

**AMENDMENT IN THE NATURE OF A SUBSTITUTE
TO H.R. 8294
OFFERED BY MRS. DAVIS OF CALIFORNIA**

Strike all after the enacting clause and insert the following:

1 SECTION 1. SHORT TITLE.

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

4 SEC. 2. EFFECTIVE DATE.

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

7 SEC. 3. AMENDMENT.

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

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

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

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

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

“Sec. 2. Definitions.

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

“Sec. 4. Transition provisions.

“Sec. 5. Disaggregation of data.

“Sec. 6. Relation to other laws.

“TITLE I—PROMOTING PROGRAMS UNDER THE NATIONAL
APPRENTICESHIP SYSTEM

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

“Sec. 111. The Office of Apprenticeship.

“Sec. 112. National Advisory Committee on Apprenticeships.

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

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

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

“Sec. 121. Apprenticeable occupations standards.

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

“Sec. 123. Apprenticeship agreements.

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

“Subtitle C—Evaluations and Research

“Sec. 131. Program evaluations.

“Sec. 132. National apprenticeship system research.

“Subtitle D—General Provisions

“Sec. 141. Authorization of appropriations.

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

“Sec. 201. Grant requirements.

“Sec. 202. Uses of Funds.

“Sec. 203. Grant evaluations.

“Sec. 204. Grant appropriations.

1 **“SEC. 2. DEFINITIONS.**

2 “In this Act:

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

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

1 “(3) APPRENTICE.—The term ‘apprentice’
2 means a program participant in an apprenticeship
3 program.

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

7 “(A) an apprentice, a youth apprentice, or
8 a pre-apprentice; and

9 “(B) a sponsor.

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

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

21 “(7) APPRENTICESHIP PROGRAM.—The term
22 ‘apprenticeship program’ means a program that
23 meets the standards described in of section 122(b)
24 and is registered under this Act.

1 “(8) COMPETENCY.—The term ‘competency’
2 means the attainment of knowledge, skills, and abili-
3 ties in a subject area, as specified by an occupa-
4 tional skill standard and demonstrated by an appro-
5 priate written or hands-on proficiency measurement.

6 “(9) DEPARTMENT.—The term ‘Department’
7 means the Department of Labor.

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

10 “(A) an area career and technical edu-
11 cation school;

12 “(B) an early college high school;

13 “(C) an educational service agency;

14 “(D) a high school;

15 “(E) a local educational agency or State
16 educational agency;

17 “(F) a Tribal educational agency, Tribally
18 controlled college or university, or Tribally con-
19 trolled postsecondary career and technical insti-
20 tution;

21 “(G) a postsecondary educational institu-
22 tion;

23 “(H) a minority-serving institution (as de-
24 scribed in any of paragraphs (1) through (7) of

1 section 371(a) of the Higher Education Act of
2 1965 (20 U.S.C. 1067q(a));

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

6 “(J) a local agency administering plans
7 under title I of the Rehabilitation Act of 1973
8 (29 U.S.C. 720 et seq.), other than section 112
9 or part C of that title (29 U.S.C. 732, 741);

10 “(K) a related instruction provider, includ-
11 ing a qualified intermediary acting as a related
12 instruction provider as approved by a registra-
13 tion agency; or

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

16 “(11) ELIGIBLE ENTITY.—

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

19 “(i) a program sponsor;

20 “(ii) a State workforce development
21 board or State workforce agency, or a local
22 workforce development board or local
23 workforce development agency;

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

1 “(iv) if the applicant is in a State
2 with a State apprenticeship agency, such
3 State apprenticeship agency;

4 “(v) an Indian Tribe or Tribal organi-
5 zation;

6 “(vi) an industry or sector partner-
7 ship, a group of employers, a trade asso-
8 ciation, or a professional association that
9 sponsors or participates in a program
10 under the national apprenticeship system;

11 “(vii) a Governor;

12 “(viii) a labor organization or joint-
13 labor management organization; or

14 “(ix) a qualified intermediary.

15 “(B) SPONSOR REQUIREMENT.—Not fewer
16 than one entity under subparagraph (A) shall
17 be the sponsor of a program under the national
18 apprenticeship system.

19 “(12) INDIAN TRIBE; TRIBAL ORGANIZATION.—
20 The terms ‘Indian Tribe’ and ‘Tribal organization’
21 have the meaning given the terms (without regard to
22 capitalization) in section 4 of the Indian Self-Deter-
23 mination and Education Assistance Act (25 U.S.C.
24 450b).

1 “(13) INTERIM CREDENTIAL.—The term ‘in-
2 terim credential’ means a credential issued by a reg-
3 istration agency, upon request of the appropriate
4 sponsor, as certification of competency attainment
5 by a program participant during participation in a
6 program under the national apprenticeship system.

7 “(14) JOURNEYWORKER.—The term
8 ‘journeyworker’ means a worker who has attained a
9 level of skill, abilities, and competencies recognized
10 within an industry as having mastered the skills and
11 competencies required for the occupation.

12 “(15) NATIONAL APPRENTICESHIP SYSTEM.—
13 The term ‘national apprenticeship system’ means the
14 apprenticeship programs, youth apprenticeship pro-
15 grams, and pre-apprenticeship programs that meet
16 the requirements of this Act.

17 “(16) NONTRADITIONAL APPRENTICESHIP POP-
18 ULATION.—The term ‘nontraditional apprenticeship
19 population’ means a group of individuals (such as a
20 group of individuals from the same gender or race),
21 the members of which comprise fewer than 25 per-
22 cent of the program participants in an
23 apprenticeable occupation under the national ap-
24 prenticeship system.

1 “(17) NONTRADITIONAL APPRENTICESHIP IN-
2 DUSTRY OR OCCUPATION.—The term ‘nontraditional
3 apprenticeship industry or occupation’ refers to an
4 industry sector or occupation that represents fewer
5 than 10 percent of apprenticeable occupations or the
6 programs under the national apprenticeship system.

7 “(18) PRE-APPRENTICE.—The term ‘pre-ap-
8 prentice’ means a program participant in a pre-ap-
9 prenticeship program.

10 “(19) PRE-APPRENTICESHIP PROGRAM.—The
11 term ‘pre-apprenticeship program’ means a training
12 model or program that—

13 “(A) prepares individuals for acceptance
14 into an apprenticeship program;

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

17 “(C) is registered under this Act.

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

21 “(21) QUALIFIED INTERMEDIARY.—

22 “(A) IN GENERAL.—The term ‘qualified
23 intermediary’ means an entity that dem-
24 onstrates expertise in building, connecting, sus-
25 taining, and measuring the performance of

1 partnerships described in subparagraph (B) and
2 serves program participants and employers
3 by—

4 “(i) connecting employers to programs
5 under the national apprenticeship system;

6 “(ii) assisting in the design and imple-
7 mentation of such programs, including cur-
8 rriculum development and delivery for re-
9 lated instruction;

10 “(iii) supporting entities, sponsors, or
11 program administrators in meeting the
12 registration and reporting requirements of
13 this Act;

14 “(iv) providing professional develop-
15 ment activities such as training to men-
16 tors;

17 “(v) connecting students or workers to
18 programs under the national apprentice-
19 ship system;

20 “(vi) developing and providing person-
21 alized program participant supports, in-
22 cluding by partnering with organizations to
23 provide access to or referrals for supportive
24 services and financial advising;

1 “(vii) providing services, resources,
2 and supports for development, delivery, ex-
3 pansion, or improvement of programs
4 under the national apprenticeship system;
5 or

6 “(viii) serving as a program sponsor.

7 “(B) PARTNERSHIPS.—The partnerships
8 described in subparagraph (A) means partner-
9 ships among entities involved in programs
10 under the national apprenticeship system, in-
11 cluding—

12 “(i) industry or sector partnerships;

13 “(ii) partnerships among employers,
14 joint labor-management organizations,
15 labor organizations, community-based or-
16 ganizations, industry associations, State or
17 local workforce development boards, edu-
18 cation and training providers, social service
19 organizations, economic development orga-
20 nizations, Indian Tribes or Tribal organi-
21 zations, one-stop operators, or one-stop
22 partners, in the State workforce develop-
23 ment system; or

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

4 “(22) RECOGNIZED POSTSECONDARY CREDEN-
5 TIAL.—The term ‘recognized postsecondary creden-
6 tial’ has the meaning given the term in section 3 of
7 the Workforce Innovation and Opportunity Act, ex-
8 cept that such term does not include a certificate of
9 completion of an apprenticeship.

10 “(23) REGISTRATION AGENCY.—The term ‘reg-
11 istration agency’ means the State Office of Appren-
12 ticeship or State apprenticeship agency in a State
13 that is responsible for—

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

19 “(B) carrying out the responsibilities of
20 supporting the youth apprenticeship, pre-ap-
21 prenticeship, or apprenticeship programs reg-
22 istered by the registration agency.

23 “(24) RELATED INSTRUCTION.—The term ‘re-
24 lated instruction’ means an organized and system-

1 atic form of instruction that meets the requirements
2 of section 122(b)(1)(C).

3 “(25) RELATED FEDERAL PROGRAMS.—The
4 term ‘related Federal programs’ means programs or
5 activities under the following:

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

9 “(B) The Wagner-Peyser Act (29 U.S.C.
10 49 et seq.).

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

13 “(D) The Higher Education Act of 1965
14 (20 U.S.C. 1001 et seq.).

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

17 “(F) Title I of the Rehabilitation Act of
18 1973 (29 U.S.C. 720 et seq.).

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

21 “(H) Career and technical education pro-
22 grams at the postsecondary level under the Carl
23 D. Perkins Career and Technical Education Act
24 of 2006 (20 U.S.C. 2302).

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

3 “(J) Chapter 41 of title 38, United States
4 Code.

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

8 “(L) Employment and training activities
9 carried out by the Department of Housing and
10 Urban Development.

11 “(M) State unemployment compensation
12 laws (in accordance with applicable Federal
13 law).

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

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

18 “(P) Employment and training programs
19 carried out by the Small Business Administra-
20 tion.

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

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

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

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

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

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

18 “(30) STATE OFFICE OF APPRENTICESHIP.—
19 The term ‘State office of apprenticeship’ means the
20 office designated by the Administrator to administer
21 programs under the national apprenticeship system
22 in such State and meets the requirements of section
23 111(b)(3).

24 “(31) STATE OR LOCAL WORKFORCE DEVELOP-
25 MENT BOARDS.—The terms ‘State workforce devel-

1 opment board’ and ‘local workforce development
2 board’ have the meanings given the terms ‘State
3 board’ and ‘local board’, respectively, in section 3 of
4 the Workforce Innovation and Opportunity Act (29
5 U.S.C. 3102).

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

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

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

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

3 “(35) TRIBAL EDUCATIONAL AGENCY.—The
4 term ‘Tribal educational agency’ has the meaning
5 given the term in section 6132 of the Elementary
6 and Secondary Education Act of 1965 (20 U.S.C.
7 7452).

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

17 “(37) YOUTH APPRENTICE.—The term ‘youth
18 apprentice’ means a participant in a youth appren-
19 ticeship program.

