

115TH CONGRESS  
2D SESSION

# S. 3061

To promote registered apprenticeships, including registered apprenticeships within in-demand industry sectors, through the support of workforce intermediaries, and for other purposes.

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## IN THE SENATE OF THE UNITED STATES

JUNE 13, 2018

Mr. COONS (for himself and Mr. YOUNG) introduced the following bill; which was read twice and referred to the Committee on Health, Education, Labor, and Pensions

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## A BILL

To promote registered apprenticeships, including registered apprenticeships within in-demand industry sectors, through the support of workforce intermediaries, 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 “Apprenticeship Hubs  
5 Across America Act of 2018”.

6 **SEC. 2. FINDINGS.**

7 Congress finds the following:

1           (1) Registered apprenticeship programs provide  
2           apprentices without college degrees a pathway to re-  
3           ceiving structured on-the-job training, wages, indus-  
4           try-recognized credentials, and direct access to jobs  
5           and careers.

6           (2) According to the Urban Institute, in con-  
7           trast to higher education, in which just over half of  
8           students graduate with a bachelor's degree in 6  
9           years, most apprenticeship programs have comple-  
10          tion rates of 80 percent or better.

11          (3) There are still very few apprenticeship posi-  
12          tions in sectors with high job growth. According to  
13          data from the Department of Labor, health care—  
14          the industry with the greatest job growth—had only  
15          1,852 apprentices in 2016. Information technology,  
16          another sector with rapidly expanding job opportuni-  
17          ties in the United States, had fewer than 1,000 ap-  
18          prentices in 2016.

19          (4) A major barrier to expanding registered ap-  
20          prenticeships in high-growth job sectors is employ-  
21          ers' lack of familiarity with the process to establish,  
22          and the requirements of, registered apprenticeship  
23          programs.

24          (5) Workforce intermediaries, which are organi-  
25          zations that help employers in developing and deliv-

1       ering new registered apprenticeship programs, can  
 2       serve as a catalyzing force for expanding registered  
 3       apprenticeships in high-growth job sectors.

4   **SEC. 3. DEFINITIONS.**

5       In this Act:

6           (1) APPRENTICESHIP.—The term “apprentice-  
 7       ship” means an opportunity in a registered appren-  
 8       ticeship program.

9           (2) IN-DEMAND INDUSTRY SECTOR.—The term  
 10      “in-demand industry sector” means a sector de-  
 11      scribed in subparagraphs (A)(i) and (B) of section  
 12      3(23) of the Workforce Innovation and Opportunity  
 13      Act (29 U.S.C. 3102(23)).

14          (3) INSTITUTION OF HIGHER EDUCATION.—The  
 15      term “institution of higher education” has the  
 16      meaning given the term in section 102 of the Higher  
 17      Education Act of 1965 (20 U.S.C. 1002).

18          (4) LOCAL BOARD.—The term “local board”  
 19      has the meaning given such term in section 3 of the  
 20      Workforce Innovation and Opportunity Act (29  
 21      U.S.C. 3102).

22          (5) NONTRADITIONAL APPRENTICESHIP OCCU-  
 23      PATION.—The term “nontraditional apprenticeship  
 24      occupation” means an occupation that has not tradi-  
 25      tionally engaged in carrying out registered appren-

1 ticeship programs, but which the Secretary deter-  
 2 mines would benefit from having such a program  
 3 (such as an occupation in a financial services, infor-  
 4 mation technology, health care, or hospitality indus-  
 5 try sector).

6 (6) REGISTERED APPRENTICESHIP PROGRAM.—

7 The term “registered apprenticeship program”  
 8 means a program registered under the Act of Au-  
 9 gust 16, 1937 (commonly known as the “National  
 10 Apprenticeship Act”; 50 Stat. 664, chapter 663; 29  
 11 U.S.C. 50 et seq.).

12 (7) SECRETARY.—The term “Secretary” means

13 the Secretary of Labor.

14 (8) STATE BOARD.—The term “State board”

15 has the meaning given the term in section 3 of the  
 16 Workforce Innovation and Opportunity Act (29  
 17 U.S.C. 3102).

18 (9) WORKFORCE INTERMEDIARY.—The term

19 “workforce intermediary” means an entity that—

20 (A)(i) facilitates the establishment of reg-

21 istered apprenticeship programs; or

22 (ii) if awarded a grant under this Act, has

23 the capacity, and will work, to facilitate the es-

24 tablishment of registered apprenticeship pro-

25 grams; and

1 (B) may be a partnership that includes one  
2 or more of the following as partners:

3 (i) A business or industry organiza-  
4 tion.

