HUBS.*—*Each*
2 *State plan shall describe how the State will support,*
3 *in a manner that takes into consideration geographic*
4 *diversity, the creation and implementation of appren-*
5 *ticeship hubs throughout the State that shall work*
6 *with industry and sector partnerships to expand pro-*
7 *grams under the national apprenticeship system, and*
8 *apprenticeable occupations, in the State.*

9 “(8) *STATE APPRENTICESHIP PERFORMANCE*
10 *OUTCOMES.*—*Each State plan shall—*

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

15 “(i) *in subparagraph (A) of section*
16 *131(b)(1); and*

17 “(ii) *in subparagraph (B)(ii) of section*
18 *131(b)(1); and*

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

22 “(C) *annually report on the outcomes of*
23 *each such program in relation to the State estab-*
24 *lished goals under subparagraph (A).*

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

5 “(10) *ALIGNMENT OF WORKFORCE ACTIVITIES.*—
6 Each State plan shall include a summary of State-
7 supported workforce development activities (including
8 education and training) in the State, including—

9 “(A) a summary of the apprenticeship pro-
10 grams on the list of eligible providers of training
11 services under section 122(d) of the Workforce In-
12 novation and Opportunity Act (29 U.S.C.
13 3152(d));

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

19 “(C) a description of how apprenticeship
20 programs will receive expedited consideration to
21 be included on the list of eligible providers of
22 training services under section 122(d) of the
23 Workforce Innovation and Opportunity Act (29
24 U.S.C. 3152(d)).

1 “(11) *STATE STRATEGIC VISION.*—*Each State*
2 *plan shall include a summary of the State’s strategic*
3 *vision and set of goals for preparing an educated and*
4 *skilled workforce and for meeting the skilled workforce*
5 *needs of employers, including in existing and emerg-*
6 *ing in-demand industry sectors and occupations as*
7 *identified by the State, and how the programs reg-*
8 *istered by the State apprenticeship agency in the*
9 *State will help to meet such goals.*

10 “(12) *STRATEGY FOR ANY JOINT PLANNING,*
11 *ALIGNMENT, COORDINATION, AND LEVERAGING OF*
12 *FUNDS.*—*Each State plan shall provide a description*
13 *of the State apprenticeship agency’s strategy for joint*
14 *planning, alignment, coordination, and leveraging of*
15 *funds—*

16 “(A) *with the State’s workforce development*
17 *system, to achieve the strategic vision and goals*
18 *described in paragraph (11), including the core*
19 *programs defined in section 3 of the Workforce*
20 *Innovation and Opportunity Act (29 U.S.C.*
21 *3102) and the elements related to system align-*
22 *ment under section 102(b)(2)(B) of such Act (29*
23 *U.S.C. 3112(b)(2)(B));*

24 “(B) *for programs under the national ap-*
25 *prenticeship system in the State with other Fed-*

1 *eral education programs, including programs*
2 *under—*

3 *“(i) the Elementary and Secondary*
4 *Education Act of 1965;*

5 *“(ii) the Individuals with Disabilities*
6 *Education Act;*

7 *“(iii) the Carl D. Perkins Career and*
8 *Technical Education Act of 2006; and*

9 *“(iv) the Higher Education Act of*
10 *1965; and*

11 *“(C) to provide information about access to*
12 *available State assistance or assistance under re-*
13 *lated Federal programs, including such assist-*
14 *ance under—*

15 *“(i) section 6(d) of the Food and Nu-*
16 *trition Act of 2008;*

17 *“(ii) subsection (c)(1) of section 3672*
18 *of title 38, United States Code;*

19 *“(iii) section 231 of the Second Chance*
20 *Act of 2007 (34 U.S.C. 60541); and*

21 *“(iv) the State Temporary Assistance*
22 *for Needy Families programs under part A*
23 *of title IV of the Social Security Act.*

24 *“(13) STATE APPRENTICESHIP COUNCIL.—Each*
25 *State plan shall provide for a description of the com-*

1 *position, roles, and responsibility of the State appren-*
2 *ticeship council, and how the Council will comply*
3 *with the requirements of subsection (b)(3).*

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

8 *“(1) PROGRAM ADMINISTRATION.—The State ap-*
9 *prenticeship agency shall use such funds to support*
10 *the administration of programs under the national*
11 *apprenticeship system across the State, including*
12 *for—*

13 *“(A) staff and resources;*

14 *“(B) oversight and evaluation as required*
15 *under this Act;*

16 *“(C) technical assistance to program spon-*
17 *sors, program participants, employers, labor or-*
18 *ganizations, joint labor-management organiza-*
19 *tions, education and training providers, and*
20 *qualified intermediaries;*

21 *“(D) pre-apprenticeship, youth, and ap-*
22 *prenticeship program recruitment and develop-*
23 *ment, including for—*

24 *“(i) engaging potential providers of*
25 *such programs such as employers, qualified*

1 intermediaries, related instruction pro-
2 viders, and potential program participants;

3 “(ii) publicizing apprenticeship oppor-
4 tunities and benefits; and

5 “(iii) engaging State workforce and
6 education systems for collaboration and
7 alignment across systems; and

8 “(E) supporting the enrollment and appren-
9 ticeship certification requirements to allow vet-
10 erans and other individuals eligible for the edu-
11 cational assistance programs under chapters 30
12 through 36 of title 38, United States Code, and
13 any related educational assistance programs
14 under laws administered by the Secretary of Vet-
15 erans Affairs, to use such assistance for the ap-
16 prenticeship program, including the requirement
17 of designating a certifying official.

18 “(2) *EDUCATIONAL ALIGNMENT.*—*The State ap-*
19 *prenticeship agency shall use not less than 10 percent*
20 *of such funds to engage with the State education sys-*
21 *tem to provide technical assistance and best practices*
22 *regarding—*

23 “(A) *alignment of youth apprenticeship*
24 *programs with the secondary education pro-*
25 *grams in the State, including support for career*

1 *exploration, career pathways, education and ca-*
2 *reer planning, and engagement with youth ap-*
3 *prenticeship programs for teachers, career guid-*
4 *ance and academic counselors, school leaders, ad-*
5 *ministrators, and specialized instructional sup-*
6 *port personnel and paraprofessionals;*

7 *“(B) alignment of related instruction pro-*
8 *vided under the national apprenticeship system*
9 *in the State with academic credit granting post-*
10 *secondary programs (including developing career*
11 *pathways, articulation agreements, and prior*
12 *learning assessments); and*

13 *“(C) the joint planning, alignment, coordi-*
14 *nation, and leveraging of funds described in sub-*
15 *paragraphs (B) and (C) of subsection (c)(12).*

16 *“(3) WORKFORCE ALIGNMENT.—The State ap-*
17 *prenticeship agency shall use not less than 10 percent*
18 *of such funds to engage with the State workforce de-*
19 *velopment system to provide technical assistance and*
20 *best practices regarding—*

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

1 “(B) guidance for training staff of the
2 workforce development system, including the vo-
3 cational rehabilitation agencies, within the State
4 on the value of programs under the national ap-
5 prenticeship system as a work-based learning op-
6 tion for participants, including participants of
7 programs authorized under the Workforce Inno-
8 vation and Opportunity Act (29 U.S.C. 3101 et
9 seq.) such as Job Corps under subtitle C of title
10 I of such Act and YouthBuild under section 171
11 of such Act;

12 “(C) providing a list of programs under the
13 national apprenticeship system that are offered
14 in the State, including in the State’s high-skill,
15 high-wage, or in-demand industry sectors or oc-
16 cupations;

17 “(D) alignment of funding received and re-
18 porting required under this Act, including rel-
19 evant placement, retention, and earnings infor-
20 mation, with the Workforce Innovation and Op-
21 portunity Act (29 U.S.C. 3101 et seq.), and tech-
22 nical assistance in how individual training ac-
23 counts under section 134(c)(3) of such Act could
24 be used to pay for the costs of enrolling and par-

1 *participating in programs under the national ap-*
2 *prenticeship system;*

3 *“(E) partnerships with State or local work-*
4 *force development boards, State workforce agen-*
5 *cies, and one-stop centers and one-stop operators*
6 *that assist program participants in accessing*
7 *supportive services to support—*

8 *“(i) the recruitment, retention, and*
9 *completion of programs under the national*
10 *apprenticeship system;*

11 *“(ii) transitions from youth appren-*
12 *ticeships and pre-apprenticeships to ap-*
13 *prenticeship programs; and*

14 *“(iii) the placement into employment*
15 *or further education upon program comple-*
16 *tion; and*

17 *“(F) expanding the list of eligible providers*
18 *of training services under section 122(d) of the*
19 *Workforce Innovation and Opportunity Act to*
20 *include programs under the national apprentice-*
21 *ship system in the State (29 U.S.C. 3152(d)).*

22 *“(4) LEADERSHIP ACTIVITIES.—*

23 *“(A) IN GENERAL.—A State apprenticeship*
24 *agency may reserve not more than 15 percent of*
25 *the funds received under subsection (f) in sup-*

1 *port of State apprenticeship initiatives described*
2 *in this paragraph.*

3 “(B) *DIVERSITY.*—*Not less than 5 percent*
4 *of the amount reserved under subparagraph (A)*
5 *shall be used by the State apprenticeship agency*
6 *for supporting and expanding diversity in*
7 *apprenticeable occupations under the national*
8 *apprenticeship system in the State and program*
9 *participant populations in the State.*

10 “(C) *INCENTIVES FOR EMPLOYERS.*—*A*
11 *State apprenticeship agency may use funds re-*
12 *served under subparagraph (A) to incentivize*
13 *employers to participate in programs under the*
14 *national apprenticeship system, such as costs re-*
15 *lated to program development, staffing for men-*
16 *tors and supervisors, related instruction, or the*
17 *creation of industry or sector partnerships to*
18 *support employer participation.*