20 “(38) YOUTH APPRENTICESHIP PROGRAM.—
21 The term ‘youth apprenticeship program’ means a
22 model or program that meets the standards de-
23 scribed in section 122(d) and is registered under this
24 Act.

1 **“SEC. 3. PROGRAMS UNDER THE NATIONAL APPRENTICE-**
2 **SHIP SYSTEM.**

3 “Any funds appropriated under this Act shall only
4 be used for, or provided to, programs under the national
5 apprenticeship system, including any funds awarded for
6 the purposes of grants, contracts, or cooperative agree-
7 ments, or the development, implementation, or administra-
8 tion, of program under the national apprenticeship system.

9 **“SEC. 4. TRANSITION PROVISIONS.**

10 “The Secretary shall take such steps as are necessary
11 to provide for the orderly transition to the authority of
12 this Act (as amended by the National Apprenticeship Act
13 of 2020) from any authority under the Act of August 16,
14 1937 (commonly referred to as the ‘National Appren-
15 ticeship Act’; 50 Stat. 664, chapter 663; 29 U.S.C. 50 et
16 seq.), as in effect on the day before the date of enactment
17 of the National Apprenticeship Act of 2020.

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

19 “The disaggregation of data under this Act shall not
20 be required when the number of program participants in
21 a category is insufficient to yield statistically reliable infor-
22 mation or when the results would reveal personally identi-
23 fiable information about a program participant or would
24 reveal such information when combined with other re-
25 leased information.

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

2 “Nothing in this Act shall invalidate or limit the rem-
3 edies, rights, and procedures under any Federal law or
4 the law of any State or political subdivision of any State
5 or jurisdiction that provides greater or equal protection
6 for individuals based on race, color, religion, national ori-
7 gin, sex, sexual orientation, age, genetic information, or
8 disability than are afforded by this Act.

9 **“TITLE I—PROMOTING PRO-**
10 **GRAMS UNDER THE NA-**
11 **TIONAL APPRENTICESHIP**
12 **SYSTEM**

13 **“Subtitle A—The Office of Appren-**
14 **ticeship, State Registration**
15 **Agency Approval Process, and**
16 **Interagency Agreement**

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

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

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

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

4 “(A) Supporting the development or scal-
5 ing of apprenticeship models nationally, pro-
6 moting the effectiveness of youth apprentice-
7 ship, pre-apprenticeship, and apprenticeship
8 programs, and providing promotional materials
9 to State apprenticeship agencies, State work-
10 force development systems or local workforce
11 development systems, State educational agen-
12 cies or local educational agencies, employers,
13 trade associations, professional associations, in-
14 dustry groups, labor organizations, joint labor-
15 management organizations, education and
16 training providers, Federal and State correc-
17 tional facilities, and prospective apprentices in
18 such programs.

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

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

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

1 apprenticeship industries or occupations;
2 and

3 “(III) engaging small, medium-size,
4 women-owned, and minority-owned busi-
5 nesses, and employers in high-skill, high-
6 wage, and in-demand industry sectors and
7 occupations that are nontraditional ap-
8 prenticeship industries or occupations; and

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

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

16 “(A) Providing technical assistance to—

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

23 “(ii) receive and resolve comments or
24 complaints from youth apprentices, pre-ap-
25 prentices, or apprentices, sponsors, employ-

1 ers, State apprenticeship agencies, State
2 local workforce agencies or local workforce
3 agencies, State educational agencies or
4 local educational agencies, qualified inter-
5 mediaries, labor organizations, joint labor-
6 management organizations, or other stake-
7 holders;

8 “(iii) assist sponsors, employers,
9 qualified intermediaries, and education and
10 training or related instruction providers, or
11 other entities interested in becoming spon-
12 sors, or seeking support for developing pro-
13 grams under the national apprenticeship
14 system or effectively carrying out such pro-
15 grams, including providing assistance for
16 remote or virtual learning or training, as
17 necessary;

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

20 “(v) share, through a national appren-
21 ticeship system clearinghouse, high-quality
22 materials for programs under the national
23 apprenticeship system, such as related in-
24 struction or training materials.

25 “(B) Cooperating with the—

1 “(i) Secretary of Education in—

2 “(I) providing technical assist-
3 ance for the development and imple-
4 mentation of related instruction under
5 the national apprenticeship system
6 that is aligned with State education
7 systems and education and training
8 providers; and

9 “(II) supporting the stackability
10 and portability of academic credit and
11 credentials earned as part of such
12 programs, including through articula-
13 tion agreements and career pathways;
14 and

15 “(ii) State workforce development sys-
16 tems to promote awareness of opportuni-
17 ties under the national apprenticeship sys-
18 tem.

19 “(3) STATE OFFICES OF APPRENTICESHIP.—

20 “(A) ESTABLISHMENT OF OFFICES.—

21 “(i) IN GENERAL.—The Administrator
22 shall establish and operate a State Office
23 of Apprenticeship in a State described in
24 clause (ii) to serve as the registration
25 agency for such State.

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

3 “(I) in which, as of the day be-
4 fore the date of enactment of the Na-
5 tional Apprenticeship Act of 2020,
6 there is no State Office of Apprentice-
7 ship; and

8 “(II) that has not applied for
9 recognition as a State apprenticeship
10 agency under section 113, or for
11 which such recognition has not pro-
12 vided or has been withdrawn by the
13 Administrator under such section.

14 “(B) STATE PLAN REQUIREMENT.—Each
15 State Office of Apprenticeship shall be adminis-
16 tered by a State Director who shall prepare and
17 submit a State plan that meets the require-
18 ments of section 113(c).

19 “(C) VACANCIES.—Subject to the avail-
20 ability of appropriations, in the case of a State
21 Office of Apprenticeship with a vacant position,
22 the Administrator shall—

23 “(i) make information on such va-
24 cancy available on a publicly accessible
25 website; and

1 “(ii) report to the Committee on Edu-
2 cation and Labor of the House of Rep-
3 resentatives and the Committee on Health,
4 Education, Labor, and Pensions of the
5 Senate, on the status and length of such
6 vacancy if such vacancy is not filled not
7 later than 90 days after such position has
8 become vacant.

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

18 “(4) QUALITY STANDARDS, APPRENTICESHIP
19 AGREEMENT, AND REGISTRATION REVIEW.—In order
20 for the Secretary, acting through the Administrator,
21 to support the formulation and furtherance of labor
22 standards necessary to safeguard the welfare of pro-
23 gram participants, and to extend the application of
24 such standards in apprenticeship agreements, not
25 later than 1 year after the effective date of the Na-

1 tional Apprenticeship Act of 2020, and at least every
2 3 years thereafter, the Administrator shall review,
3 and where appropriate, update the process for meet-
4 ing the requirements of subtitle B, including applica-
5 ble regulations and subregulatory guidance to ensure
6 that such process is easily accessible and efficient to
7 bring together employers and labor as sponsors or
8 potential sponsors of programs under the national
9 apprenticeship system.

10 “(5) APPRENTICEABLE OCCUPATIONS.—

11 “(A) EXISTING APPRENTICEABLE OCCUPA-
12 TIONS.—The Administrator shall regularly re-
13 view and update the requirements for each
14 apprenticeable occupation to ensure that such
15 requirements are in compliance with require-
16 ments under this Act.

17 “(B) NEW APPRENTICEABLE OCCUPA-
18 TION.—

19 “(i) IN GENERAL.—The Administrator
20 shall review and make a determination on
21 whether to approve an occupation as an
22 apprenticeable occupation not later than
23 45 days after receiving an application from
24 a person seeking such approval from the
25 Administrator.

1 “(ii) ESTIMATED TIMELINE.—If such
2 determination is not made within 45 days,
3 the Administrator shall provide the appli-
4 cant with a written explanation for the
5 delay and offer an estimated timeline for a
6 determination that does not to exceed 90
7 days after the date of such written expla-
8 nation.

9 “(C) INDUSTRY RECOGNIZED OCCUPA-
10 TIONAL STANDARDS.—

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

23 “(I) meet the requirements of
24 this Act; and

1 “(II) describe program scope and
2 length, related instruction, on-the-job
3 training, recognized postsecondary
4 credentials, and competencies, and rel-
5 evant timelines for review of such
6 frameworks.

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

17 “(iii) PRIORITY INDUSTRY RECOG-
18 NIZED APPRENTICEABLE OCCUPATIONS.—
19 In establishing frameworks under clause
20 (i) for the first time after the effective date
21 of the National Apprenticeship Act of
22 2020, the Administrator shall prioritize the
23 establishment of such standards in high-
24 skill, high-wage, or in-demand industry
25 sectors and occupations.

1 “(6) PROGRAM OVERSIGHT AND EVALUA-
2 TION.—The Administrator shall—

3 “(A) monitor State apprenticeship agen-
4 cies, State Offices of Apprenticeship, grantees,
5 and sponsors of programs under the national
6 apprenticeship system to ensure compliance
7 with the requirements 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
12 accordance 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
22 sectors and occupations in areas with high per-
23 centages 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 ef-
5 fect 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 by
21 the criminal and juvenile justice system, and in-
22 dividuals with barriers to employment, as appli-
23 cable.

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

1 “(9) NATIONAL ADVISORY COMMITTEE.—The
2 Administrator shall—

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

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

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

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

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

1 cies, State Offices of Apprenticeship, grantees under
2 title II, program sponsors, and program administra-
3 tors under the national apprenticeship system by
4 providing for a data infrastructure that—

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

14 “(B) best meets the needs of the national
15 apprenticeship system stakeholders reporting
16 data to the Administrator or State apprentice-
17 ship agencies, including through the provision
18 of technical assistance and financial assistance
19 as necessary to ensure reporting systems are
20 equipped to report into a single information
21 technology infrastructure; and

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

24 “(2) providing for data sharing that includes
25 making nonpersonally identifiable apprenticeship

1 data available on a publicly accessible website that
2 is searchable and comparable, through the use of
3 common, linked, open-data description language,
4 such as the credential transparency description lan-
5 guage or a substantially similar resource, so that in-
6 terested parties can become aware of apprenticeship
7 opportunities and of program outcomes that best
8 meets the needs of youth apprentices, pre-appren-
9 tices, and apprentices, employers, education and
10 training providers, program sponsors, and relevant
11 stakeholders, including—

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

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

23 “(C) information about the educational
24 and occupational credentials and related com-
25 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 Com-
9 mittee 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
9 employees 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
25 council;

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

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

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

12 “(IX) an apprentice; and

13 “(C) ex officio nonvoting members from
14 each of the following departments, selected by
15 the applicable Secretary—

16 “(i) the Department of Labor;

17 “(ii) the Department of Commerce;

18 “(iii) the Department of Education;

19 “(iv) the Department of Energy;

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

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

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

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

3 “(ix) the Department of Justice; and

4 “(x) the Department of Defense.

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

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

19 “(4) TERMS.—

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

24 “(B) TERMS OF INITIAL APPOINTEES.—

1 “(i) IN GENERAL.—The appointments
2 of the initial members of the Advisory
3 Committee shall be made not later than 90
4 days after the effective date of the Na-
5 tional Apprenticeship Act of 2020.

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

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

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

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

1 term as the result of a vacancy may, at the end
2 that term, be appointed to a full term.