5 (ii) A community-based organization.

6 (iii) A joint labor-management part-  
7 nership.

8 (iv) An institution of higher edu-  
9 cation.

10 (v) A State board or local board.

11 (vi) A nonprofit organization.

12 (vii) An industry or sector partnership  
13 as defined in section 3 of the Workforce  
14 Innovation and Opportunity Act (29  
15 U.S.C. 3102).

16 (viii) An industry association.

17 (ix) A joint labor-management organi-  
18 zation.

19 (x) A consortium of organizations that  
20 provide technical assistance to support and  
21 to increase the development of registered  
22 apprenticeship programs.

23 (xi) Any other entity that the Sec-  
24 retary considers to be appropriate.

1 **SEC. 4. WORKFORCE INTERMEDIARIES GRANT PROGRAM.**

2 (a) ESTABLISHMENT.—From amounts made avail-  
3 able to carry out this Act, the Secretary shall establish  
4 and carry out a workforce intermediaries grant program  
5 by awarding grants, on a competitive basis, to workforce  
6 intermediaries, to enable the workforce intermediaries to  
7 engage a variety of stakeholders, such as local boards, sec-  
8 ondary schools, institutions of higher education, and em-  
9 ployers, to support, develop, and implement registered ap-  
10 prenticeship programs in accordance with section 6.

11 (b) DURATION.—A grant awarded under this Act  
12 shall be for not more than 2 years, and in an amount of  
13 not more than \$4,000,000.

14 (c) GEOGRAPHIC DIVERSITY.—In awarding grants  
15 under this Act, the Secretary shall ensure that there is  
16 geographic diversity in the areas in which activities will  
17 be carried out under the grants.

18 (d) MATCHING FUNDS.—A workforce intermediary  
19 receiving a grant under this Act shall provide matching  
20 funds, from non-Federal sources, for the activities sup-  
21 ported under the grant. The matching funds shall be in  
22 an amount that is not less than 20 percent of the amount  
23 of grant funds provided under the grant.

24 **SEC. 5. APPLICATIONS.**

25 (a) IN GENERAL.—A workforce intermediary desiring  
26 a grant under this Act shall submit an application to the

1 Secretary at such time, in such manner, and containing  
2 such information as the Secretary may require.

3 (b) CONTENTS.—The application described in sub-  
4 section (a)—

5 (1) shall include—

6 (A) information regarding—

7 (i) in the case of a workforce inter-  
8 mediary described in section 3(9)(A)(i), the  
9 extent to which the workforce intermediary  
10 is working, as of the date of the applica-  
11 tion, with stakeholders to provide activities  
12 such as the activities described in section  
13 6; or

14 (ii) in the case of a workforce inter-  
15 mediary described in section 3(9)(A)(ii),  
16 the capacity of the workforce intermediary  
17 to begin providing activities described in  
18 section 6 upon receipt of the grant, includ-  
19 ing information demonstrating that the  
20 workforce intermediary would be successful  
21 in carrying out such activities; and

22 (B) assurances that—

23 (i) the workforce intermediary will co-  
24 operate in the evaluation of the project  
25 conducted under section 7; and

1 (ii) the workforce intermediary will  
2 meet the matching requirement under sec-  
3 tion 4(d); and

4 (2) may include—

5 (A) information about the workforce  
6 intermediary's—

7 (i) experience in providing activities  
8 described in section 6 and capacity, or abil-  
9 ity to develop or expand capacity, to pro-  
10 vide such activities;

11 (ii) experience working in a collabo-  
12 rative environment with government and  
13 nongovernmental entities;

14 (iii) ability to raise or provide funding  
15 to cover operating costs for the long-term  
16 sustainability of the activities supported  
17 under the grant; and

18 (iv) capacity and infrastructure to  
19 track outcomes and measure results, in-  
20 cluding capacity to track and analyze pro-  
21 gram performance and assess program im-  
22 pact; and

23 (B) information describing how the work-  
24 force intermediary will promote the diversity de-  
25 scribed in section 6(b)(1)(F).

1 **SEC. 6. USE OF FUNDS.**

2 (a) IN GENERAL.—A workforce intermediary that re-  
3 ceives a grant under this Act shall use the grant funds  
4 to carry out activities, which may include activities de-  
5 scribed in subsection (b) or other strategies as may be nec-  
6 essary, that support the development and successful imple-  
7 mentation of registered apprenticeship programs.