19 “(D) *STATE-SPECIFIC INITIATIVES.*—*A*
20 *State apprenticeship agency may use funds re-*
21 *served under subparagraph (A) for State-specific*
22 *initiatives, such as the development or expansion*
23 *of youth apprenticeship programs or apprentice-*
24 *ship programs in high-skill, high-wage, or in-de-*
25 *mand industry sectors and occupations.*

1 “(5) *STATE MATCH FOR FEDERAL INVEST-*
2 *MENT.*—

3 “(A) *IN GENERAL.*—*Except in the case of*
4 *exceptional circumstances, as determined by the*
5 *Administrator, in order to receive a full allot-*
6 *ment under subsection (f), a State apprentice-*
7 *ship agency shall use matching funds from non-*
8 *Federal resources to carry out the activities of*
9 *the agency under this Act in an amount not less*
10 *than 25 percent of such allotment.*

11 “(B) *TRANSITION PERIOD.*—*The require-*
12 *ment under this paragraph shall take effect with*
13 *respect to a State apprenticeship agency on the*
14 *date that is 1 day after the date on which the*
15 *transition period for such agency under sub-*
16 *section (a)(3)(C)(ii) ends.*

17 “(e) *DERECOGNITION OF STATE APPRENTICESHIP*
18 *AGENCIES.*—

19 “(1) *IN GENERAL.*—*The Secretary may with-*
20 *draw recognition of a State apprenticeship agency be-*
21 *fore the end of the agency’s 4-year recognition period*
22 *under subsection (a)(2)(B) if the Secretary deter-*
23 *mines, after notice and an opportunity for a hearing,*
24 *that the State apprenticeship agency has failed for*
25 *one of the reasons described in paragraph (2), and*

1 *has not been in compliance with the performance im-*
2 *provement plan under paragraph (3) to remedy such*
3 *failure.*

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

9 “(A) *adopt or properly enforce a State plan;*

10 “(B) *properly carry out its role as the sole*
11 *registration agency in the State;*

12 “(C) *submit a report under section*
13 *131(b)(1)(B) for any program year;*

14 “(D) *meet the State levels of performance as*
15 *described in subsection (c)(8)(A) or demonstrate*
16 *improvements in performance for 3 consecutive*
17 *program years; or*

18 “(E) *otherwise fulfill or operate in compli-*
19 *ance with the requirements of this Act.*

20 “(3) *DERECOGNITION PROCESS.—*

21 “(A) *IN GENERAL.—If a State apprentice-*
22 *ship agency fails for any of the reasons described*
23 *in paragraph (2), the Secretary shall provide*
24 *technical assistance to such agency for corrective*
25 *action to remedy such failure, including assist-*

1 *ance in the development of a performance im-*
2 *provement plan.*

3 “(B) *REDUCTION OF FUNDS.*—*Except in the*
4 *case of exceptional circumstances as determined*
5 *by the Administrator, in a case in which such a*
6 *State apprenticeship agency continues such fail-*
7 *ure after the provision of the technical assistance*
8 *under subparagraph (A)—*

9 “(i) *the percentage of the funds to be*
10 *allotted to the State apprenticeship agency*
11 *under subsection (f) for each fiscal year fol-*
12 *lowing the fiscal year in which such failure*
13 *has been identified shall be reduced by 5*
14 *percentage points; and*

15 “(ii) *the Administrator shall provide*
16 *notice to the State apprenticeship agency*
17 *that the agency’s recognition under this sec-*
18 *tion may be withdrawn if the agency fails*
19 *to remedy the failure.*

20 “(C) *TERMINATION OF PROCEEDINGS.*—*If*
21 *the Administrator determines that the State ap-*
22 *prenticeship agency’s corrective action under*
23 *subparagraph (A) has addressed the agency’s*
24 *failure identified under paragraph (2), the Ad-*
25 *ministrator shall—*

1 “(i) restore the agency’s full funding
2 allocation under this title for the next full
3 fiscal year; and

4 “(ii) notify the State apprenticeship
5 agency that the agency’s recognition will
6 not be withdrawn under this section for the
7 reason for which the agency’s funding under
8 this title was most recently reduced.

9 “(D) OPPORTUNITY FOR HEARING.—

10 “(i) IN GENERAL.—In a case in which
11 a State apprenticeship agency fails to rem-
12 edy a failure identified under paragraph
13 (2), the Administrator shall—

14 “(I) notify, in writing, the State
15 apprenticeship agency of the failure of
16 the State apprenticeship agency, in-
17 cluding a description of such failure
18 and an explanation that the agency’s
19 recognition under this section may be
20 withdrawn as a result of such failure;
21 and

22 “(II) offer the State apprentice-
23 ship agency an opportunity to request
24 a hearing not later than 30 days after
25 the date of such notice.

1 “(i) *REFERRAL TO OFFICE OF ADMIN-*
2 *ISTRATIVE LAW JUDGES.*—*In a case in*
3 *which the State apprenticeship agency re-*
4 *quests a hearing under clause (i)(II), the*
5 *Administrator shall refer the matter to the*
6 *Office of Administrative Law Judges for a*
7 *recommended decision by the Administra-*
8 *tive Review Board for final agency action.*

9 “(4) *REQUIREMENTS REGARDING WITHDRAWAL*
10 *OF RECOGNITION.*—

11 “(A) *OFFICE OF APPRENTICESHIP.*—

12 “(i) *PRIOR TO ORDER.*—*Prior to the*
13 *withdrawal of the recognition of a State ap-*
14 *prenticeship agency under this section, the*
15 *Administrator shall—*

16 “(I) *provide to the State appren-*
17 *ticeship agency an order withdrawing*
18 *recognition of such agency under this*
19 *section; and*

20 “(II) *establish a State Office of*
21 *Apprenticeship; and*

22 “(ii) *AFTER ORDER.*—*Not later than*
23 *30 days after the date of such order, provide*
24 *notification of the withdrawal to the spon-*
25 *sors of the programs under the national ap-*

1 *prenticeship system in such State that were*
2 *registered with the State apprenticeship*
3 *agency to enable each such sponsor to be*
4 *registered with the Administrator (acting*
5 *through the State Office of Apprenticeship*
6 *established under clause (i)(II)).*

7 “(B) *STATE APPRENTICESHIP AGENCY RE-*
8 *QUIREMENTS.—A State agency whose recognition*
9 *as a State apprenticeship agency under this sec-*
10 *tion has been withdrawn under paragraph (3)*
11 *shall—*

12 “(i) *provide to the Administrator pro-*
13 *gram standards, apprenticeship agreements,*
14 *completion records, cancellation and sus-*
15 *sension records, performance metrics, and*
16 *any other documents relating to the State’s*
17 *programs under the national apprenticeship*
18 *system in the State;*

19 “(ii) *cooperate fully during the transi-*
20 *tion period beginning on the date of the*
21 *order withdrawing such recognition and*
22 *ending on the date on which the Adminis-*
23 *trator establishes a State Office of Appren-*
24 *ticeship in the State; and*

1 “(iii) return any unused funds received
2 under this Act.

3 “(5) REINSTATEMENT OF RECOGNITION.—A
4 State apprenticeship agency that has had its recogni-
5 tion withdrawn under this section may have such rec-
6 ognition reinstated upon presentation of adequate evi-
7 dence that the State apprenticeship agency has—

8 “(A) submitted an application under sub-
9 section (a)(2), and

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

12 “(f) RESERVATION AND STATE ALLOTMENTS.—

13 “(1) STATE ALLOTMENTS.—

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

16 “(i) $33\frac{1}{3}$ percent shall be equally dis-
17 tributed among each State Office of Appren-
18 ticeship, outlying area, and eligible State;
19 and

20 “(ii) $66\frac{2}{3}$ percent shall be allotted to
21 eligible States on the basis described in sub-
22 paragraph (B).

23 “(B) FORMULA.—

24 “(i) IN GENERAL.—Of the amount
25 available under subparagraph (A)(i)—

1 “(I) 25 percent shall be allotted
2 on the basis of the relative share of
3 program participants in each eligible
4 State, as determined on the basis of the
5 most recent satisfactory data available
6 from the Administrator, compared to
7 the total number of program partici-
8 pants in all eligible States, as deter-
9 mined on such basis;

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

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

1 “(i) ALLOTMENTS BASED ON BLS AND
2 ACS DATA.—Of the amount available under
3 clause (i)(III)—

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

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

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

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

1 “(A) *ELIGIBLE STATE*.—The term ‘eligible
2 State’ means a State that has a State appren-
3 ticeship agency.

4 “(B) *OUTLYING AREA*.—The term ‘outlying
5 area’ means American Samoa, Guam, the Com-
6 monwealth of the Northern Mariana Islands, and
7 the United States Virgin Islands.

8 “(C) *POVERTY LINE*.—The term ‘poverty
9 line’ has the meaning given such term in section
10 3 of the Workforce Innovation and Opportunity
11 Act (29 U.S.C. 3102).

12 “(D) *UNEMPLOYED INDIVIDUAL*.—The term
13 ‘unemployed individual’ has the meaning given
14 such term in section 3 of the Workforce Innova-
15 tion and Opportunity Act (29 U.S.C. 3102).

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

19 “(1) \$75,000,000 for fiscal year 2021;

20 “(2) \$85,000,000 for fiscal year 2022;

21 “(3) \$95,000,000 for fiscal year 2023;

22 “(4) \$105,000,000 for fiscal year 2024; and

23 “(5) \$115,000,000 for fiscal year 2025.