3 “(D) MULTIPLE TERMS.—A voting mem-
4 ber of the Advisory Committee may serve not
5 more than 2 full terms on the Advisory Com-
6 mittee.

7 “(b) CHAIRPERSON.—The Advisory Committee mem-
8 bers shall designate by vote one of the voting members
9 described in subsection (a)(2)(A) of the Advisory Com-
10 mittee 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
14 not fewer than 4 meetings during each calendar
15 year.

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

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

23 “(1) advise, consult with, and make rec-
24 ommendations to the Administrator on matters re-
25 lating to the administration of this Act, including

1 recommendations on regulations and policies related
2 to 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
6 Representatives and the Health, Education, Labor
7 and Pensions Committee of the Senate, to improve
8 the registration process under subtitle B to make
9 the process easily accessible and efficient for use by
10 sponsors while maintaining the requirements under
11 subtitle B;

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

16 “(4) review apprenticeable occupations and,
17 based on reviews of labor market trends and
18 changes, make recommendations to the Adminis-
19 trator on whether to—

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

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

1 “(e) PERSONNEL.—

2 “(1) COMPENSATION OF MEMBERS.—

3 “(A) IN GENERAL.—A member of the Ad-
4 visory Committee who is not an officer or em-
5 ployee of the Federal Government shall be com-
6 pensated at a rate equal to the daily equivalent
7 of the annual rate of basic pay prescribed for
8 level IV of the Executive Schedule under section
9 5315 of title 5, United States Code, for each
10 day (including travel time) during which the
11 member is engaged in the performance of the
12 duties of the Advisory Committee.

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

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

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

6 “(f) PERMANENT COMMITTEE.—The Federal Advi-
7 sory Committee Act (5 U.S.C. App.) (other than section
8 14 of such Act) shall apply to the Advisory Committee.

9 **“SEC. 113. STATE APPRENTICESHIP AGENCIES AND STATE**
10 **OFFICES OF APPRENTICESHIP.**

11 “(a) RECOGNITION OF STATE APPRENTICESHIP
12 AGENCIES.—

13 “(1) IN GENERAL.—The Administrator shall
14 recognize a State agency as a State apprenticeship
15 agency in accordance with this section and cooperate
16 with such State apprenticeship agency regarding the
17 formulation and promotion of standards of appren-
18 ticeship under subtitle B.

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

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

3 “(B) a description of how the State ap-
4 prenticeship agency will meet the State plan re-
5 quirements of subsection (c); and

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

12 “(3) REVIEW AND RECOGNITION.—

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

19 “(B) DURATION OF RECOGNITION.—

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

25 “(ii) NOTIFICATION.—

1 “(I) IN GENERAL.—The Sec-
2 retary shall notify a State apprentice-
3 ship agency not later than 180 days
4 before the last day of the 4-year pe-
5 riod regarding whether the State ap-
6 prenticeship agency is in compliance
7 with this section.

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

16 “(III) NONCOMPLIANCE.—In the
17 case of a State apprenticeship agency
18 that is not in compliance with this
19 section, the notification shall—

20 “(aa) specify the areas of
21 noncompliance;

22 “(bb) require corrective ac-
23 tion; and

24 “(cc) offer technical assist-
25 ance.

1 “(iii) RENEWAL AFTER CORREC-
2 TION.—If the Administrator determines
3 that a State apprenticeship agency has
4 corrected the identified areas of noncompli-
5 ance under this subparagraph not later
6 than 180 days of notification of noncompli-
7 ance, the State apprenticeship agency’s
8 recognition under this section shall be re-
9 newed for an additional 4-year period.

10 “(C) TRANSITION PERIOD FOR STATE
11 AGENCIES.—

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

21 “(ii) TRANSITION PERIOD.—A State
22 agency described in clause (i) shall be rec-
23 ognized as a State apprenticeship agency
24 under this section for a 4-year period be-
25 ginning on the date on which the Secretary

1 approves the application submitted by the
2 State agency under paragraph (2).

3 “(b) AUTHORITY OF A STATE APPRENTICESHIP
4 AGENCY.—

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

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

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

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

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

1 “(D) in the case of such a program that
2 fails to meet the requirements of this Act, pro-
3 viding for the withdrawal of recognition of the
4 program in accordance with section 131(b).

5 “(3) STATE APPRENTICESHIP COUNCIL.—

6 “(A) IN GENERAL.—A State apprentice-
7 ship agency shall establish and continue to use
8 a State apprenticeship council, which shall oper-
9 ate in compliance with the requirements of this
10 Act under the direction of the State apprentice-
11 ship agency.

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

15 “(i) be composed of persons familiar
16 with apprenticeable occupations; and

17 “(ii) be fairly balanced, with an equal
18 number of—

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

23 “(II) representatives of labor or-
24 ganizations or joint labor-management
25 organizations, including from non-

1 traditional apprenticeship industries
2 or occupations; and

3 “(III) public members; and

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

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

10 “(c) STATE PLAN.—

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

17 “(2) APPROVAL OF STATE PLAN.—

18 “(A) SUBMISSION.—

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

1 “(I) a description of any State
2 laws, policies, or operational proce-
3 dures relating to the process of recog-
4 nizing programs under the national
5 apprenticeship system that is incon-
6 sistent with, or imposes requirements
7 in addition to, the requirements of
8 this Act;

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

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

1 “(ii) SUBSEQUENT PLANS.—Except as
2 provided in clause (i), a State plan shall be
3 submitted to the Administrator not later
4 than 120 days prior to the end of the 4-
5 year period covered by the preceding State
6 plan.

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

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

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

23 “(C) MODIFICATIONS.—

24 “(i) MODIFICATIONS.—At the end of
25 the first 2-year period of any 4-year State

1 plan, the State may submit modifications
2 to the State plan to reflect changes in
3 labor market and economic conditions or
4 other factors affecting the implementation
5 of the State plan.

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

10 “(3) TECHNICAL ASSISTANCE.—Each State
11 Plan shall describe how the State apprenticeship
12 agency will provide technical assistance for—

13 “(A) potential sponsors, employers, labor
14 organizations, joint labor-management organi-
15 zations, qualified intermediaries, apprentices,
16 education and training providers, credentialing
17 bodies, eligible entities, industry associations, or
18 any potential program participant in the na-
19 tional apprenticeship system in the State for
20 the purposes of recruitment, retention, program
21 development, expansion, or implementation, in-
22 cluding supporting remote or virtual learning or
23 training, as necessary;

24 “(B) sponsors of programs registered in
25 the State, including sponsors that are not meet-

1 ing performance goals under subtitle C, for pur-
2 poses of assisting sponsors in meeting or ex-
3 ceeding such goals; and

4 “(C) sponsors of programs registered in
5 that State for purposes of assisting such spon-
6 sors in achieving State goals in diversity and
7 equal opportunity in apprenticeships in accord-
8 ance with paragraph (5).

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

18 “(5) PROMOTING DIVERSITY IN THE NATIONAL
19 APPRENTICESHIP SYSTEM.—Each State plan shall
20 include a plan for how the State apprenticeship
21 agency will—

22 “(A) promote diversity in apprenticeable
23 occupations offered throughout the State, and a
24 description of how such agency will promote the
25 addition of apprenticeable occupations in high-

1 skill, high-wage, or in-demand industry sectors
2 and occupations, and in nontraditional appren-
3 ticeship occupations and sectors; and

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

9 “(6) COMPLAINTS.—

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

21 “(B) COLLECTIVE BARGAINING AGREE-
22 MENTS.—Any controversy arising under an ap-
23 prenticeship agreement which is covered by a
24 collective bargaining agreement shall not be
25 subject to the system described in subparagraph

1 (A), except that complaints concerning discrimi-
2 nation or any matters described in subpara-
3 graph (5)(B) shall be subject to such system.

4 “(7) STATE APPRENTICESHIP HUBS.—Each
5 State plan shall describe how the State will support,
6 in a manner that takes into consideration geographic
7 diversity, the creation and implementation of ap-
8 prenticeship hubs throughout the State that shall
9 work with industry and sector partnerships to ex-
10 pand programs under the national apprenticeship
11 system, and apprenticeable occupations, in the State.

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

14 “(A) in coordination with the Adminis-
15 trator, establish annual State performance goals
16 for the programs registered by the State ap-
17 prenticeship agency for the indicators de-
18 scribed—

19 “(i) in subparagraph (A) of section
20 131(b)(1);

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

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

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

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

8 “(10) ALIGNMENT OF WORKFORCE ACTIVI-
9 TIES.—Each State plan shall include a summary of
10 State-supported workforce development activities (in-
11 cluding education and training) in the State, includ-
12 ing—

13 “(A) a summary of the apprenticeship pro-
14 grams on the list of eligible providers of train-
15 ing services under section 122(d) of the Work-
16 force Innovation and Opportunity Act (29
17 U.S.C. 3152(d)); and

18 “(B) the degree to which the programs
19 under the national apprenticeship system in the
20 State are aligned with and address the skill
21 needs of the employers in the State identified
22 by the State workforce development board.

23 “(11) STATE STRATEGIC VISION.—Each State
24 plan shall include a summary of the State’s strategic
25 vision and set of goals for preparing an educated

1 and skilled workforce and for meeting the skilled
2 workforce needs of employers, including in existing
3 and emerging in-demand industry sectors and occu-
4 pations as identified by the State, and how the pro-
5 grams registered by the State apprenticeship agency
6 in the State will help to meet such goals.

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

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

21 “(B) for programs under the national ap-
22 prenticeship system in the State with other
23 Federal education programs, including pro-
24 grams under—

1 “(i) the Elementary and Secondary
2 Education Act of 1965;

3 “(ii) the Individuals with Disabilities
4 Education Act;

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

7 “(iv) the Higher Education Act of
8 1965; and

9 “(C) to provide information about access
10 to available State assistance or assistance under
11 related Federal programs, including such assist-
12 ance under—

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

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

17 “(iii) section 231 of the Second
18 Chance Act of 2007 (34 U.S.C. 60541);

19 and

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

23 “(13) STATE APPRENTICESHIP COUNCIL.—
24 Each State plan shall provide for a description of
25 the composition, roles, and responsibility of the

1 State apprenticeship council, and how the Council
2 will comply with the requirements of subsection
3 (b)(3).

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

8 “(1) PROGRAM ADMINISTRATION.—The State
9 apprenticeship agency shall use such funds to sup-
10 port the administration of programs under the na-
11 tional apprenticeship system across the State, in-
12 cluding 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 ap-
9 prenticeship certification requirements to allow
10 veterans and other individuals eligible for the
11 educational assistance programs under chapters
12 30 through 36 of title 38, United States Code,
13 and any related educational assistance pro-
14 grams under laws administered by the Sec-
15 retary of Veterans Affairs, to use such assist-
16 ance for the apprenticeship program, including
17 the requirement of designating a certifying offi-
18 cial.