8 (b) SUGGESTED USES.—A workforce intermediary  
9 may carry out subsection (a) through one or more of the  
10 following activities, as determined appropriate by the Sec-  
11 retary:

12 (1) OUTREACH AND MARKETING.—A workforce  
13 intermediary may provide services to engage employ-  
14 ers in registered apprenticeship programs, which  
15 may include—

16 (A) marketing apprenticeships regionally,  
17 to employers and to potential apprentices;

18 (B) marketing apprenticeships to sec-  
19 ondary school students, counselors, school ad-  
20 ministrators, or parents;

21 (C) recruiting and evaluating candidates  
22 for apprenticeships;

23 (D) conducting outreach to employers to  
24 persuade the employers to adopt the apprentice-  
25 ship model;

1 (E) matching employers with apprentices;  
2 and

3 (F) promoting diversity among apprentices  
4 by promoting outreach to underrepresented  
5 populations (such as women and minorities),  
6 youth, individuals with disabilities (as defined  
7 in section 3 of the Americans with Disabilities  
8 Act of 1990 (42 U.S.C. 12102)), and veterans.

9 (2) EMPLOYER ENGAGEMENT.—The workforce  
10 intermediary may provide services to engage employ-  
11 ers in, and develop curricula for, registered appren-  
12 ticeship programs, which may include assisting a  
13 small- or medium-sized employer with—

14 (A) designing a curriculum for a registered  
15 apprenticeship program that blends occupation-  
16 specific skills and general industry skills;

17 (B) designing a comprehensive training  
18 plan for apprentices;

19 (C) navigating the registration process for  
20 the registered apprenticeship program;

21 (D) identifying skills, both technical and  
22 behavioral, needed to perform the occupation in  
23 question;

24 (E) providing training to managers and  
25 front-line employees to serve as trainers or

1 mentors to apprentices in the registered appren-  
2 ticeship program;

3 (F) paying for the cost of off-site training  
4 provided to apprentices;

5 (G) coordinating activities between training  
6 instructors and worksite supervisors of appren-  
7 tices;

8 (H) conducting or arranging for off-the-job  
9 training related to the apprenticeship;

10 (I) convening employers to define skills for  
11 the registered apprenticeship program; and

12 (J) developing occupational standards to  
13 help guide employers in establishing new reg-  
14 istered apprenticeship programs.

15 (3) SUPPORT SERVICES FOR APPRENTICES.—

16 The workforce intermediary may provide support  
17 services for apprentices to assure their success in,  
18 and after, registered apprenticeship programs, which  
19 may include—

20 (A) providing guidance to, mentorship to,  
21 and oversight of apprentices during the pro-  
22 gram, to ensure retention and completion;

23 (B) providing services to address chal-  
24 lenges that surface for apprentices during the  
25 apprenticeship;

1 (C) providing professional development  
 2 training needed for apprentices to succeed in a  
 3 full-time job after the apprenticeship;

4 (D) providing post-apprenticeship job  
 5 counseling and job placement services;

6 (E) coordinating pre-apprenticeship train-  
 7 ing or off-the-job training related to the occupa-  
 8 tion involved in the apprenticeship; and

9 (F) arranging for an institution of higher  
 10 education to provide training courses.

11 (4) LOCAL AND NATIONAL SUPPORT FOR REG-  
 12 ISTERED APPRENTICESHIPS.—The workforce inter-  
 13 mediary may support registered apprenticeship pro-  
 14 grams locally and nationally, which may include—

15 (A) developing national guidelines and  
 16 standards for registered apprenticeships in non-  
 17 traditional apprenticeship occupations;

18 (B) connecting multi-region efforts for reg-  
 19 istered apprenticeship programs;

20 (C) documenting best practices in oper-  
 21 ating a workforce intermediary; and

22 (D) providing the ongoing infrastructure to  
 23 support apprenticeships in an industry.

24 (c) EMPHASIS ON IN-DEMAND REGISTERED APPREN-  
 25 TICESHIP PROGRAMS.—In carrying out activities under a

1 grant under this Act, the workforce intermediary receiving  
2 the grant shall place an emphasis on supporting registered  
3 apprenticeship programs that lead to skilled jobs and  
4 wages in in-demand industry sectors.