1 **“SEC. 114. INTERAGENCY AGREEMENT WITH DEPARTMENT**
2 **OF EDUCATION.**

3 *“(a) IN GENERAL.—Not later than 1 year after the ef-*
4 *fective date of the National Apprenticeship Act of 2020, in*
5 *order to cooperate with the Secretary of Education and pro-*
6 *mote awareness and adoption of apprenticeship programs,*
7 *the Secretary (acting through the Administrator) shall—*

8 *“(1) enter into an interagency agreement with*
9 *the Secretary of Education to promote and support*
10 *integration and alignment of programs under the na-*
11 *tional apprenticeship system with secondary, postsec-*
12 *ondary, and adult education, through the activities*
13 *described in this section; and*

14 *“(2) submit to the Committee on Education and*
15 *Labor of the House of Representatives and the Com-*
16 *mittee on Health, Education, Labor, and Pensions of*
17 *Senate, such agreement and any modifications to*
18 *such agreement.*

19 *“(b) ALIGNMENT FOR YOUTH APPRENTICESHIPS.—In*
20 *order to promote alignment between youth apprenticeship*
21 *programs and high school graduation requirements, the*
22 *interagency agreement under subsection (a) shall describe*
23 *how the Secretaries will work to provide—*

24 *“(1) information and resources to—*

25 *“(A) parents and students to promote a bet-*
26 *ter understanding of programs under the na-*

1 *tional apprenticeship system and their value in*
2 *secondary and postsecondary education and ca-*
3 *reer pathways by not later than middle school;*
4 *and*

5 *“(B) school leaders (working with academic*
6 *counselors, teachers, and faculty) about the value*
7 *of such programs and information on how to ef-*
8 *fectively align youth apprenticeship programs*
9 *with secondary and career and technical edu-*
10 *cation programs; and*

11 *“(2) technical assistance on how to—*

12 *“(A) align related instruction and*
13 *apprenticeable occupation skills and com-*
14 *petencies to high school graduation requirements;*

15 *“(B) offer related instruction through dual*
16 *and concurrent enrollment programs and other*
17 *accelerated learning programs, as described in*
18 *section 4104(b)(3)(A)(i)(IV) of the Elementary*
19 *and Secondary Education Act of 1965 (20*
20 *U.S.C. 7114(b)(3)(A)(i)(IV));*

21 *“(C) facilitate transitions for youth appren-*
22 *tices who have completed their youth apprentice-*
23 *ships into further education, including an asso-*
24 *ciate, baccalaureate, or advanced degree, and re-*
25 *lated apprenticeship opportunities; and*

1 “(D) align activities carried out under this
2 Act with eligible funding from, and planning
3 processes for, the Carl D. Perkins Career and
4 Technical Education Act of 2006 (20 U.S.C.
5 2301 et seq.), the Elementary and Secondary
6 Education Act of 1965 (20 U.S.C. 6301 et seq.),
7 the Individuals with Disabilities Education Act
8 (20 U.S.C. 1400 et seq.), the Rehabilitation Act
9 of 1973, and the Higher Education Act of 1965
10 (20 U.S.C. 1001 et seq.).

11 “(c) APPRENTICESHIP COLLEGE CONSORTIUM.—In
12 order to support the establishment of a college consortium
13 of postsecondary educational institutions, related instruc-
14 tion providers, sponsors, qualified intermediaries, employ-
15 ers, labor organizations, and joint labor-management orga-
16 nizations for the purposes of promoting stronger connec-
17 tions between programs under the national apprenticeship
18 system and participating 2- and 4-year postsecondary edu-
19 cational institutions, the interagency agreement under sub-
20 section (a) shall include a description of how the Secretaries
21 will—

22 “(1) support data sharing systems that align
23 education records and records of programs under the
24 national apprenticeship system regarding whether
25 program participants who receive financial aid under

1 *title IV of the Higher Education Act of 1965 enroll*
2 *in, or complete, postsecondary coursework while par-*
3 *ticipating in a program under such system;*

4 “(2) *provide guidance on how to align eligible*
5 *funding from, planning processes for, and the require-*
6 *ments of the Carl D. Perkins Career and Technical*
7 *Education Act of 2006 (20 U.S.C. 2301 et seq.), the*
8 *Rehabilitation Act of 1973, and the Higher Education*
9 *Act of 1965 (20 U.S.C. 1001 et seq.) with this Act;*

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

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

16 “(B) *create or expand the awarding and ar-*
17 *ticulation of academic credit for related instruc-*
18 *tion completed and credentials awarded to pro-*
19 *gram participants as part of a program under*
20 *the national apprenticeship system; and*

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

1 “(4) provide technical assistance on eligible uses
2 of financial aid, including the Federal work study
3 program under part C of title IV of the Higher Edu-
4 cation Act of 1965 (20 U.S.C. 1087–51 et seq.), for re-
5 lated instruction for programs under the national ap-
6 prenticeship system;

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

9 “(A) a list of apprenticeship programs in
10 related occupations offered in the State or avail-
11 able under the Office of Apprenticeship that may
12 become part of the consortium;

13 “(B) information on how to develop an ap-
14 prenticeship program;

15 “(C) information on Federal, State, and
16 local financial resources available to assist with
17 the establishment and implementation of appren-
18 ticeship programs; and

19 “(D) information on related qualified inter-
20 mediaries or industry or sector partnerships sup-
21 porting apprenticeship programs, as applicable;
22 and

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

1 “(A) a list of participating members of the
2 consortium, apprenticeship programs provided,
3 credentials awarded with each program, and
4 available apprenticeable occupations; and

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

9 “(d) *BEST PRACTICE DEVELOPMENT AND SHARING.*—

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

11 “(A) *clearly identified and commonly recog-*
12 *nized throughout the relevant industry or occu-*
13 *pation;*

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

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

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

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

1 *of quality standards necessary to safeguard the welfare of*
2 *apprentices, pre-apprentices, and youth apprentices.*

3 “(b) *APPRENTICESHIP PROGRAM STANDARDS.—In ad-*
4 *dition to the standards described in subsection (e), an ap-*
5 *prenticeship program shall meet the following standards:*

6 “(1) *The program has an organized and clearly*
7 *written plan, developed by the sponsor, that includes,*
8 *at a minimum, the following information:*

9 “(A) *The employment and training to be re-*
10 *ceived by each apprentice participating in the*
11 *program, including—*

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

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

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

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

1 “(B) A process for maintaining appropriate
2 progress records, including the reviews and eval-
3 uations described in subparagraph (A)(iv).

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

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

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

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

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

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

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

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

13 “(D) A progressively increasing, clearly de-
14 fined schedule of wages to be paid to the appren-
15 tice that is—

16 “(i) consistent with measurable skill
17 gains; and

18 “(ii) ensures the entry wage is not less
19 than the greater of—

20 “(I) the minimum wage required
21 under section 6(a) of the Fair Labor
22 Standards Act of 1938 (29 U.S.C.
23 206(a)); or

24 “(II) the applicable wage required
25 by other applicable Federal or State

1 *laws (including regulations) or collec-*
2 *tive bargaining agreements.*

3 *“(E) The term of the apprenticeship pro-*
4 *gram, which may be measured using—*

5 *“(i) a time-based model, which requires*
6 *the completion of the industry standard for*
7 *on-the-job learning hours, which in no case*
8 *shall be less than 2,000 hours, unless an al-*
9 *ternative requirement is put forth by the*
10 *employer and sponsor that reflects industry*
11 *standards and the relative hazards of the oc-*
12 *cupation, and is accepted by the Secretary*
13 *and registration agency;*

14 *“(ii) a competency-based model, which*
15 *requires the attainment of competency in*
16 *the occupation; or*

17 *“(iii) a hybrid model, which blends the*
18 *time-based and competency-based ap-*
19 *proaches.*

20 *“(F) The methods used to measure an ap-*
21 *prentice’s skills and competencies, which may in-*
22 *clude an initial diagnostic assessment or assess-*
23 *ment of credentials that verify an individual’s*
24 *foundational knowledge and skills that would be*

1 *needed to succeed in an apprenticeship program,*
2 *and which shall include—*

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

9 “(ii) *in the case of a competency-based*
10 *model described in subparagraph (E)(ii),*
11 *the individual apprentice’s successful dem-*
12 *onstration of acquired skills and knowledge*
13 *through appropriate means of testing and*
14 *evaluation for such competencies, and by re-*
15 *quiring apprentices to complete a paid on-*
16 *the-job learning component of the appren-*
17 *ticeship;*

18 “(iii) *in the case of a hybrid appren-*
19 *ticeship described in subparagraph (E)(iii),*
20 *a combination of a specified minimum*
21 *number of hours of on-the-job learning and*
22 *the successful demonstration of competency,*
23 *as described in subparagraph (E)(i) and a*
24 *work process schedule.*

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

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

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

14 “(A) clearly identifies each interim creden-
15 tial;

16 “(B) only issues an interim credential for
17 recognized components of an apprenticeable occu-
18 pation and demonstrates how each interim cre-
19 dential specifically links to the knowledge, skills,
20 and abilities associated with such components;
21 and

22 “(C) establishes the process for assessing an
23 individual apprentice’s demonstration of com-
24 petency and measurable skill gains associated
25 with the particular interim credential.

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

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

12 “(2) *The program—*

13 “(A) *is carried out by a sponsor that has a*
14 *written agreement with at least one sponsor of*
15 *an apprenticeship program;*

16 “(B) *demonstrates the existence of an active,*
17 *advisory partnership with an industry or sector*
18 *partnership to inform the training and edu-*
19 *cation services necessary for a pre-apprenticeship*
20 *program;*

21 “(C) *demonstrates evidence of sufficient de-*
22 *mand in an apprenticeship program at the com-*
23 *pletion of a pre-apprenticeship program to sup-*
24 *port a transition from a pre-apprenticeship to*
25 *an apprenticeship; and*

1 “(D) demonstrates partnerships with quali-
2 fied intermediaries, community-based organiza-
3 tions, labor organizations, or joint labor-manage-
4 ment organizations.