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

24 “(A) alignment of youth apprenticeship
25 programs with the secondary education pro-

1 grams in the State, including support for career
2 exploration, career pathways, education and ca-
3 reer planning, and engagement with youth ap-
4 prenticeship programs for teachers, career guid-
5 ance and academic counselors, school leaders,
6 administrators, and specialized instructional
7 support personnel and paraprofessionals;

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

14 “(C) the joint planning, alignment, coordi-
15 nation, and leveraging of funds described in
16 subparagraphs (B) and (C) of subsection
17 (c)(12).

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

23 “(A) alignment with the State’s workforce
24 activities and strategic vision in accordance

1 with paragraphs (10), (11), and subparagraphs
2 (A) and (C) of paragraph (12);

3 “(B) guidance for training staff of the
4 workforce development system, including the vo-
5 cational rehabilitation agencies, within the
6 State on the value of programs under the na-
7 tional apprenticeship system as a work-based
8 learning option for participants, including par-
9 ticipants of programs authorized under the
10 Workforce Innovation and Opportunity Act (29
11 U.S.C. 3101 et seq.) such as Job Corps under
12 subtitle C of title I of such Act and YouthBuild
13 under section 171 of such Act;

14 “(C) providing a list of programs under
15 the national apprenticeship system that are of-
16 fered in the State, including in the State’s high-
17 skill, high-wage, or in-demand industry sectors
18 or occupations;

19 “(D) alignment of funding received and re-
20 porting required under this Act, including rel-
21 evant placement, retention, and earnings infor-
22 mation, with the Workforce Innovation and Op-
23 portunity Act, and technical assistance in how
24 individual training accounts under section
25 134(c)(3) of such Act could be used to pay for

1 the costs of enrolling and participating in pro-
2 grams under the national apprenticeship sys-
3 tem; and

4 “(E) partnerships with State or local work-
5 force development boards, State workforce
6 agencies, and one-stop centers and one-stop op-
7 erators that assist program participants in ac-
8 cessing supportive services to support—

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

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

15 “(iii) the placement into employment
16 or further education upon program comple-
17 tion.

18 “(4) LEADERSHIP ACTIVITIES.—

19 “(A) IN GENERAL.—A State apprentice-
20 ship agency may reserve not more than 15 per-
21 cent of the funds received under subsection (f)
22 in support of State apprenticeship initiatives
23 described in this paragraph.

24 “(B) DIVERSITY.—Not less than 5 percent
25 of the amount reserved under subparagraph (A)

1 shall be used by the State apprenticeship agen-
2 cy for supporting and expanding diversity in
3 apprenticeable occupations under the national
4 apprenticeship system in the State and program
5 participant populations in the State.

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

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

23 “(5) STATE MATCH FOR FEDERAL INVEST-
24 MENT.—

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

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

15 “(e) DERECOGNITION OF STATE APPRENTICESHIP
16 AGENCIES.—

17 “(1) IN GENERAL.—The Secretary may with-
18 draw recognition of a State apprenticeship agency
19 before the end of the agency’s 4-year recognition pe-
20 riod under subsection (a)(2)(B) if the Secretary de-
21 termines, after notice and an opportunity for a hear-
22 ing, that the State apprenticeship agency has failed
23 for one of the reasons described in paragraph (2),
24 and has not been in compliance with the perform-

1 ance improvement plan under paragraph (3) to rem-
2 edy such failure.

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

8 “(A) adopt or properly enforce a State
9 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
15 as described in subsection (c)(8)(A) or dem-
16 onstrate improvements in performance for 3
17 consecutive 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 de-
23 scribed in paragraph (2), the Secretary shall
24 provide technical assistance to such agency for
25 corrective action to remedy such failure, includ-

1 ing assistance in the development of a perform-
2 ance improvement plan.

3 “(B) REDUCTION OF FUNDS.—Except in
4 the case of exceptional circumstances as deter-
5 mined by the Administrator, in a case in which
6 such a State apprenticeship agency continues
7 such failure after the provision of the technical
8 assistance 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
12 following the fiscal year in which such fail-
13 ure has been identified shall be reduced by
14 5 percentage points; and

15 “(ii) the Administrator shall provide
16 notice to the State apprenticeship agency
17 that the agency’s recognition under this
18 section may be withdrawn if the agency
19 fails 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 ministrators 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
7 the reason for which the agency’s funding
8 under 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 “(ii) REFERRAL TO OFFICE OF AD-
2 MINISTRATIVE 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
14 apprenticeship agency under this section,
15 the 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, pro-
24 vide notification of the withdrawal to the
25 sponsors of the programs under the na-

1 tional apprenticeship system in such State
2 that were registered with the State appren-
3 ticeship agency to enable each such spon-
4 sor to be registered with the Administrator
5 (acting through the State Office of Ap-
6 prenticeship established under clause
7 (i)(II)).

8 “(B) STATE APPRENTICESHIP AGENCY RE-
9 QUIREMENTS.—A State agency whose recogni-
10 tion as a State apprenticeship agency under
11 this section has been withdrawn under para-
12 graph (3) shall—

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

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

1 “(iii) return any unused funds re-
2 ceived under this Act.

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

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

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

13 “(f) RESERVATION AND STATE ALLOTMENTS.—

14 “(1) STATE ALLOTMENTS.—

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

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

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

24 “(B) FORMULA.—

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

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

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

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

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

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

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

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

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

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

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

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

13 “(D) UNEMPLOYED INDIVIDUAL.—The
14 term ‘unemployed individual’ has the meaning
15 given such term in section 3 of the Workforce
16 Innovation and Opportunity Act (29 U.S.C.
17 3102).

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

21 “(1) \$75,000,000 for fiscal year 2021;

22 “(2) \$85,000,000 for fiscal year 2022;

23 “(3) \$95,000,000 for fiscal year 2023;

24 “(4) \$105,000,000 for fiscal year 2024; and

25 “(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
4 effective date of the National Apprenticeship Act of 2020,
5 in order to cooperate with the Secretary of Education and
6 promote awareness and adoption of apprenticeship pro-
7 grams, the Secretary (acting through the Administrator)
8 shall—

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

15 “(2) submit to the Committee on Education
16 and Labor of the House of Representatives and the
17 Committee on Health, Education, Labor, and Pen-
18 sions of Senate, such agreement and any modifica-
19 tions to such agreement.

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

25 “(1) information and resources to—

1 “(A) parents and students to promote a
2 better understanding of programs under the na-
3 tional apprenticeship system and their value in
4 secondary and postsecondary education and ca-
5 reer pathways by not later than middle school;
6 and

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

13 “(2) technical assistance on how to—

14 “(A) align related instruction and
15 apprenticeable occupation skills and com-
16 petencies to high school graduation require-
17 ments;

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

23 “(C) facilitate transitions for youth ap-
24 prentices who have completed their youth ap-
25 prenticeships into further education, including

1 an associate, baccalaureate, or advanced degree,
2 and related apprenticeship opportunities; and

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

12 “(c) APPRENTICESHIP COLLEGE CONSORTIUM.—In
13 order to support the establishment of a college consortium
14 of postsecondary educational institutions, related instruc-
15 tion providers, sponsors, qualified intermediaries, employ-
16 ers, labor organizations, and joint labor-management or-
17 ganizations for the purposes of promoting stronger con-
18 nections between programs under the national apprentice-
19 ship system and participating 2- and 4-year postsecondary
20 educational institutions, the interagency agreement under
21 subsection (a) shall include a description of how the Secre-
22 taries will—

23 “(1) support data sharing systems that align
24 education records and records of programs under
25 the national apprenticeship system regarding wheth-

1 er program participants who receive financial aid
2 under title IV of the Higher Education Act of 1965
3 enroll in, or complete, postsecondary coursework
4 while participating in a program under such system;

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

12 “(3) require all participants of the apprentice-
13 ship college consortium to enter into agreements
14 to—

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

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

24 “(C) support the creation or expansion of
25 electronic transcripts for apprenticeship pro-

1 grams and all academic content, including re-
2 lated instruction and on-the-job training;

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

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

11 “(A) a list of apprenticeship programs in
12 related occupations offered in the State or
13 available under the Office of Apprenticeship
14 that may become part of the consortium;

15 “(B) information on how to develop an ap-
16 prenticeship program;

17 “(C) information on Federal, State, and
18 local financial resources available to assist with
19 the establishment and implementation of ap-
20 prenticeship programs; and

21 “(D) information on related qualified inter-
22 mediaries or industry or sector partnerships
23 supporting apprenticeship programs, as applica-
24 ble; and

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

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

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

12 “(d) BEST PRACTICE DEVELOPMENT AND SHAR-
13 ING.—

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

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

4 “(A) for improving performance and in-
5 creasing alignment of education and programs
6 under the national apprenticeship system, in-
7 cluding career pathways; and

8 “(B) publicly disseminate information and
9 resources on—

10 “(i) replicable related instruction and
11 on-the-job learning; and

12 “(ii) how to build an understanding of
13 apprenticeship opportunities available to
14 students.

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

22 “(f) SECRETARIES DEFINED.—In this section, the
23 term ‘Secretaries’ means the Secretary of Labor and the
24 Secretary of Education.

1 **“Subtitle B—Process and Stand-**
2 **ards for the National Appren-**
3 **ticeship System**

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

5 “For an occupation to be an apprenticeable occupa-
6 tion under this Act, a person seeking approval for such
7 occupation to be an apprenticeable occupation shall submit
8 an application to the Administrator that demonstrates
9 that such apprenticeable occupation is in-demand and will
10 prepare individuals for the full range of skills and com-
11 petencies needed for such occupation by describing how
12 such apprenticeable occupation shall—

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

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

17 “(A) clearly identified and commonly rec-
18 ognized throughout the relevant industry or oc-
19 cupation;

20 “(B) customarily learned or enhanced in a
21 practical way through a structured, systematic
22 program of on-the-job supervised learning and
23 related instruction to supplement such learning;
24 and

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

4 **“SEC. 122. QUALITY STANDARDS OF PROGRAMS UNDER**
5 **THE NATIONAL APPRENTICESHIP SYSTEM.**

6 “(a) IN GENERAL.—The Secretary, acting through
7 the Administrator, shall formulate and promote the fur-
8 therance of quality standards necessary to safeguard the
9 welfare of apprentices, pre-apprentices, and youth appren-
10 tices.

11 “(b) APPRENTICESHIP PROGRAM STANDARDS.—In
12 addition to the standards described in subsection (e), an
13 apprenticeship program shall meet the following stand-
14 ards:

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

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

21 “(i) an outline of the work processes
22 or the plan in which the apprentice will re-
23 ceive supervised work experience, on-the-
24 job training, and on-the-job learning;

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

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

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

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

14 “(C) A description of the organized related
15 instruction the apprentice will receive in tech-
16 nical subjects related to the occupation,
17 which—

18 “(i) for time-based or hybrid appren-
19 ticeship programs as described in para-
20 graph (E), shall include not less than 144
21 hours for each year of apprenticeship, un-
22 less an alternative requirement is put forth
23 by the employer and sponsor that reflects
24 industry standards and is accepted by the
25 registration agency;

1 “(ii) may be accomplished through
2 classroom instruction, occupational or in-
3 dustry courses, instruction provided
4 through electronic media, or other instruc-
5 tion approved by the registration agency;

6 “(iii) shall be provided by one or more
7 qualified instructors that—

8 “(I)(aa) meet technical instructor
9 requirements of the applicable edu-
10 cation agency in the State of registra-
11 tion; or

12 “(bb) are subject matter experts,
13 defined for purposes of this subpara-
14 graph as individuals recognized within
15 an industry as having expertise in a
16 specific occupation; and

17 “(II) have training in teaching
18 techniques and learning styles, or will
19 obtain such training before providing
20 the related technical instruction; and

21 “(iv) where appropriate and to the ex-
22 tent practicable, shall be aligned to a ca-
23 reer pathway.