5 **SEC. 7. PERFORMANCE AND EVALUATION.**

6 (a) EVALUATIONS.—

7 (1) IN GENERAL.—The Secretary shall conduct  
8 an evaluation of each workforce intermediary that  
9 receives a grant under this Act 4 years after the  
10 date on which funds for the grant are first dis-  
11 bursed.

12 (2) CONTENTS OF EVALUATION.—The evalua-  
13 tion described in paragraph (1) shall include a crit-  
14 ical analysis of the workforce intermediary—

15 (A) by addressing topics such as—

16 (i) the goals of the workforce inter-  
17 mediary;

18 (ii) the core competency training of-  
19 fered by the workforce intermediary, with-  
20 out regard as to whether such training was  
21 supported by grant funds;

22 (iii) the structure of the wage progres-  
23 sion or career ladder for each registered  
24 apprenticeship program established or sup-  
25 ported by the workforce intermediary;

1 (iv) the major recruitment sources of  
 2 apprentices for the workforce intermediary;

3 (v) information on how apprentices  
 4 are selected by the workforce intermediary;

5 (vi) the recruitment challenges that  
 6 the workforce intermediary faces;

7 (vii) the demographic and educational  
 8 characteristics of apprentices supported by  
 9 the workforce intermediary;

10 (viii) the structure of the workforce  
 11 intermediary, including the number of staff  
 12 employed by the workforce intermediary;

13 (ix) the factors that contribute to a  
 14 workforce intermediary's sustainability and  
 15 replicability; and

16 (x) the number of apprenticeships fa-  
 17 cilitated by the workforce intermediary and  
 18 the occupations involved in the apprentice-  
 19 ships; and

20 (B) that evaluates the workforce inter-  
 21 mediary using information on—

22 (i) the levels of performance achieved  
 23 by the workforce intermediary with respect  
 24 to the performance indicators under sec-  
 25 tion 116(b)(2)(A) of the Workforce Inno-

1 vation and Opportunity Act (29 U.S.C.  
2 3141(b)(2)(A)), for all apprentices who  
3 complete a registered apprenticeship pro-  
4 gram supported by the workforce inter-  
5 mediary;

6 (ii) the completion rates for appren-  
7 tices in each registered apprenticeship pro-  
8 gram supported by the workforce inter-  
9 mediary;

10 (iii) job retention of apprentices,  
11 based on 1 year after completing the reg-  
12 istered apprenticeship program supported  
13 by the workforce intermediary;

14 (iv) the income level of jobs obtained  
15 by apprentices after completing the ap-  
16 prenticeship program; and

17 (v) the occupations in in-demand in-  
18 dustry sectors, and nontraditional appren-  
19 ticeship occupations, that the workforce  
20 intermediary has successfully served  
21 through the grant by creating registered  
22 apprenticeship programs in those occupa-  
23 tions.

24 (3) SCOPE OF EVALUATION.—In conducting the  
25 evaluation under paragraph (1), the Secretary shall,

1 to the fullest extent practicable, limit the evaluation  
 2 to the efforts of the workforce intermediary sup-  
 3 ported under this Act, but shall also consider all of  
 4 the efforts of the workforce intermediary to support  
 5 registered apprenticeship programs.

6 (4) REPORT.—By not later than 90 days after  
 7 the evaluation is completed, the Secretary shall pre-  
 8 pare and submit to the workforce intermediary, and  
 9 make publicly available, a report that will contain—

10 (A) the results of the evaluation, including  
 11 the topics and information described in para-  
 12 graph (2); and

13 (B) recommendations on how to further  
 14 improve the outcomes of the workforce inter-  
 15 mediary.

16 (b) RENEWAL.—The Secretary shall use the results  
 17 of an evaluation under this section for a project to deter-  
 18 mine whether to renew a grant for the workforce inter-  
 19 mediary for that project.

20 **SEC. 8. WORKSHOPS; BEST PRACTICES.**

21 The Secretary shall use not more than 5 percent of  
 22 the funds made available under this Act to—

23 (1) plan and conduct workshops throughout the  
 24 United States to instruct interested organizations on  
 25 how to create workforce intermediaries on a na-

1 tional, State, or local level, and navigate the grant  
2 process described in this Act; and

3 (2) disseminate best practices on effective devel-  
4 opment and implementation of registered apprentice-  
5 ship programs through workforce intermediaries.

6 **SEC. 9. AUTHORIZATION OF APPROPRIATIONS.**

7 There is authorized to be appropriated to carry out  
8 this Act \$25,000,000 for each of fiscal years 2019 through  
9 2024.

○