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

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

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

22 “(C) to the extent appropriate and prac-
23 ticable, meets the related instruction require-
24 ments as described in clauses (ii) through (iv) of
25 subsection (b)(1)(C) that includes enabling an

1 *individual to attain a secondary school diploma*
2 *or its recognized equivalent that enables a pre-*
3 *apprentice to enter into an apprenticeship pro-*
4 *gram; and*

5 *“(D) includes mentoring, career exposure,*
6 *career planning, and career awareness activities.*

7 *“(d) YOUTH APPRENTICESHIP PROGRAM STAND-*
8 *ARDS.—In addition to the standards described in subsection*
9 *(e), a youth apprenticeship program shall meet the fol-*
10 *lowing standards:*

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

14 *“(2) The program includes each of the following*
15 *core elements:*

16 *“(A) The employment and training to be re-*
17 *ceived by each youth apprentice participating in*
18 *the program, including—*

19 *“(i) an outline of the work processes or*
20 *the plan in which the youth apprentice will*
21 *receive supervised work experience and on-*
22 *the-job training or in an experiential set-*
23 *ting;*

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

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 appropriate
12 progress records, including the reviews and eval-
13 uations described in subparagraph (A)(iv).

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

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

20 “(ii) meets the additional requirements
21 as described in subsection (b)(1)(C).

22 “(D) A progressively increasing, clearly de-
23 fined schedule of wages to be paid to the youth
24 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 used*
5 *to measure skill acquisition for a youth appren-*
6 *tice, including ongoing assessment against estab-*
7 *lished skill and competency standards as de-*
8 *scribed in subsection (b)(1)(F).*

9 “(G) *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 (b)(4).*

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

22 “(1) *The program—*

23 “(A) *has adequate and safe equipment, en-*
24 *vironments, and facilities for training and su-*
25 *pervision;*

1 “(B) provides safety training on-the-job and
2 in related instruction as applicable by the
3 apprenticeable occupation; and

4 “(C) provides adequate training for mentors
5 and qualified instructors on providing a safe
6 work and training environment.

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

15 “(3) The program provides all individuals with
16 an equal opportunity to participate in the program
17 as described in subparagraphs (B) and (C) of section
18 111(b)(7).

19 “(4) The program awards a certificate of comple-
20 tion in recognition of successful completion of the pro-
21 gram, evidenced by an appropriate certificate issued
22 by the registration agency, and in the case of appren-
23 ticeships and youth apprenticeships, prepares a pro-
24 gram participant to obtain a recognized postsec-
25 ondary credential.

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

6 “(6) *The numeric ratio of program participants*
7 *to supervisors (such as journeyworkers, mentors, or*
8 *on-the-job learning instructors, as applicable) for the*
9 *apprenticeable occupation, that are based on evidence-*
10 *based and evidence-informed best practices for super-*
11 *vision, training, safety, and continuity of employ-*
12 *ment, throughout the work processes of the program,*
13 *job site, department, or plant, appropriate for the de-*
14 *gree of hazard in different occupations, and consistent*
15 *with provisions in collective bargaining agreements,*
16 *as applicable, except if such ratios are expressly pro-*
17 *hibited by the collective bargaining agreements.*

18 **“SEC. 123. APPRENTICESHIP AGREEMENTS.**

19 “(a) *IN GENERAL.—To ensure the standards described*
20 *in section 122 are applied to programs under the national*
21 *apprenticeship system, the Administrator shall require a*
22 *sponsor to develop an apprenticeship agreement that*
23 *shall—*

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

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

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

4 “(4) be submitted to the registration agency in
5 accordance with section 124 by the program sponsor.

6 “(b) STANDARDS.—Each agreement under subsection
7 (a) shall contain, explicitly or by reference, program stand-
8 ards under section 122, including—

9 “(1) in the case of an apprenticeship program—

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

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

18 “(C) that is a hybrid model, the minimum
19 number of hours to be spent by the program par-
20 ticipant in on-the-job learning and work compo-
21 nents and in related instruction, and a descrip-
22 tion of the skill sets and competencies to be at-
23 tained by completion of the program;

24 “(2) the number of hours and form of related in-
25 struction, including how related instruction will be

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

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

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

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

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

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

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

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

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

10 “(3) *a written assurance that, if the program is*
11 *registered under this Act, the sponsor will administer*
12 *the program in accordance with the requirements of*
13 *this Act and comply with the requirements of the ap-*
14 *prenticeship agreement for each apprentice; and*

15 “(4) *methods for reporting quarterly data de-*
16 *scribing the outcomes associated with the program as*
17 *required by the registration agency.*

18 “(b) *RECOGNITION AND REGISTRATION PROCESS.—*

19 “(1) *REVIEW AND APPROVAL PROCESS.—*

20 “(A) *PROVISIONAL APPROVAL REVIEW.—An*
21 *application submitted under subsection (a) that*
22 *the registration agency determines meets the re-*
23 *quirements described in such subsection shall be*
24 *registered for a provisional 1-year period begin-*
25 *ning not later than 30 days after such applica-*

1 tion is submitted. During such period, the reg-
2 istration agency shall accept and record the ap-
3 prenticeship agreement as evidence of the pro-
4 gram's compliance and registration to operate
5 such program.

6 “(B) *FULL APPROVAL OR EXTENDED PROVI-*
7 *SIONAL APPROVAL.*—By the end of a provisional
8 registration period for a program, the registra-
9 tion agency providing provisional approval
10 under subparagraph (A) shall review the pro-
11 gram for quality and for compliance with the
12 applicable standards under this subtitle and all
13 other applicable program requirements under
14 this Act, and—

15 “(i) if a registration agency con-
16 ducting a provisional review determines
17 that the program complies with the stand-
18 ards and requirements under this Act, the
19 registration agency shall fully approve the
20 registration of the program; or

21 “(ii) if a registration agency con-
22 ducting a provisional review determines
23 that the program is not conforming to the
24 requirements or standards under this Act,
25 the registration agency may continue the

1 *provisional registration of the program*
2 *through the first full training cycle for pro-*
3 *gram participants, and conduct an addi-*
4 *tional provisional review at the conclusion*
5 *of the training cycle.*

6 “(C) *FAILURE TO MEET REQUIREMENTS.*—

7 *If, after an initial provisional review under sub-*
8 *paragraph (A), a registration agency conducting*
9 *such provisional review determines that the pro-*
10 *gram is not in operation or does not conform to*
11 *the requirements under this Act, the registration*
12 *agency shall recommend technical assistance and*
13 *corrective action for the program, or*
14 *deregistration, in accordance with procedures es-*
15 *tablished under subsections (b) and (c) of section*
16 *131.*

17 “(2) *CERTIFICATE OF REGISTRATION.*—

18 “(A) *IN GENERAL.*—*A registration agency*
19 *that registers a program under paragraph (1)*
20 *shall—*

21 “(i) *provide the sponsor of the program*
22 *with a certificate of registration or other*
23 *written evidence of registration; and*

24 “(ii) *provide a copy of the certificate of*
25 *registration to the Secretary of Veterans Af-*

1 *fairs or the applicable State veterans agency*
2 *for the purpose of aligning the registration*
3 *process with the process for approving such*
4 *program for eligible veterans' use of supple-*
5 *mental educational assistance benefits.*

6 “(B) *REGISTRATION NAME.*—*A program*
7 *shall be registered in the name of the sponsor, or*
8 *if a sponsor enters into a partnership with an*
9 *employer who registers the program, in the name*
10 *of the employer.*

11 “(3) *PROGRAM PARTICIPANT REGISTRATION.*—*A*
12 *sponsor providing a program that is registered in ac-*
13 *cordance with paragraph (2) shall provide to an indi-*
14 *vidual seeking to be a program participant the oppor-*
15 *tunity to apply through the sponsor, and shall—*

16 “(A) *enter into a written individual ap-*
17 *prenticeship agreement described in section 123*
18 *with each such individual before the commence-*
19 *ment of the program; and*

20 “(B) *individually register each program*
21 *participant with the registration agency by fil-*
22 *ing a copy of the individual apprenticeship*
23 *agreement with the registration agency or as oth-*
24 *erwise required by the registration agency, and*

1 *sharing a copy with the Administrator as appro-*
2 *priate, as described under section 123(a)(4).*

3 “(4) *TRANSITION PROCESS FOR PREVIOUSLY AP-*
4 *PROVED PROGRAMS.—With respect to a program that*
5 *was registered under this Act as of the day before the*
6 *date of enactment of the National Apprenticeship Act*
7 *of 2020, the registration agency shall take such steps*
8 *as necessary to—*

9 “(A) *in the case of a program that meets of*
10 *the requirements of this Act, maintain the status*
11 *of the sponsor of the program as of the date be-*
12 *fore such date of enactment as the sponsor of*
13 *such program under this Act; and*

14 “(B) *in the case of a program that does not*
15 *meet the requirements of this Act, provide tech-*
16 *nical assistance to the sponsor of such program*
17 *to ensure that the sponsor is in compliance with*
18 *this Act not later than 3 years after the date of*
19 *enactment of the National Apprenticeship Act of*
20 *2020.*

21 “(c) *MODIFICATIONS OR CHANGES TO YOUTH APPREN-*
22 *TICESHIP, PRE-APPRENTICESHIP, OR APPRENTICESHIP*
23 *PROGRAMS.—*

24 “(1) *SPONSOR PROPOSAL.—Any sponsor that*
25 *wishes to modify a program, including the program’s*

1 *method of meeting the standards required under this*
2 *Act, shall submit the proposal for such change or*
3 *modification to the registration agency for the pro-*
4 *gram.*

5 “(2) *REGISTRATION AGENCY REQUIREMENTS.—*

6 “(A) *IN GENERAL.—The registration agency*
7 *shall determine whether to approve the proposal*
8 *and notify the sponsor of the determination by*
9 *not later than 60 days after receipt of the pro-*
10 *posal.*

11 “(B) *APPROVAL OF PROPOSAL.—If the pro-*
12 *posal is approved, the registration agency shall*
13 *amend the record of the program to reflect the*
14 *modification or change, and provide the sponsor*
15 *or program administrator with an acknowledg-*
16 *ment of the amended program, by not later than*
17 *30 days after the date of approval.*

18 “(C) *DISAPPROVAL OF PROPOSAL.—If the*
19 *proposal is not approved, the registration agency*
20 *shall—*

21 “(i) *notify the sponsor of the reasons*
22 *for the disapproval and provide the sponsor*
23 *with technical assistance to maintain the*
24 *program as originally registered;*

1 “(ii) provide the sponsor with the op-
2 portunity to submit a revised modification
3 proposal, including providing appropriate
4 technical assistance to modify the proposal
5 in order to meet the requirements of this
6 Act; and

7 “(iii) in a case in which the sponsor
8 submits a revised modification proposal, not
9 later than 60 days after receipt of such pro-
10 posal—

11 “(I) approve the proposal; or

12 “(II) disapprove the proposal and
13 provide the sponsor with technical as-
14 sistance to maintain the program as
15 originally registered.