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

4 “(i) consistent with measurable skill
5 gains; and

6 “(ii) ensures the entry wage is not
7 less than the greater of—

8 “(I) the minimum wage required
9 under section 6(a) of the Fair Labor
10 Standards Act of 1938 (29 U.S.C.
11 206(a)); or

12 “(II) the applicable wage re-
13 quired by other applicable Federal or
14 State laws (including regulations) or
15 collective bargaining agreements.

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

18 “(i) a time-based model, which re-
19 quires the completion of the industry
20 standard for on-the-job learning hours,
21 which in no case shall be less than 2,000
22 hours, unless an alternative requirement is
23 put forth by the employer and sponsor that
24 reflects industry standards and the relative

1 hazards of the occupation, and is accepted
2 by the Secretary and registration agency;

3 “(ii) a competency-based model, which
4 requires the attainment of competency in
5 the occupation; or

6 “(iii) a hybrid model, which blends the
7 time-based and competency-based ap-
8 proaches.

9 “(F) The methods used to measure an ap-
10 prentice’s skills and competencies, which may
11 include an initial diagnostic assessment or as-
12 sessment of credentials that verify an individ-
13 ual’s foundational knowledge and skills that
14 would be needed to succeed in an apprentice-
15 ship program, and which shall include—

16 “(i) in the case of a time-based ap-
17 prenticeship described in subparagraph
18 (E)(i), the individual apprentice’s comple-
19 tion of the required hours of on-the-job
20 learning as described in a work process
21 schedule; or

22 “(ii) in the case of a competency-
23 based model described in subparagraph
24 (E)(ii), the individual apprentice’s success-
25 ful demonstration of acquired skills and

1 knowledge through appropriate means of
2 testing and evaluation for such com-
3 petencies, and by requiring apprentices to
4 complete a paid on-the-job learning compo-
5 nent of the apprenticeship;

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

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

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

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

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

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

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

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

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

24 “(2) The program—

1 “(A) is carried out by a sponsor that has
2 a written agreement with at least one sponsor
3 of an apprenticeship program;

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

9 “(C) demonstrates evidence of sufficient
10 demand in an apprenticeship program at the
11 completion of a pre-apprenticeship program to
12 support a transition from a pre-apprenticeship
13 to an apprenticeship; and

14 “(D) demonstrates partnerships with quali-
15 fied intermediaries, community-based organiza-
16 tions, labor organizations, or joint labor-man-
17 agement organizations.

18 “(3) The program includes a written plan devel-
19 oped by the sponsor that is reviewed and approved
20 by the sponsor to the agreement with the sponsor of
21 an apprenticeship program, that—

22 “(A) provides for work-based learning, and
23 paid work-based learning to the extent prac-
24 ticable, in which an industry or sector partner-
25 ship and a related instruction provider collabo-

1 rate to provide training that will introduce par-
2 ticipants to the skills, competencies, and mate-
3 rials used in one or more apprenticeable occu-
4 pations;

5 “(B) is based on and aligned with national,
6 State, regional, or local industry standards for
7 high-skill, high-wage, or in-demand industry
8 sectors and occupations, and the requirements
9 of the related apprenticeship program;

10 “(C) to the extent appropriate and prac-
11 ticable, meets the related instruction require-
12 ments as described in clauses (ii) through (iv)
13 of subsection (b)(1)(C) that includes enabling
14 an individual to attain a secondary school di-
15 ploma or its recognized equivalent that enables
16 a pre-apprentice to enter into an apprenticeship
17 program; and

18 “(D) includes mentoring, career exposure,
19 career planning, and career awareness activi-
20 ties.

21 “(d) YOUTH APPRENTICESHIP PROGRAM STAND-
22 ARDS.—In addition to the standards described in sub-
23 section (e), a youth apprenticeship program shall meet the
24 following standards:

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

4 “(2) The program includes each of the following
5 core elements:

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

9 “(i) an outline of the work processes
10 or the plan in which the youth apprentice
11 will receive supervised work experience and
12 on-the-job training or in an experiential
13 setting;

14 “(ii) the allocation of the approximate
15 amount of time that will be spent in each
16 major work process by the youth appren-
17 tice;

18 “(iii) a description of the mentoring
19 that will be provided to the youth appren-
20 tice; and

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

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

5 “(C) Related classroom-based instruction,
6 which may be fulfilled through dual or concur-
7 rent enrollment, and—

8 “(i) is, to the extent practicable,
9 aligned with high school diploma require-
10 ments and career clusters; and

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

13 “(D) A progressively increasing, clearly de-
14 fined schedule of wages to be paid to the youth
15 apprentice.

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

18 “(F) For a competency-based or hybrid
19 youth apprenticeship program, the methods
20 used to measure skill acquisition for a youth
21 apprentice, including ongoing assessment
22 against established skill and competency stand-
23 ards as described in subsection (a)(1)(F).

1 “(H) Prepares the youth apprentice for
2 placement in further education, employment, or
3 an apprenticeship program.

4 “(3) The program equally grants advanced
5 standing or credit to all individuals applying for the
6 youth apprenticeship with demonstrated competency
7 or acquired experience, training, or skills.

8 “(4) In the case of a youth apprenticeship pro-
9 gram that chooses to issue an interim credential, the
10 program meets the requirements of subsection
11 (b)(4).

12 “(e) GENERAL REQUIREMENTS.—Each program
13 under the national apprenticeship system shall meet the
14 following standards:

15 “(1) The program—

16 “(A) has adequate and safe equipment, en-
17 vironments, and facilities for training and su-
18 pervision;

19 “(B) provides safety training on-the-job
20 and in related instruction as applicable by the
21 apprenticeable occupation; and

22 “(C) provides adequate training for men-
23 tors and qualified instructors on providing a
24 safe work and training environment.

1 “(2) The program records and maintains all
2 records concerning the program as may be required
3 by the Secretary, the registration agency of the pro-
4 gram, or any other applicable law, including records
5 required under title 38, United States Code, in order
6 for veterans and other individuals eligible for edu-
7 cational assistance under such title to use such as-
8 sistance for enrollment in the program.

9 “(3) The program provides all individuals with
10 an equal opportunity to participate in the program
11 as described in subparagraphs (B) and (C) of sec-
12 tion 111(b)(7).

13 “(4) The program awards a certificate of com-
14 pletion in recognition of successful completion of the
15 program, evidenced by an appropriate certificate
16 issued by the registration agency, and in the case of
17 apprenticeships and youth apprenticeships, prepares
18 a program participant to obtain a recognized post-
19 secondary credential.

20 “(5) The program provides that an individual
21 who is to become a program participant under the
22 program enters into a written apprenticeship agree-
23 ment described in section 123 with the sponsor of
24 the program.

1 “(6) The numeric ratio of program participants
2 to supervisors (such as journeyworkers, mentors, or
3 on-the-job learning instructors, as applicable) for the
4 apprenticeable occupation, that are based on evi-
5 dence-based and evidence-informed best practices for
6 supervision, training, safety, and continuity of em-
7 ployment, throughout the work processes of the pro-
8 gram, job site, department, or plant, appropriate for
9 the degree of hazard in different occupations, and
10 consistent with provisions in collective bargaining
11 agreements, as applicable, except if such ratios are
12 expressly prohibited by the collective bargaining
13 agreements.

14 **“SEC. 123. APPRENTICESHIP AGREEMENTS.**

15 “(a) IN GENERAL.—To ensure the standards de-
16 scribed in section 122 are applied to programs under the
17 national apprenticeship system, the Administrator shall
18 require a sponsor to develop an apprenticeship agreement
19 that shall—

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

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

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

24 and

1 “(4) be submitted to the registration agency in
2 accordance with section 124 by the program spon-
3 sor.

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

7 “(1) in the case of an apprenticeship pro-
8 gram—

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

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

17 “(C) that is a hybrid model, the minimum
18 number of hours to be spent by the program
19 participant in on-the-job learning and work
20 components and in related instruction, and a
21 description of the skill sets and competencies to
22 be attained by completion of the program;

23 “(2) the number of hours and form of related
24 instruction, including how related instruction will be
25 compensated (whether through academic credit,

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

7 “(3) a schedule of the work processes in the oc-
8 cupation 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
14 how the wages and benefits compare to State, local,
15 or regional 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 formu-
23 lation of programs under the national apprenticeship sys-
24 tem, the Administrator shall provide for the registration
25 of programs in which a sponsor applying to register a pro-

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

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

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 admin-
12 ister the program in accordance with the require-
13 ments of this Act and comply with the requirements
14 of the apprenticeship agreement for each apprentice;
15 and

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

19 “(b) RECOGNITION AND REGISTRATION PROCESS.—

20 “(1) REVIEW AND APPROVAL PROCESS.—

21 “(A) PROVISIONAL APPROVAL REVIEW.—

22 An application submitted under subsection (a)
23 that the registration agency determines meets
24 the requirements described in such subsection
25 shall be registered for a provisional 1-year pe-

1 riod beginning not later than 30 days after
2 such application is submitted. During such pe-
3 riod, the registration agency shall accept and
4 record the apprenticeship agreement as evidence
5 of the program’s compliance and registration to
6 operate such program.

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

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

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

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

7 “(C) FAILURE TO MEET REQUIRE-
8 MENTS.—If, after an initial provisional review
9 under subparagraph (A), a registration agency
10 conducting such provisional review determines
11 that the program is not in operation or does not
12 conform to the requirements under this Act, the
13 registration agency shall recommend technical
14 assistance and corrective action for the pro-
15 gram, or deregistration, in accordance with pro-
16 cedures established under subsections (b) and
17 (c) of section 131.

18 “(2) CERTIFICATE OF REGISTRATION.—

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

22 “(i) provide the sponsor of the pro-
23 gram with a certificate of registration or
24 other written evidence of registration; and

1 “(ii) provide a copy of the certificate
2 of registration to the Secretary of Veterans
3 Affairs or the applicable State veterans
4 agency for the purpose of aligning the reg-
5 istration process with the process for ap-
6 proving such program for eligible veterans’
7 use of supplemental educational assistance
8 benefits.

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

14 “(3) PROGRAM PARTICIPANT REGISTRATION.—
15 A sponsor providing a program that is registered in
16 accordance with paragraph (2) shall provide to an
17 individual seeking to be a program participant the
18 opportunity to apply through the sponsor, and
19 shall—

20 “(A) enter into a written individual ap-
21 prenticeship agreement described in section 123
22 with each such individual before the commence-
23 ment of the program; and

24 “(B) individually register each program
25 participant with the registration agency by fil-

1 ing a copy of the individual apprenticeship
2 agreement with the registration agency or as
3 otherwise required by the registration agency,
4 and sharing a copy with the Administrator as
5 appropriate, as described under section
6 123(a)(4).

7 “(4) TRANSITION PROCESS FOR PREVIOUSLY
8 APPROVED PROGRAMS.—With respect to a program
9 that was registered under this Act as of the day be-
10 fore the date of enactment of the National Appren-
11 ticeship Act of 2020, the registration agency shall
12 take such steps as necessary to—

13 “(A) in the case of a program that meets
14 of the requirements of this Act, maintain the
15 status of the sponsor of the program as of the
16 date before such date of enactment as the spon-
17 sor of such program under this Act; and

18 “(B) in the case of a program that does
19 not meet the requirements of this Act, provide
20 technical assistance to the sponsor of such pro-
21 gram to ensure that the sponsor is in compli-
22 ance with this Act not later than 3 years after
23 the date of enactment of the National Appren-
24 ticeship Act of 2020.

1 “(c) MODIFICATIONS OR CHANGES TO YOUTH AP-
2 PRENTICESHIP, PRE-APPRENTICESHIP, OR APPRENTICE-
3 SHIP PROGRAMS.—

4 “(1) SPONSOR PROPOSAL.—Any sponsor that
5 wishes to modify a program, including the program’s
6 method of meeting the standards required under this
7 Act, shall submit the proposal for such change or
8 modification to the registration agency for the pro-
9 gram.

10 “(2) REGISTRATION AGENCY REQUIREMENTS.—

11 “(A) IN GENERAL.—The registration agen-
12 cy shall determine whether to approve the pro-
13 posal and notify the sponsor of the determina-
14 tion by not later than 60 days after receipt of
15 the proposal.

16 “(B) APPROVAL OF PROPOSAL.—If the
17 proposal is approved, the registration agency
18 shall amend the record of the program to reflect
19 the modification or change, and provide the
20 sponsor or program administrator with an ac-
21 knowledgment of the amended program, by not
22 later than 30 days after the date of approval.

23 “(C) DISAPPROVAL OF PROPOSAL.—If the
24 proposal is not approved, the registration agen-
25 cy shall—

1 “(i) notify the sponsor of the reasons
2 for the disapproval and provide the sponsor
3 with technical assistance to maintain the
4 program as originally registered;

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

11 “(iii) in a case in which the sponsor
12 submits a revised modification proposal,
13 not later than 60 days after receipt of such
14 proposal—

15 “(I) approve the proposal; or

16 “(II) disapprove the proposal and
17 provide the sponsor with technical as-
18 sistance to maintain the program as
19 originally registered.

20 **“Subtitle C—Evaluations and** 21 **Research**

22 **“SEC. 131. PROGRAM EVALUATIONS.**

23 “(a) PURPOSE.—The purpose of this section is to
24 provide program performance transparency across the
25 programs under the national apprenticeship system, assess

1 the effectiveness of States in achieving positive outcomes
2 for program participants served by those programs, and
3 establish performance accountability measures related to
4 program completion and key indicators of performance
5 under the Workforce Innovation and Opportunity Act (29
6 U.S.C. 3101 et seq.).

7 “(b) REVIEWS BY REGISTRATION AGENCIES.—

8 “(1) PERFORMANCE REVIEWS.—

9 “(A) IN GENERAL.—A registration agency
10 shall—

11 “(i) annually collect performance data
12 for each program registered under section
13 124 by such agency to determine—

14 “(I) the performance of the pro-
15 gram with respect to the indicators of
16 performance under section
17 116(b)(2)(A)(i) of the Workforce In-
18 novation and Opportunity Act (29
19 U.S.C. 3141(b)(2)(A)(i) or in the case
20 of a youth apprenticeship program,
21 section 116(b)(2)(A)(ii) of such Act
22 (29 U.S.C. 3141(b)(2)(A)(ii)), as ap-
23 plied to programs under the national
24 apprenticeship system; and

1 “(II) the completion rates of the
2 program; and

3 “(ii) provide technical assistance for
4 the collection of the information under
5 clause (i) of this subparagraph and sub-
6 paragraph (B), as necessary.

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

13 “(i) information specifying the levels
14 of performance described in subparagraph
15 (A), as compared to goals set in section
16 113(c)(8)(A)(i);

17 “(ii) the percentage of program par-
18 ticipants by race, sex ethnicity and, to the
19 extent practicable, by individuals with dis-
20 abilities, as compared to such percentages
21 within the working age population who are
22 in the geographical area from which the
23 sponsor usually seeks or reasonably could
24 seek program participants and who meet

1 the minimum eligibility requirements for
2 entry into in the program;

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

8 “(iv) the average time to completion
9 for the program as compared to the de-
10 scription in the agreement under para-
11 graphs (1) and (2) of section 123(b);

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

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

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

20 “(viii) the disaggregation of the per-
21 formance data described in clauses (i)
22 through (vi)—

23 “(I) by the program type (ap-
24 prenticeship, youth apprenticeship, or

1 pre-apprenticeship program) involved;
2 and

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

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

15 “(D) PUBLICATION.—The Administrator
16 shall annually make available on a publicly ac-
17 cessible website each report received under
18 paragraph (B) not later than 30 days after re-
19 ceipt of such report.

20 “(2) COMPREHENSIVE PROGRAM REVIEWS.—

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

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

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

6 “(ii) beginning after the review de-
7 scribed in clause (i) at least once every 5
8 years.

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

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

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

23 “(iii) evaluating the performance of
24 the sponsor with respect to, at a minimum,
25 the indicators described in paragraph

1 (1)(A)(i), with the performance data
2 disaggregated as described in paragraph
3 (1)(B)(viii); and

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

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

14 “(c) SUBSEQUENT ACTION.—

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

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

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

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

3 “(i) is not in operation;

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

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

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

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

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

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

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

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

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

1 after the period for requesting such a hearing has
2 expired.

3 “(4) NOTIFICATION AND TREATMENT OF AP-
4 PRENTICES.—Not later than 15 days after the reg-
5 istration agency deregisters a program, the sponsor
6 or program administrator shall notify program par-
7 ticipant—

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

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

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

21 “(i) relates to an apprentice; and

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

24 “(D) that all youth apprentices, pre-ap-
25 prentices, or apprentices are referred to the

1 registration agency for information about po-
2 tential transfers to other programs under the
3 national apprenticeship system.

4 **“SEC. 132. NATIONAL APPRENTICESHIP SYSTEM RE-**
5 **SEARCH.**

6 “(a) RESEARCH.—The Secretary shall conduct,
7 through an independent entity, research for the purpose
8 of improving the management and effectiveness of the pro-
9 grams and activities carried out under this Act and to as-
10 sist in the evaluation of the programs as described in sec-
11 tion 131.

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

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

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

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

23 “(B) to the extent feasible, increase the
24 levels of total employment, of attainment of rec-
25 ognized postsecondary credentials, and of meas-

1 urable skills, above the levels that would have
2 existed in the absence of such programs and ac-
3 tivities;

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

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

14 “(2) the impact of the National Apprenticeship
15 Act of 2020 on the general effectiveness of programs
16 under the national apprenticeship system, including
17 the implementation of policies such as dual or con-
18 current enrollment programs, advanced standing, or
19 industry recognized apprenticeable occupations;

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

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

25 “(d) REPORTS.—

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

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

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

9 “(2) REPORTS TO CONGRESS.—Not later than
10 60 days after receipt of the interim report and final
11 report described in subparagraphs (A) and (B) of
12 paragraph (1), respectively, the Secretary shall sub-
13 mit each report to the Committee on Education and
14 Labor of the House of Representatives and the Com-
15 mittee on Health, Education, Labor, and Pensions
16 of the Senate.

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

21 **“Subtitle D—General Provisions**

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

23 “(a) OFFICE OF APPRENTICESHIP.—There are au-
24 thorized to be appropriated to carry out sections 111 and
25 112—

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

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

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

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

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

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

8 “(1) \$10,000,000 for fiscal year 2021;

9 “(2) \$12,000,000 for fiscal year 2022;

10 “(3) \$14,000,000 for fiscal year 2023;

11 “(4) \$16,000,000 for fiscal year 2024; and

12 “(5) \$18,000,000 for fiscal year 2025.

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

17 **“SEC. 201. GRANT REQUIREMENTS.**

18 “(a) AUTHORITY.—

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

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

1 “(i) to create new apprenticeship pro-
2 grams in a nontraditional apprenticeship
3 industry or occupation, such as for pro-
4 grams demonstrating demand in informa-
5 tion technology, energy, green jobs, ad-
6 vanced manufacturing, health care, or cy-
7 bersecurity;

8 “(ii) to expand existing apprenticeship
9 programs demonstrating labor market de-
10 mand;

11 “(iii) to create new or expand existing
12 pre-apprenticeship programs; or

13 “(iv) to create new or expand existing
14 youth apprenticeship programs.

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

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

1 stance abuse issues, veterans, military
2 spouses, individuals experiencing homeless-
3 ness, individuals impacted by the criminal
4 or juvenile justice system, and foster and
5 former foster youth;

6 “(ii) that are in high-need social serv-
7 ice-related industries, sectors, or occupa-
8 tions, such as direct care workers and
9 early childhood educators;

10 “(iii) that target individuals currently
11 or recently incarcerated; or

12 “(iv) among small- and medium-sized
13 employers.

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

16 “(i) to support national industry and
17 equity intermediaries in establishing or ex-
18 panding sector-based partnerships to sup-
19 port the delivery or expansion of programs
20 under the national apprenticeship system
21 to significant scale in the United States—

22 “(I) in key sectors, including
23 manufacturing, information tech-
24 nology, cyber security, health care, in-
25 surance and finance, energy, hospi-

1 tality, retail, construction, and other
2 sectors identified by the Administrator
3 and the Advisory Committee as tar-
4 geted for expansion under the na-
5 tional apprenticeship system; or

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

11 “(ii) to serve programs under the na-
12 tional apprenticeship system in a local or
13 regional setting.

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

20 “(2) DURATION.—

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

24 “(B) EXTENSION.—The eligible entity may
25 apply for, and the Administrator may grant, an

1 extension of the grant period for not more than
2 1 additional 2-year period, if the grant recipient
3 demonstrates to the Administrator that the re-
4 cipient—

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

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

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

13 “(b) FUNDING REQUIREMENTS.—

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

24 “(2) WAIVER.—The Administrator may waive
25 the requirement under paragraph (1) if the entity

1 demonstrates that exceptional circumstances prevent
2 the entity from meeting the requirement, such as
3 demonstrating that the entity serves a high propor-
4 tion of individuals with barriers to employment, or
5 due to exceptional or uncontrollable circumstances,
6 such as a natural disaster or a precipitous and un-
7 foreseen decline in the financial resources of the eli-
8 gible entity.

9 “(c) PRIORITY AND DISTRIBUTION.—

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

13 “(A) proposing to serve a high number or
14 high percentage of participants who are from
15 nontraditional apprenticeship populations; and

16 “(B) providing opportunities in high-wage,
17 high-skill, or in-demand sectors and occupa-
18 tions.