16 **“Subtitle C—Evaluations and**
17 **Research**

18 **“SEC. 131. PROGRAM EVALUATIONS.**

19 “(a) *PURPOSE.*—The purpose of this section is to pro-
20 vide program performance transparency across the pro-
21 grams under the national apprenticeship system, assess the
22 effectiveness of States in achieving positive outcomes for
23 program participants served by those programs, and estab-
24 lish performance accountability measures related to pro-
25 gram completion and key indicators of performance under

1 *the Workforce Innovation and Opportunity Act (29 U.S.C.*
2 *3101 et seq.).*

3 “(b) *REVIEWS BY REGISTRATION AGENCIES.—*

4 “(1) *PERFORMANCE REVIEWS.—*

5 “(A) *IN GENERAL.—A registration agency*
6 *shall—*

7 “(i) *annually collect performance data*
8 *for each program registered under section*
9 *124 by such agency to determine—*

10 “(I) *the performance of the pro-*
11 *gram with respect to the indicators of*
12 *performance under section*
13 *116(b)(2)(A)(i) of the Workforce Inno-*
14 *vation and Opportunity Act (29*
15 *U.S.C. 3141(b)(2)(A)(i) or in the case*
16 *of a youth apprenticeship program,*
17 *section 116(b)(2)(A)(ii) of such Act*
18 *(29 U.S.C. 3141(b)(2)(A)(ii)), as ap-*
19 *plied to programs under the national*
20 *apprenticeship system; and*

21 “(II) *the completion rates of the*
22 *program; and*

23 “(ii) *provide technical assistance for*
24 *the collection of the information under*

1 *clause (i) of this subparagraph and sub-*
2 *paragraph (B), as necessary.*

3 “(B) *REPORTS.*—*The registration agency*
4 *for a State shall annually prepare and submit to*
5 *the Administrator a State performance report*
6 *that includes the following information with re-*
7 *spect to each program registered under section*
8 *124 by such agency, including—*

9 “(i) *information specifying the levels of*
10 *performance described in subparagraph (A),*
11 *as compared to goals set in section*
12 *113(c)(8)(A)(i);*

13 “(ii) *the percentage of program par-*
14 *ticipants by race, sex ethnicity and, to the*
15 *extent practicable, by individuals with dis-*
16 *abilities, as compared to such percentages*
17 *within the working age population who are*
18 *in the geographical area from which the*
19 *sponsor usually seeks or reasonably could*
20 *seek program participants and who meet*
21 *the minimum eligibility requirements for*
22 *entry into in the program;*

23 “(iii) *the percentage of program par-*
24 *ticipants served by each of the programs*
25 *that obtained unsubsidized employment in a*

1 *field related to the apprenticeable occupa-*
2 *tion;*

3 “(iv) *the average time to completion*
4 *for the program as compared to the descrip-*
5 *tion in the agreement under paragraphs (1)*
6 *and (2) of section 123(b);*

7 “(v) *the average cost per participant*
8 *during the most recent program year and*
9 *the 3 preceding program years;*

10 “(vi) *the percentage of program par-*
11 *ticipants who received supportive services;*

12 “(vii) *information on the State’s ac-*
13 *tivities required under section 113(c), in-*
14 *cluding the State’s uses of funds; and*

15 “(viii) *the disaggregation of the per-*
16 *formance data described in clauses (i)*
17 *through (vi)—*

18 “(I) *by the program type (appren-*
19 *ticeship, youth apprenticeship, or pre-*
20 *apprenticeship program) involved; and*

21 “(II) *by race, ethnicity, sex, age,*
22 *and membership in a population speci-*
23 *fied in section 3(24) of the Workforce*
24 *Innovation and Opportunity Act (29*
25 *U.S.C. 3102(24)).*

1 “(C) *REPORTS TO CONGRESS.*—Not later
2 than 60 days after receiving a report under sub-
3 paragraph (B), the Secretary shall transmit to
4 the Committee on Education and Labor of the
5 House of Representatives and the Committee on
6 Health, Education, Labor, and Pensions of the
7 Senate.

8 “(D) *PUBLICATION.*—The Administrator
9 shall annually make available on a publicly ac-
10 cessible website each report received under sub-
11 paragraph (B) not later than 30 days after re-
12 ceipt of such report.

13 “(2) *COMPREHENSIVE PROGRAM REVIEWS.*—

14 “(A) *IN GENERAL.*—A registration agency
15 shall periodically review each program registered
16 under section 124 by such agency for quality as-
17 surance and compliance with the requirements of
18 this Act.

19 “(B) *TIMING OF REVIEWS.*—A review de-
20 scribed in subparagraph (A) shall occur—

21 “(i) at the end of the first full training
22 cycle of program participants under the
23 program; and

1 “(ii) beginning after the review de-
2 scribed in clause (i) at least once every 5
3 years.

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

7 “(i) determining whether the registra-
8 tion agency is receiving notification from
9 the sponsor of a program regarding individ-
10 uals who are registered as new youth ap-
11 prentices, pre-apprentices, or apprentices
12 under the program, or who successfully com-
13 plete the program, as required under this
14 Act;

15 “(ii) determining whether the sponsor
16 of the program is complying with the re-
17 quirements of this Act;

18 “(iii) evaluating the performance of the
19 sponsor with respect to, at a minimum, the
20 indicators described in paragraph (1)(A)(i),
21 with the performance data disaggregated as
22 described in paragraph (1)(B)(viii); and

23 “(iv) ensuring the sponsor’s compliance
24 with the requirement to provide equal op-
25 portunity in recruitment, training, and em-

1 *ployment as described in subparagraphs (B)*
2 *and (C) of section 111(b)(7).*

3 *“(D) REPORTS.—On completion of a review*
4 *under this paragraph, the registration agency*
5 *shall prepare and submit to the Administrator a*
6 *report containing the results of the review.*

7 *“(c) SUBSEQUENT ACTION.—*

8 *“(1) TECHNICAL ASSISTANCE.—The registration*
9 *agency shall provide technical assistance to the spon-*
10 *sor and identify areas that require technical assist-*
11 *ance, including—*

12 *“(A) to support the sponsor in creating a*
13 *plan to meet the State goals described in section*
14 *113(c)(8)(A)(ii), as applicable; and*

15 *“(B) assistance in the development of a per-*
16 *formance improvement plan if the registration*
17 *agency determines, pursuant to any review*
18 *under subsection (b), that the youth apprentice-*
19 *ship, pre-apprenticeship, or apprenticeship pro-*
20 *gram—*

21 *“(i) is not in operation;*

22 *“(ii) is not in compliance with the re-*
23 *quirements of this Act; or*

24 *“(iii) is achieving levels of performance*
25 *on any indicators described in subsection*

1 (b)(1)(A)(i) that are lower than the State
2 goals for any program year.

3 “(2) CORRECTIVE ACTION AND DEREGISTRATION
4 OF AN APPRENTICESHIP PROGRAM.—The registration
5 agency may take corrective action, and if warranted,
6 deregister a youth apprenticeship, pre-apprenticeship,
7 or apprenticeship program, after making a deter-
8 mination that the program demonstrates persistent
9 and significant failure to perform successfully, which
10 occurs when—

11 “(A) the sponsor of the program consistently
12 fails to register at least 1 program participant;

13 “(B) the program shows a pattern of poor
14 results on the indicators described in subsection
15 (b)(1)(A)(i) over a period of 3 years, given the
16 characteristics of program participants and eco-
17 nomic conditions in the area served, or are lower
18 than the national or State average;

19 “(C) the program shows no indication of
20 improvement in the areas identified by the reg-
21 istration agency and in the performance im-
22 provement plan under paragraph (1); or

23 “(D) the sponsor has not administered the
24 program in accordance with the program’s reg-

1 *istration, as applicable, or with the requirements*
2 *of this Act.*

3 *“(3) NOTIFICATION AND HEARING.—If the reg-*
4 *istration agency makes a determination described in*
5 *paragraph (2), the registration agency shall notify the*
6 *Secretary and the sponsor of the determination in*
7 *writing, and permit the sponsor to request a hearing*
8 *by the Office of Administrative Law Judges. The reg-*
9 *istration agency shall transmit to the Secretary a re-*
10 *port containing all pertinent facts and circumstances*
11 *concerning the determination, including findings and*
12 *a recommendation for deregistration, and copies of all*
13 *relevant documents and records. If the sponsor does*
14 *not request the hearing not later than 15 days after*
15 *receiving such notification, the registration agency*
16 *shall deregister the program after the period for re-*
17 *questing such a hearing has expired.*

18 *“(4) NOTIFICATION AND TREATMENT OF APPREN-*
19 *TICES.—Not later than 15 days after the registration*
20 *agency deregisters a program, the sponsor or program*
21 *administrator shall notify program participant—*

22 *“(A) of such deregistration and the effective*
23 *date;*

24 *“(B) that such deregistration automatically*
25 *deprives the program participant of individual*

1 registration as part of such youth apprentice-
2 ship, pre-apprenticeship, or apprenticeship pro-
3 gram, including the ability to receive a certifi-
4 cate of completion from the registration agency;

5 “(C) that the deregistration of the program
6 removes the program participant from eligibility
7 for any Federal financial or other assistance, or
8 rights, privileges, or exemptions under Federal
9 law, that—

10 “(i) relates to an apprentice; and

11 “(ii) requires the registration agency’s
12 approval; and

13 “(D) that all youth apprentices, pre-ap-
14 prentices, or apprentices are referred to the reg-
15 istration agency for information about potential
16 transfers to other programs under the national
17 apprenticeship system.