19 “(2) GEOGRAPHIC DISTRIBUTION.—In awarding
20 grants under this subsection, the Administrator
21 shall, to the extent practicable, ensure a geographi-
22 cally diverse distribution of grants, including a geo-
23 graphically diverse distribution among regions of the
24 country and among urban, suburban, and rural
25 areas.

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

3 “(1) demonstrate a partnership with two or
4 more of the following:

5 “(A) a State or local workforce develop-
6 ment board or State or local workforce agency;

7 “(B) an education and training provider,
8 or a consortium thereof;

9 “(C) a State apprenticeship agency;

10 “(D) an Indian Tribe or Tribal organiza-
11 tion;

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

17 “(F) a Governor;

18 “(G) a labor organization or joint-labor
19 management organization;

20 “(H) community-based organizations that
21 assist program participants in accessing sup-
22 portive services; or

23 “(I) a qualified intermediary; and

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

1 “(e) GENERAL APPLICATION REQUIREMENTS.—An
2 eligible entity applying for a grant under this section shall
3 submit to the Administrator a description of each of the
4 following:

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

7 “(2) Each entity with which the eligible entity
8 is partnered or engaged under subsection (d) and
9 the role of each such entity in carrying out activities
10 funded under this subsection.

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

13 “(A) to enroll, instruct, advance, and grad-
14 uate program participants served by the grant
15 activities, and enable the participants to gain
16 employment after program completion;

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

23 “(C) to provide opportunities to rural com-
24 munities, as applicable.

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

3 “(A) the need to create or expand the pro-
4 gram; and

5 “(B) a plan to align the activities sup-
6 ported by the grant with the labor market
7 needs of high-skill, high-wage, or in-demand in-
8 dustry sectors or occupations.

9 “(5) A plan—

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

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

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

4 “(D) to continue the program after the
5 grant period ends; and

6 “(E) to recruit and retain program partici-
7 pants for pre-apprenticeship, youth apprentice-
8 ship, and apprenticeship programs, including
9 from nontraditional apprenticeship populations,
10 such as women, minorities, individuals with dis-
11 abilities, individuals impacted by the criminal or
12 juvenile justice system, and individuals with
13 barriers to employment, to ensure program par-
14 ticipants are able to access supportive services,
15 as applicable, and how such plan will support
16 the eligible entity in meeting the equal oppor-
17 tunity requirements for diversity described in
18 subparagraphs (B) and (C) of section 111(b)(7)
19 and section 113(c)(5), as applicable.

20 “(6) For any grants expanding existing pro-
21 grams under the national apprenticeship system, a
22 description of—

23 “(A) a plan to coordinate the activities car-
24 ried out under the grant with the existing pro-
25 gram; and

1 “(B) the effectiveness of the program, in-
2 cluding demonstrations of programmatic com-
3 ponents such as program costs to employers
4 and to program participants, completion and
5 placement rates, credential attainment, diversity
6 in populations served, the effectiveness of the
7 program in increasing participant’s wages and
8 benefits, or services provided to employers and
9 program participants.

10 “(7) A description of potential program partici-
11 pants and strategies to support the recruitment, re-
12 tention, and completion of such participants, includ-
13 ing nontraditional apprenticeship populations and in-
14 dividuals with barriers to employment, to the extent
15 practicable.

16 “(8) A description of strategies to recruit and
17 support employers involved in programs under the
18 national apprenticeship system.

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

20 “(A) provide information to the Adminis-
21 trator, as requested, for any such evaluations as
22 the Administrator may carry out;

23 “(B) make program performance outcome
24 data available (in accordance with applicable
25 data privacy laws, including section 444 of the

1 General Education Provisions Act (20 U.S.C.
2 1232g) and section 4 of this Act) to inde-
3 pendent evaluators to enable the evaluators to
4 prepare the evaluations and research reports
5 described in section 203(a)(1); and

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

10 “(f) ADDITIONAL APPLICATION REQUIREMENTS.—
11 The Administrator shall require an eligible entity applying
12 for a grant under this title to include as part of their ap-
13 plication in subsection (e) the following information, as
14 applicable:

15 “(1) CREATION AND EXPANSION ACTIVITIES.—

16 “(A) NEW APPRENTICESHIP PROGRAMS.—

17 An eligible entity applying to create new ap-
18 prenticeship programs and carry out activities
19 in accordance with subsection (a)(1)(A)(i) shall
20 include as part of their application a description
21 of—

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

24 “(ii) employers, and to the extent
25 practicable, labor organizations or joint

1 labor-management organizations, engaged
2 in the program creation and implementa-
3 tion.

4 “(B) EXPANDING APPRENTICESHIP PRO-
5 GRAMS.—An eligible entity applying to expand
6 existing apprenticeship programs and carry out
7 activities in accordance with subsection
8 (a)(1)(A)(ii) shall include as part of their appli-
9 cation a description of employers engaged in the
10 program expansion.

11 “(C) CREATING OR EXPANDING PRE-AP-
12 PRENTICESHIP PROGRAMS.—An eligible entity
13 applying to create or expand pre-apprenticeship
14 programs and carry out activities in accordance
15 with subsection (a)(1)(A)(iii) shall include as
16 part of their application a description of—

17 “(i) a partnership between the eligible
18 entity and at least one apprenticeship pro-
19 gram; and

20 “(ii) existing partnerships with em-
21 ployers acting in either an advisory capac-
22 ity or actively participating in the pre-ap-
23 prenticeship program.

24 “(D) CREATING OR EXPANDING YOUTH
25 APPRENTICESHIP PROGRAMS.—An eligible enti-

1 ty applying to create or expand youth appren-
2 ticeship programs and carry out activities in ac-
3 cordance with subsection (a)(1)(A)(iv) shall in-
4 clude as part of their application a description
5 of—

6 “(i) an existing partnership with at
7 least one high school offering related in-
8 struction for the youth apprenticeship pro-
9 gram, with existing integration into the
10 academic content of the high school di-
11 ploma requirements, or with demonstrated
12 plans for integration of related instruction
13 into the high school curriculum; and

14 “(ii) existing partnerships with em-
15 ployers acting in either an advisory capac-
16 ity or actively participating in the youth
17 apprenticeship program.

18 “(2) ENCOURAGING EMPLOYER PARTICIPA-
19 TION.—

20 “(A) INDIVIDUALS WITH BARRIERS TO EM-
21 PLOYMENT.—An eligible entity applying to tar-
22 get individuals with barriers to employment for
23 apprenticeship, youth apprenticeship, or pre-ap-
24 prenticeship programs and carry out activities
25 in accordance with subsection (a)(1)(B)(i) shall

1 include as part of their application a description
2 of—

3 “(i) specific strategies to target both
4 individuals with barriers to employment
5 and employers for participation in the pro-
6 gram; and

7 “(ii) partnerships with organizations
8 that assist program participants in access-
9 ing supportive services to support recruit-
10 ment, retention, and completion of the pro-
11 gram by program participants.

12 “(B) HIGH-NEED SOCIAL SERVICE-RE-
13 LATED INDUSTRIES.—An eligible entity apply-
14 ing to offer pre-apprenticeship, youth appren-
15 ticeship, or apprenticeship programs in high-
16 need social service-related industries, sectors, or
17 occupations and carry out activities in accord-
18 ance with subsection (a)(1)(B)(ii) shall include
19 as part of their application a description of
20 wages and benefits offered to program partici-
21 pants.

22 “(C) INDIVIDUALS CURRENTLY OR RE-
23 CENTLY INCARCERATED.—An eligible entity ap-
24 plying to target individuals currently or recently
25 incarcerated and establish or carry out pre-ap-

1 prenticeship programs and apprenticeship pro-
2 grams in accordance with subsection
3 (a)(1)(B)(iii) shall include as part of their ap-
4 plication a description of—

5 “(i) a plan to assist the program par-
6 ticipants in obtaining the documentation
7 and work authorization necessary to par-
8 ticipate in such program;

9 “(ii) partnerships with organizations
10 that will assist program participants in ac-
11 cessing activities to improve financial lit-
12 eracy and supportive services;

13 “(iii) how the assessments used to
14 support the placement of potential pro-
15 gram participants into a program accu-
16 rately reflect the participants’ skills and
17 competencies;

18 “(iv) a plan to provide information
19 about resources to program participants to
20 address mental health or substance abuse
21 issues;

22 “(v) partnerships with organizations
23 that support—

24 “(I) the transition from incarcer-
25 ation to re-entry, such as assistance

1 with housing, transportation, and
2 legal services; and

3 “(II) successful completion of an
4 apprenticeship or pre-apprenticeship
5 program;

6 “(vi) wages and benefits offered to
7 program participants that are commensu-
8 rate with wages for similar work in the
9 State or local area, as allowable; and

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

16 “(D) SMALL- AND MEDIUM-SIZED EMPLOY-
17 ERS.—An eligible entity applying to engage
18 small- and medium-sized employers and carry
19 out activities in accordance with subsection
20 (a)(1)(B)(iv) shall include as part of their ap-
21 plication a description of demonstrated success
22 in engaging small- and medium-sized employers
23 and the ability to recruit new employers to par-
24 ticipate in related partnerships or programs,

1 such as small businesses owned or controlled by
2 women, minorities, or veterans.

3 “(3) INTERMEDIARY GRANTS.—

4 “(A) SUPPORTING NATIONAL INDUSTRY
5 AND EQUITY INTERMEDIARIES.—An eligible en-
6 tity applying to carry out activities in accord-
7 ance with subsection (a)(1)(C)(i) shall include
8 as part of their application a description of the
9 ability of such entity to convene a diverse group
10 of industry specific stakeholders for the pur-
11 poses of developing or expanding programs, in-
12 cluding employers, workforce development orga-
13 nizations, industry associations, labor groups
14 (including joint labor-management organiza-
15 tions), and education and training providers at
16 a national level or with national reach.

17 “(B) SERVING PROGRAMS IN A LOCAL OR
18 REGIONAL SETTING.—An eligible entity apply-
19 ing to carry out activities in accordance with
20 subsection (a)(1)(C)(ii) shall include as part of
21 their application a description of how such enti-
22 ty will—

23 “(i) engage employers, especially
24 small- and medium-sized businesses, in the
25 formation or ongoing development of in-

1 industry or sector partnerships and pro-
2 grams in the national apprenticeship sys-
3 tem;

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

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

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

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

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

20 “(i)(I) no less than three sponsors or
21 employers; or

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

24 “(ii) at least 1 of the following—

1 “(I) an educational service agen-
2 cy;

3 “(II) a high school;

4 “(III) a local educational agency;

5 “(IV) State educational agency;

6 “(V) an Indian Tribe, Tribal or-
7 ganization, Tribal educational agency,
8 Tribally controlled college or univer-
9 sity, or Tribally controlled postsec-
10 ondary career and technical institu-
11 tion, as applicable;

12 “(VI) a postsecondary edu-
13 cational institution; or

14 “(VII) a State higher education
15 agency; and

16 “(B) a commitment to establishing or ex-
17 panding the alignment of the related instruction
18 to—

19 “(i) the requirements for a high
20 school diploma, which may be fulfilled
21 through a dual or concurrent enrollment
22 program; or

23 “(ii) the requirements for a recognized
24 postsecondary credential, including the de-

1 gree requirements for an associate’s or
2 bachelor’s degree.