18 **“SEC. 132. NATIONAL APPRENTICESHIP SYSTEM RESEARCH.**

19 “(a) RESEARCH.—The Secretary shall conduct,
20 through an independent entity, research for the purpose of
21 improving the management and effectiveness of the pro-
22 grams and activities carried out under this Act and to as-
23 sist in the evaluation of the programs as described in section
24 131.

1 “(b) *TECHNIQUES.*—*The research conducted under this*
2 *section shall utilize appropriate methodology and research*
3 *designs.*

4 “(c) *CONTENTS.*—*Such research shall address—*

5 “(1) *the general effectiveness of such programs*
6 *and activities in relation to their cost, including the*
7 *extent to which the programs and activities—*

8 “(A) *improve the skill and employment*
9 *competencies of participants in comparison to*
10 *comparably-situated individuals who did not*
11 *participate in such programs and activities;*

12 “(B) *to the extent feasible, increase the lev-*
13 *els of total employment, of attainment of recog-*
14 *nized postsecondary credentials, and of measur-*
15 *able skills, above the levels that would have ex-*
16 *isted in the absence of such programs and activi-*
17 *ties;*

18 “(C) *respond to the needs reflected in labor*
19 *market data in the local area and align with*
20 *high-skill, high-wage, or in-demand industries or*
21 *occupations; and*

22 “(D) *demonstrate a return on investment of*
23 *Federal, State, local, sponsor, employer, and*
24 *other funding for programs under the national*
25 *apprenticeship system, capturing the full level of*

1 *investment in, and impact of, such programs*
2 *under the national apprenticeship system;*

3 “(2) *the impact of the National Apprenticeship*
4 *Act of 2020 on the general effectiveness of programs*
5 *under the national apprenticeship system, including*
6 *the implementation of policies such as dual or concur-*
7 *rent enrollment programs, advanced standing, or in-*
8 *dustry recognized apprenticeable occupations;*

9 “(3) *best practices in increasing nontraditional*
10 *apprenticeship populations’ participation in pro-*
11 *grams under the national apprenticeship system; and*

12 “(4) *opportunities to scale up effective models*
13 *under the national apprenticeship system.*

14 “(d) *REPORTS.—*

15 “(1) *INDEPENDENT ENTITY.—The independent*
16 *entity carrying out the research shall prepare and*
17 *submit to the Secretary—*

18 “(A) *an interim report containing findings*
19 *from the research; and*

20 “(B) *a final report containing the results of*
21 *the research, including policy recommendations.*

22 “(2) *REPORTS TO CONGRESS.—Not later than 60*
23 *days after receipt of the interim report and final re-*
24 *port described in subparagraphs (A) and (B) of para-*
25 *graph (1), respectively, the Secretary shall submit*

1 *each report to the Committee on Education and*
2 *Labor of the House of Representatives and the Com-*
3 *mittee on Health, Education, Labor, and Pensions of*
4 *the Senate.*

5 *“(e) PUBLIC ACCESS.—The Secretary shall make the*
6 *interim and final reports available on a publicly accessible*
7 *website not later than 60 days after the receipt of the in-*
8 *terim and final report.*

9 **“Subtitle D—General Provisions**

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

11 *“(a) OFFICE OF APPRENTICESHIP.—There are author-*
12 *ized to be appropriated to carry out sections 111 and 112—*

13 *“(1) \$50,000,000 for fiscal year 2021;*

14 *“(2) \$60,000,000 for fiscal year 2022;*

15 *“(3) \$70,000,000 for fiscal year 2023;*

16 *“(4) \$80,000,000 for fiscal year 2024; and*

17 *“(5) \$90,000,000 for fiscal year 2025.*

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

20 *“(1) \$10,000,000 for fiscal year 2021;*

21 *“(2) \$12,000,000 for fiscal year 2022;*

22 *“(3) \$14,000,000 for fiscal year 2023;*

23 *“(4) \$16,000,000 for fiscal year 2024; and*

24 *“(5) \$18,000,000 for fiscal year 2025.*

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

5 **“SEC. 201. GRANT REQUIREMENTS.**

6 *“(a) AUTHORITY.—*

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

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

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

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

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

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

3 “(B) ENCOURAGING EMPLOYER PARTICIPA-
4 TION.—To encourage employer participation in
5 programs under the national apprenticeship sys-
6 tem—

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

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

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

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

3 “(C) *INTERMEDIARY GRANTS.*—If the eligi-
4 ble entity is a qualified intermediary—

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

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

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

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

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

10 “(2) DURATION.—

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

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

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

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

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

4 “(b) *FUNDING REQUIREMENTS.*—

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

15 “(2) *WAIVER.*—*The Administrator may waive*
16 *the requirement under paragraph (1) if the entity*
17 *demonstrates that exceptional circumstances prevent*
18 *the entity from meeting the requirement, such as dem-*
19 *onstrating that the entity serves a high proportion of*
20 *individuals with barriers to employment, or due to*
21 *exceptional or uncontrollable circumstances, such as a*
22 *natural disaster or a precipitous and unforeseen de-*
23 *cline in the financial resources of the eligible entity.*

24 “(c) *PRIORITY AND DISTRIBUTION.*—

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

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

7 “(B) *providing opportunities in high-wage,*
8 *high-skill, or in-demand sectors and occupations.*

9 “(2) *GEOGRAPHIC DISTRIBUTION.*—*In awarding*
10 *grants under this subsection, the Administrator shall,*
11 *to the extent practicable, ensure a geographically di-*
12 *verse distribution of grants, including a geographi-*
13 *cally diverse distribution among regions of the coun-*
14 *try and among urban, suburban, and rural areas.*

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

17 “(1) *demonstrate a partnership with two or more*
18 *of the following:*

19 “(A) *a State or local workforce development*
20 *board or State or local workforce agency;*

21 “(B) *an education and training provider,*
22 *or a consortium thereof;*

23 “(C) *a State apprenticeship agency;*

24 “(D) *an Indian Tribe or Tribal organiza-*
25 *tion;*

1 “(E) an industry or sector partnership, a
2 group of employers, a trade association, or a
3 professional association that sponsors or partici-
4 pates in a program under the national appren-
5 ticeship system;

6 “(F) a Governor;

7 “(G) a labor organization or joint-labor
8 management organization;

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

12 “(I) a qualified intermediary; and

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

15 “(e) *GENERAL APPLICATION REQUIREMENTS.*—An eli-
16 gible entity applying for a grant under this section shall
17 submit to the Administrator a description of each of the
18 following:

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

21 “(2) Each entity with which the eligible entity is
22 partnered or engaged under subsection (d) and the
23 role of each such entity in carrying out activities
24 funded under this subsection.

1 “(3) *The ability of the applicant, directly or*
2 *through partners—*

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

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

13 “(C) *to provide opportunities to rural com-*
14 *munities, as applicable.*

15 “(4) *A labor market analysis with respect to the*
16 *geographic area of service that demonstrates—*

17 “(A) *the need to create or expand the pro-*
18 *gram; and*

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

23 “(5) *A plan—*

24 “(A) *to comply with requirements for an*
25 *evaluation and report under section 203;*

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

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

16 “(D) to continue the program after the
17 grant period ends; and

18 “(E) to recruit and retain program partici-
19 pants for pre-apprenticeship, youth apprentice-
20 ship, and apprenticeship programs, including
21 from nontraditional apprenticeship populations,
22 such as women, minorities, individuals with dis-
23 abilities, individuals impacted by the criminal
24 or juvenile justice system, and individuals with
25 barriers to employment, to ensure program par-

1 *participants are able to access supportive services,*
2 *as applicable, and how such plan will support*
3 *the eligible entity in meeting the equal oppor-*
4 *tunity requirements for diversity described in*
5 *subparagraphs (B) and (C) of section 111(b)(7)*
6 *and section 113(c)(5), as applicable.*

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

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

13 “(B) *the effectiveness of the program, in-*
14 *cluding demonstrations of programmatic compo-*
15 *nents such as program costs to employers and to*
16 *program participants, completion and placement*
17 *rates, credential attainment, diversity in popu-*
18 *lations served, the effectiveness of the program in*
19 *increasing participant’s wages and benefits, or*
20 *services provided to employers and program par-*
21 *ticipants.*

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

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

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

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

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

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

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

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

1 *tion in subsection (e) the following information, as applica-*
2 *ble:*

3 “(1) *CREATION AND EXPANSION ACTIVITIES.—*

4 “(A) *NEW APPRENTICESHIP PROGRAMS.—*

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

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

12 “(ii) *employers, and to the extent prac-*
13 *ticable, labor organizations or joint labor-*
14 *management organizations, engaged in the*
15 *program creation and implementation.*

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

23 “(C) *CREATING OR EXPANDING PRE-AP-*
24 *PRENTICESHIP PROGRAMS.—An eligible entity*
25 *applying to create or expand pre-apprenticeship*

1 *programs and carry out activities in accordance*
2 *with subsection (a)(1)(A)(iii) shall include as*
3 *part of their application a description of—*

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

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

11 *“(D) CREATING OR EXPANDING YOUTH AP-*
12 *PRENTICESHIP PROGRAMS.—An eligible entity*
13 *applying to create or expand youth apprentice-*
14 *ship programs and carry out activities in ac-*
15 *cordance with subsection (a)(1)(A)(iv) shall in-*
16 *clude as part of their application a description*
17 *of—*

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

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

5 “(2) ENCOURAGING EMPLOYER PARTICIPATION.—

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

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

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

23 “(B) HIGH-NEED SOCIAL SERVICE-RELATED
24 INDUSTRIES.—An eligible entity applying to
25 offer pre-apprenticeship, youth apprenticeship,

1 or apprenticeship programs in high-need social
2 service-related industries, sectors, or occupations
3 and carry out activities in accordance with sub-
4 section (a)(1)(B)(ii) shall include as part of
5 their application a description of wages and ben-
6 efits offered to program participants.

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

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

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

23 “(iii) how the assessments used to sup-
24 port the placement of potential program
25 participants into a program accurately re-

1 *flect the participants’ skills and com-*
2 *petencies;*

3 “(iv) *a plan to provide information*
4 *about resources to program participants to*
5 *address mental health or substance abuse*
6 *issues;*

7 “(v) *partnerships with organizations*
8 *that support—*

9 “(I) *the transition from incarcer-*
10 *ation to re-entry, such as assistance*
11 *with housing, transportation, and legal*
12 *services; and*

13 “(II) *successful completion of an*
14 *apprenticeship or pre-apprenticeship*
15 *program;*

16 “(vi) *wages and benefits offered to pro-*
17 *gram participants that are commensurate*
18 *with wages for similar work in the State or*
19 *local area, as allowable; and*

20 “(vii) *alignment and necessary sup-*
21 *ports to comply with and receive the bene-*
22 *fits of the Federal Bonding Program and*
23 *the Prison Industry Enhancement Certifi-*
24 *cation Program for employers participating*
25 *in apprenticeship programs.*

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

12 “(3) *INTERMEDIARY GRANTS.—*

13 “(A) *SUPPORTING NATIONAL INDUSTRY AND*
14 *EQUITY INTERMEDIARIES.—An eligible entity*
15 *applying to carry out activities in accordance*
16 *with subsection (a)(1)(C)(i) shall include as part*
17 *of their application a description of the ability*
18 *of such entity to convene a diverse group of in-*
19 *dustry specific stakeholders for the purposes of*
20 *developing or expanding programs, including*
21 *employers, workforce development organizations,*
22 *industry associations, labor groups (including*
23 *joint labor-management organizations), and edu-*
24 *cation and training providers at a national level*
25 *or with national reach.*

1 “(B) *SERVING PROGRAMS IN A LOCAL OR*
2 *REGIONAL SETTING.*—*An eligible entity applying*
3 *to carry out activities in accordance with sub-*
4 *section (a)(1)(C)(ii) shall include as part of their*
5 *application a description of how such entity*
6 *will—*

7 “(i) *engage employers, especially small-*
8 *and medium-sized businesses, in the forma-*
9 *tion or ongoing development of industry or*
10 *sector partnerships and programs in the na-*
11 *tional apprenticeship system;*

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

17 “(iii) *leverage additional resources, in-*
18 *cluding funding provided by Federal and*
19 *non-Federal resources; and*

20 “(iv) *provide services to program spon-*
21 *sors and program participants.*

22 “(4) *EDUCATIONAL ALIGNMENT.*—*An eligible en-*
23 *tity applying to carry out activities in accordance*
24 *with subsection (a)(1)(D) shall include as part of*
25 *their application a description of—*

1 “(A) a demonstration of a partnership
2 with—

3 “(i)(I) no less than three sponsors or
4 employers; or

5 “(II) an industry or sector partner-
6 ship; and

7 “(ii) at least 1 of the following—

8 “(I) an educational service agen-
9 cy;

10 “(II) a high school;

11 “(III) a local educational agency;

12 “(IV) State educational agency;

13 “(V) an Indian Tribe, Tribal or-
14 ganization, Tribal educational agency,
15 Tribally controlled college or univer-
16 sity, or Tribally controlled postsec-
17 ondary career and technical institu-
18 tion, as applicable;

19 “(VI) a postsecondary educational
20 institution; or

21 “(VII) a State higher education
22 agency; and

23 “(B) a commitment to establishing or ex-
24 panding the alignment of the related instruction
25 to—

1 “(i) the requirements for a high school
2 diploma, which may be fulfilled through a
3 dual or concurrent enrollment program; or

4 “(ii) the requirements for a recognized
5 postsecondary credential, including the de-
6 gree requirements for an associate’s or bach-
7 elor’s degree.

8 **“SEC. 202. USES OF FUNDS.**

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

11 “(1) shall use at least 5 percent of the grant
12 funds to provide direct financial assistance to ap-
13 prentices, pre-apprentices, or youth apprentices
14 through emergency grants to support their financial
15 needs to enter, remain enrolled in, and complete such
16 program, such as support for the related costs of sup-
17 plies and equipment, courses, transportation, child
18 care, and housing; and

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

21 “(A) To establish or expand partnerships
22 with organizations that provide program partici-
23 pants access to financial planning, mentoring,
24 and supportive services that are necessary to en-
25 able an individual to participate in and com-

1 *plete a program under the national apprentice-*
2 *ship system.*

3 “(B) *To conduct outreach and recruitment*
4 *activities, including assessments of potential par-*
5 *ticipants for, and enrollment of participants in,*
6 *a program under the national apprenticeship*
7 *system.*

8 “(C) *To conduct outreach, engagement, re-*
9 *ruitment, and coordination of activities with*
10 *employers, industry associations, labor and joint*
11 *labor-management organizations, qualified inter-*
12 *mediaries, education and training providers,*
13 *State or local workforce agencies, potential spon-*
14 *sors, community-based organizations, commu-*
15 *nities with high numbers or percentages of non-*
16 *traditional apprenticeship populations, small-*
17 *and medium-sized businesses, or rural commu-*
18 *nities to establish or expand industry or sector*
19 *partnerships and opportunities under the na-*
20 *tional apprenticeship system.*

21 “(D) *To carry out grant requirements, in-*
22 *cluding program evaluation and reporting re-*
23 *quirements.*

1 “(E) To conduct any activities as described
2 in the application that would advance the pur-
3 poses of the grant.

4 “(F) To support the transition to virtual or
5 remote learning or training, as necessary and as
6 approved by the registration agency.

7 “(b) *ADDITIONAL USES OF FUNDS.*—

8 “(1) *CREATION OR EXPANSION ACTIVITIES.*—

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

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

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

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

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

1 *funds to expand an existing apprenticeship pro-*
2 *gram, 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 of*
7 *program expansion, including creation of*
8 *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 apprentice-*
13 *ship program opportunities for State or*
14 *local workforce development, education, and*
15 *economic development entities; and*

16 “(v) *providing commensurate wages to*
17 *wages for on-the-job training for program*
18 *participants during related instruction, as*
19 *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 cre-*
23 *ate a new pre-apprenticeship program or expand*
24 *an existing pre-apprenticeship program, which*
25 *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 *demie 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 with-
2 out a high school diploma or a generally
3 recognized equivalent, paying the costs af-
4 filiated with acquiring such equivalent, and
5 the costs of any related assessments of po-
6 tential pre-apprentices or active pre-ap-
7 prentices, including those that would verify
8 the attainment of foundational knowledge
9 and skills necessary to succeed in an ap-
10 prenticeship program;

11 “(v) development or expansion of part-
12 nerships with organizations that assist pro-
13 gram participants in accessing supportive
14 services, which may include the 12-month
15 period after the conclusion of a pre-appren-
16 ticeship program;

17 “(vi) providing commensurate wages to
18 the linked apprenticeship program for pre-
19 apprentices as they participate in and com-
20 plete the pre-apprenticeship program, as
21 appropriate;

22 “(vii) paying the cost of related in-
23 struction associated with the pre-appren-
24 ticeship program, as appropriate; or

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

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

12 “(i) paying for the costs associated
13 with curriculum development and align-
14 ment of that curriculum with recognized
15 postsecondary credentials including indus-
16 try-recognized credentials, high school grad-
17 uation requirements, and related instruc-
18 tion, including curriculum development for
19 dual or concurrent enrollment;

20 “(ii) providing employers, and to the
21 extent practicable, labor organizations and
22 joint labor management organizations, tech-
23 nical assistance to support the participation
24 of youth apprentices under the age of 18;

1 “(iii) *integrating work-based and aca-*
2 *demie learning, which may include training*
3 *in the workplace;*

4 “(iv) *providing career exploration and*
5 *career planning activities, including explo-*
6 *ration of postsecondary opportunities such*
7 *as apprenticeship programs;*

8 “(v) *providing technical assistance to*
9 *support the participation of small- and me-*
10 *dium-sized businesses in youth apprentice-*
11 *ship programs;*

12 “(vi) *developing or expanding partner-*
13 *ships with organizations that assist pro-*
14 *gram participants in accessing supportive*
15 *services, which may include the 12-month*
16 *period after the conclusion of such a youth*
17 *apprenticeship program; or*

18 “(vii) *providing teachers, career guid-*
19 *ance and academic counselors, school lead-*
20 *ers, administrators, specialized instruc-*
21 *tional support personnel, and paraprofes-*
22 *sionals with professional development op-*
23 *portunities to build an understanding of*
24 *apprenticeship opportunities available to*

1 *students, including experiential opportuni-*
2 *ties like externships.*

3 “(2) *INCENTIVE FUNDS.*—

4 “(A) *BARRIERS TO EMPLOYMENT.*—*An eli-*
5 *gible entity that receives funds under section*
6 *201(a)(1)(B)(i) shall use such funds to encourage*
7 *employer participation in programs under the*
8 *national apprenticeship system that target indi-*
9 *viduals with barriers to employment, which may*
10 *include—*

11 “(i) *providing financial assistance to*
12 *employers to support costs related to the*
13 *programs, such as training incumbent*
14 *workers for participation as mentors or em-*
15 *ployees supervising the on-the-job learning;*

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

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

1 *program under the national apprenticeship*
2 *system.*

3 “(B) *HIGH-NEED SOCIAL SERVICE-RELATED*
4 *INDUSTRIES.—An eligible entity that receives*
5 *funds under section 201(a)(1)(B)(ii) shall use*
6 *such funds to incentivize employer participation*
7 *in programs under the national apprenticeship*
8 *system in high need social service-related indus-*
9 *tries, sectors, or occupations, which may in-*
10 *clude—*

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

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

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

1 *program under the national apprenticeship*
2 *system; or*

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

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

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

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

22 “(D) *IN-DEMAND INDUSTRY SECTOR OR OC-*
23 *CUPATION GRANTS FOR SMALL- AND MEDIUM-*
24 *SIZED BUSINESSES.— An eligible entity that re-*
25 *ceives funds under section 201(a)(1)(B)(iv) shall*

1 *use such funds to encourage participation of*
2 *small- and medium-sized businesses in programs*
3 *under the national apprenticeship system, which*
4 *may include—*

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

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

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

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

24 *“(3) INTERMEDIARY GRANTS.—*

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

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

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

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

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

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

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

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

19 “(vi) providing industry employees or
20 potential employees with a clear under-
21 standing of future career paths and the
22 skills needed to succeed, along with cost ef-
23 fective ways of acquiring those skills
24 through youth apprenticeship, pre-appren-
25 ticeship, or apprenticeship programs.

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

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

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

20 “(iii) providing services, including
21 business engagement, classroom instruction,
22 and development of partnerships with orga-
23 nizations that assist program participants
24 in accessing supportive services (which may
25 include the 12-month period after the con-

1 *clusion of the other activities in the youth*
2 *apprenticeship and pre-apprenticeship pro-*
3 *grams involved);*

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

8 *“(v) connecting businesses, labor orga-*
9 *nizations, or joint-labor management orga-*
10 *nizations with education and training pro-*
11 *viders to develop related instruction to com-*
12 *plement the on-the-job learning portion of a*
13 *youth apprenticeship, pre-apprenticeship, or*
14 *apprenticeship program;*

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

18 *“(vii) providing career exposure, career*
19 *planning, and career awareness activities.*

20 *“(4) EDUCATIONAL ALIGNMENT GRANTS.—An el-*
21 *igible entity that receives funds under section*
22 *201(a)(1)(D) shall use such funds to strengthen align-*
23 *ment between programs under the national appren-*
24 *ticeship system and education and training providers*
25 *with secondary and postsecondary education systems,*

1 *including degree and credential requirements, which*
2 *may include—*

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

7 “(i) *dual enrollment and credit articu-*
8 *lation for youth apprenticeship programs;*

9 “(ii) *articulation agreements; or*

10 “(iii) *credit transfer agreements;*

11 “(B) *creating or expanding career pathways*
12 *aligned with pre-apprenticeship, youth appren-*
13 *ticeship, or apprenticeship programs;*

14 “(C) *providing professional development for*
15 *teachers, career guidance and academic coun-*
16 *selors, school leaders, administrators, specialized*
17 *instructional support personnel, and paraprofes-*
18 *sionals to build an understanding of opportuni-*
19 *ties in the national apprenticeship system avail-*
20 *able to students and to incorporate such opportu-*
21 *nities into academic content and offerings;*

22 “(D) *offering prior learning assessments,*
23 *which may include credit for prior learning to*
24 *grant advanced standing in a program under the*

1 *national apprenticeship system and credit to-*
2 *wards an associate's or bachelor's degree;*

3 “(E) *maintaining a connection between a*
4 *pre-apprenticeship or youth apprenticeship pro-*
5 *gram and an apprenticeship program; and*

6 “(F) *providing training for instructors or*
7 *mentors.*

8 **“SEC. 203. GRANT EVALUATIONS.**

9 “(a) *RECIPIENT REPORTS.—Each recipient of a grant*
10 *under this section shall—*

11 “(1) *provide for an independent evaluation of*
12 *the activities carried out under this title during the*
13 *grant period;*

14 “(2) *provide for an annual report and for a*
15 *final report at the conclusion of the grant period,*
16 *which include—*

17 “(A) *a description of how the funds received*
18 *through the grant were used and how the uses of*
19 *funds aligned with the description in the appli-*
20 *cation specified in section 201(e)(5)(C);*

21 “(B) *in the case of an eligible entity that is*
22 *required to report data under section 131(b)(1),*
23 *the data collected under such section for the*
24 *grant period;*

1 “(C) the total number of active program
2 participants served by each of the grant pro-
3 grams;

4 “(D) the total number that obtained unsub-
5 sidized employment in a field related to the
6 apprenticeable occupation;

7 “(E) the total number of program partici-
8 pants that completed the program in which they
9 were enrolled;

10 “(F) the average time to completion for each
11 program as compared to the program standards
12 description under paragraphs (1) and (2) of sec-
13 tion 123(b);

14 “(G) the average cost per participant dur-
15 ing the most recent program year and the 3 pre-
16 ceding program years;

17 “(H) the percentage of participants who re-
18 ceived support services; and

19 “(I) the disaggregation of performance data
20 described in subparagraphs (A) through (H)—

21 “(i) by the program type (apprentice-
22 ship, youth apprenticeship, or pre-appren-
23 ticeship program) involved; and

24 “(ii) by race, ethnicity, sex, age, and
25 membership in a population specified in

1 *section 3(24) of the Workforce Innovation*
2 *and Opportunity Act (29 U.S.C. 3102(24));*
3 *and*

4 *“(3) submit each report under paragraph (2)—*
5 *“(A) to the registration agency; and*
6 *“(B) to the Administrator.*

7 *“(b) ADMINISTRATOR EVALUATIONS.—*

8 *“(1) IN GENERAL.—The Administrator shall pre-*
9 *pare—*

10 *“(A) not later than 36 months after the date*
11 *of enactment of the National Apprenticeship Act*
12 *of 2020, an interim evaluation on the activities*
13 *carried out under grants awarded under this sec-*
14 *tion; and*

15 *“(B) not later than 60 months after the date*
16 *of enactment of the National Apprenticeship Act*
17 *of 2020, a final evaluation containing the results*
18 *of the grant activities.*

19 *“(2) CONTENTS.—Such evaluations shall ad-*
20 *dress, for the activities carried out under each grant*
21 *awarded under this section, the general effectiveness of*
22 *the activities in relation to their cost, including the*
23 *extent to which the activities—*

24 *“(A) improve the participation in, retention*
25 *in, and completion of youth apprenticeship, pre-*

1 *apprenticeship, and apprenticeship programs by*
2 *nontraditional apprenticeship populations;*

3 *“(B) to the extent feasible, increase the lev-*
4 *els of total employment, of attainment of recog-*
5 *nized postsecondary credentials, and of measur-*
6 *able skills, above the levels that would have ex-*
7 *isted in the absence of such activities;*

8 *“(C) respond to the needs reflected in State,*
9 *regional, or local labor market data;*

10 *“(D) align with high-skill, high-wage, or in-*
11 *demand industries or occupations; and*

12 *“(E) reach a wide variety of industry sec-*
13 *tors and occupations;*

14 *“(3) REPORTS TO CONGRESS.—Not later than 60*
15 *days after the completion of the interim evaluation*
16 *and the final evaluation described in this section, the*
17 *Administrator shall submit to the Committee on Edu-*
18 *cation and Labor of the House of Representatives and*
19 *the Committee on Health, Education, Labor, and*
20 *Pensions of the Senate a report summarizing the*
21 *findings of the interim evaluations and a report sum-*
22 *marizing the final evaluations.*

23 *“(4) PUBLIC ACCESS.—The Administrator shall*
24 *make the interim and final reports available on a*
25 *publicly accessible website not later than 60 days*

1 *after the completion of the interim report and the*
2 *final report.*

3 **“SEC. 204. GRANT APPROPRIATIONS.**

4 *“There are authorized to be appropriated to carry out*
5 *this title:*

6 *“(1) \$400,000,000 for fiscal year 2021;*

7 *“(2) \$500,000,000 for fiscal year 2022;*

8 *“(3) \$600,000,000 for fiscal year 2023;*

9 *“(4) \$700,000,000 for fiscal year 2024; and*

10 *“(5) \$800,000,000 for fiscal year 2025.”.*

11 **SEC. 4. CONFORMING AMENDMENTS.**

12 *(a) AMERICAN COMPETITIVENESS AND WORKFORCE*
13 *IMPROVEMENT ACT OF 1998.—Section 414(c) of the Amer-*
14 *ican Competitiveness and Workforce Improvement Act of*
15 *1998 (29 U.S.C. 2916a) is repealed.*

16 *(b) IMMIGRATION AND NATIONALITY ACT.—Section*
17 *286(s)(2) of the Immigration and Nationality Act (8 U.S.C.*
18 *1356(s)(2)) is amended—*

19 *(1) in the heading, by striking “FOR JOB TRAIN-*
20 *ING” and inserting “FOR PROGRAMS UNDER THE NA-*
21 *TIONAL APPRENTICESHIP SYSTEM”; and*

22 *(2) by striking “for demonstration programs and*
23 *projects described in section 414(c) of the American*
24 *Competitiveness and Workforce Improvement Act of*

- 1 *1998” and inserting “to carry out title II of the Na-*
- 2 *tional Apprenticeship Act”.*

Union Calendar No. 465

116TH CONGRESS
2^D SESSION

H. R. 8294

[Report No. 116-567, Part I]

A BILL

To amend the National Apprenticeship Act and expand the national apprenticeship system to include apprenticeships, youth apprenticeships, and pre-apprenticeship registered under such Act, to promote the furtherance of labor standards necessary to safeguard the welfare of apprentices, and for other purposes.

NOVEMBER 9, 2020

Reported from the Committee on Education and Labor
with an amendment

NOVEMBER 9, 2020

Committee on the Judiciary discharged; committed to the
Committee of the Whole House on the State of the
Union and ordered to be printed