3 **“SEC. 202. USES OF FUNDS.**

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

6 “(1) shall use at least 5 percent of the grant
7 funds to provide direct financial assistance to ap-
8 prentices, pre-apprentices, or youth apprentices
9 through emergency grants to support their financial
10 needs to enter, remain enrolled in, and complete
11 such program, such as support for the related costs
12 of supplies and equipment, courses, transportation,
13 child care, and housing; and

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

16 “(A) To establish or expand partnerships
17 with organizations that provide program partici-
18 pants access to financial planning, mentoring,
19 and supportive services that are necessary to
20 enable an individual to participate in and com-
21 plete a program under the national apprentice-
22 ship system.

23 “(B) To conduct outreach and recruitment
24 activities, including assessments of potential
25 participants for, and enrollment of participants

1 in, a program under the national apprenticeship
2 system.

3 “(C) To conduct outreach, engagement, re-
4 cruitment, and coordination of activities with
5 employers, industry associations, labor and joint
6 labor-management organizations, qualified
7 intermediaries, education and training pro-
8 viders, State or local workforce agencies, poten-
9 tial sponsors, community-based organizations,
10 communities with high numbers or percentages
11 of nontraditional apprenticeship populations,
12 small- and medium-sized businesses, or rural
13 communities to establish or expand industry or
14 sector partnerships and opportunities under the
15 national apprenticeship system.

16 “(D) To carry out grant requirements, in-
17 cluding program evaluation and reporting re-
18 quirements.

19 “(E) To conduct any activities as described
20 in the application that would advance the pur-
21 poses of the grant.

22 “(F) To support the transition to virtual
23 or remote learning or training, as necessary and
24 as approved by the registration agency.

25 “(b) ADDITIONAL USES OF FUNDS.—

1 “(1) CREATION OR EXPANSION ACTIVITIES.—

2 “(A) APPRENTICESHIP PROGRAM CRE-
3 ATION.—An eligible entity that receives funds
4 under section 201(a)(1)(A)(i) shall use such
5 funding to create and implement an apprentice-
6 ship program, which may include—

7 “(i) creating and providing training
8 and related instruction based on employer
9 engagement;

10 “(ii) applying apprenticeship frame-
11 works as described in section 111(b)(5)(C)
12 to the State or local labor market and em-
13 ployer needs; or

14 “(iii) aligning the new program with
15 existing apprenticeship programs.

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

21 “(i) expanding and enhancing related
22 instruction;

23 “(ii) conducting outreach to and en-
24 gagement with employers for the purposes
25 of program expansion, including creation

1 of new or expansion of existing industry or
2 sector partnerships;

3 “(iii) preparing additional instructors
4 or mentors needed for program expansion;

5 “(iv) building awareness of appren-
6 ticeship program opportunities for State or
7 local workforce development, education,
8 and economic development entities; and

9 “(v) providing commensurate wages to
10 wages for on-the-job training for program
11 participants during related instruction, as
12 applicable.

13 “(C) PRE-APPRENTICESHIP PROGRAMS.—
14 An eligible entity that receives funds under sec-
15 tion 201(a)(1)(A)(iii) shall use such funds to
16 create a new pre-apprenticeship program or ex-
17 pand an existing pre-apprenticeship program,
18 which may include—

19 “(i) coordinating pre-apprenticeship
20 program activities with an apprenticeship
21 program in a high-skill, high-wage, or in-
22 demand industry sector or occupation, in-
23 cluding the creation or expansion of work-
24 based learning opportunities, and articula-
25 tion agreements for those who successfully

1 complete a pre-apprenticeship to earn aca-
2 demic credit and enroll in an apprentice-
3 ship program;

4 “(ii) creating, expanding, or inte-
5 grating related instruction and work-based
6 learning, which may include training in the
7 workplace and supporting partnerships to
8 create opportunities for pre-apprentices to
9 earn credit at a postsecondary educational
10 institution for skills and competencies ac-
11 quired during the pre-apprenticeship pro-
12 gram;

13 “(iii) providing participants with ca-
14 reer exploration and career planning activi-
15 ties and with exploration of postsecondary
16 opportunities including apprenticeship pro-
17 grams;

18 “(iv) with respect to participants
19 without a high school diploma or a gen-
20 erally recognized equivalent, paying the
21 costs affiliated with acquiring such equiva-
22 lent, and the costs of any related assess-
23 ments of potential pre-apprentices or active
24 pre-apprentices, including those that would
25 verify the attainment of foundational

1 knowledge and skills necessary to succeed
2 in an apprenticeship program;

3 “(v) development or expansion of
4 partnerships with organizations that assist
5 program participants in accessing sup-
6 portive services, which may include the 12-
7 month period after the conclusion of a pre-
8 apprenticeship program;

9 “(vi) providing commensurate wages
10 to the linked apprenticeship program for
11 pre-apprentices as they participate in and
12 complete the pre-apprenticeship program,
13 as appropriate;

14 “(vii) paying the cost of related in-
15 struction associated with the pre-appren-
16 ticeship program, as appropriate; or

17 “(viii) creating or expanding industry
18 or sector partnerships to support the pre-
19 apprenticeship program and to provide ad-
20 ditional opportunities to the pre-appren-
21 tices.

22 “(D) YOUTH APPRENTICESHIP PRO-
23 GRAMS.—An eligible entity that receives funds
24 under section 201(a)(1)(A)(iv) shall use such
25 funds to create a new youth apprenticeship pro-

1 gram or expand an existing youth apprentice-
2 ship program, which may include—

3 “(i) paying for the costs associated
4 with curriculum development and align-
5 ment of that curriculum with recognized
6 postsecondary credentials including indus-
7 try-recognized credentials, high school
8 graduation requirements, and related in-
9 struction, including curriculum develop-
10 ment for dual or concurrent enrollment;

11 “(ii) providing employers, and to the
12 extent practicable, labor organizations and
13 joint labor management organizations,
14 technical assistance to support the partici-
15 pation of youth apprentices under the age
16 of 18;

17 “(iii) integrating work-based and aca-
18 demic learning, which may include training
19 in the workplace;

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

24 “(v) providing technical assistance to
25 support the participation of small- and me-

1 dium-sized businesses in youth apprentice-
2 ship programs;

3 “(vi) developing or expanding partner-
4 ships with organizations that assist pro-
5 gram participants in accessing supportive
6 services, which may include the 12-month
7 period after the conclusion of such a youth
8 apprenticeship program; or

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

18 “(2) INCENTIVE FUNDS.—

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

1 “(i) providing financial assistance to
2 employers to support costs related to the
3 programs, such as training incumbent
4 workers for participation as mentors or
5 employees supervising the on-the-job learn-
6 ing;

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

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

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

1 “(i) providing financial assistance to
2 employers to support costs related to the
3 program, such as training incumbent work-
4 ers as mentors, or employees providing on-
5 the-job training;

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

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

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

20 “(C) INDIVIDUALS IMPACTED BY THE JUSTICE SYSTEM.—An eligible entity that receives
21 funds under section 201(a)(1)(B)(iii) shall use
22 such funds to incentivize employer participation
23 in programs under the national apprenticeship
24 system that target individuals impacted by the
25

1 criminal or juvenile justice system, which may
2 include—

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

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

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

19 “(i) providing financial assistance to
20 employers to support costs related to the
21 program, such as training incumbent work-
22 ers as mentors or employees supervising
23 the on-the-job learning;

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

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

10 “(iv) establishing or expanding part-
11 nerships to support program development
12 or expansion, including establishing or ex-
13 panding industry or sector partnerships to
14 ensure inclusion of small- and medium-
15 sized businesses.

16 “(3) INTERMEDIARY GRANTS.—

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

24 “(i) creating partnerships and
25 leveraging collaborations with employers,

1 workforce development organizations, in-
2 dustry associations, labor organizations,
3 and education and training providers to
4 help multiple employers make education
5 and training more affordable and accel-
6 erate the expansion of programs under the
7 national apprenticeship system nationwide;

8 “(ii) assisting employers in expanding
9 programs, starting new programs, and
10 working together to create a pipeline of
11 skilled workers;

12 “(iii) increasing the participation and
13 completion of nontraditional apprenticeship
14 populations in programs under the national
15 apprenticeship system, which may in-
16 clude—

17 “(I) supporting the development,
18 implementation, and scaling of plans
19 and practices; and

20 “(II) identifying, developing, and
21 disseminating effective program tools
22 and strategies;

23 “(iv) providing national activities to
24 increase awareness and access to pro-
25 grams, including strategic marketing and

1 outreach, technology improvements, and
2 innovations that make it easier for employ-
3 ers to start programs and for individuals
4 to connect with program opportunities;

5 “(v) developing and disseminating
6 training or related instruction associated
7 with the program or for curriculum im-
8 provements that align with the require-
9 ments of the program and learning assess-
10 ments; or

11 “(vi) providing industry employees or
12 potential employees with a clear under-
13 standing of future career paths and the
14 skills needed to succeed, along with cost ef-
15 fective ways of acquiring those skills
16 through youth apprenticeship, pre-appren-
17 ticeship, or apprenticeship programs.

18 “(B) LOCAL INTERMEDIARIES.—An eligi-
19 ble entity that receives funds under section
20 201(a)(1)(C)(ii) may use such funds to carry
21 out activities at a local or regional level to sup-
22 port the promotion and expansion of programs
23 under the national apprenticeship system, which
24 may include—

1 “(i) providing training or related in-
2 struction associated with the programs or
3 for curriculum improvements that align
4 with the requirements of the programs and
5 learning assessments;

6 “(ii) engaging with local education
7 and training providers to support related
8 instruction aligned with the needs of high-
9 skill, high-wage, or in-demand industry
10 sectors and occupations, and to the extent
11 practicable, support the provision of aca-
12 demic credit for related instruction;

13 “(iii) providing services, including
14 business engagement, classroom instruc-
15 tion, and development of partnerships with
16 organizations that assist program partici-
17 pants in accessing supportive services
18 (which may include the 12-month period
19 after the conclusion of the other activities
20 in the youth apprenticeship and pre-ap-
21 prenticeship programs involved);

22 “(iv) providing technical assistance on
23 the registration process for a sponsor of a
24 youth apprenticeship, pre-apprenticeship,
25 or apprenticeship program;

1 “(v) connecting businesses, labor or-
2 ganizations, or joint-labor management or-
3 ganizations with education and training
4 providers to develop related instruction to
5 complement the on-the-job learning portion
6 of a youth apprenticeship, pre-apprentice-
7 ship, or apprenticeship program;

8 “(vi) providing training to employees
9 to serve as on-the-job trainers or mentors
10 to program participants; and

11 “(vii) providing career exposure, ca-
12 reer planning, and career awareness activi-
13 ties.

14 “(4) EDUCATIONAL ALIGNMENT GRANTS.—An
15 eligible entity that receives funds under section
16 201(a)(1)(D) shall use such funds to strengthen
17 alignment between programs under the national ap-
18 prenticeship system and education and training pro-
19 viders with secondary and postsecondary education
20 systems, including degree and credential require-
21 ments, which may include—

22 “(A) creating and aligning the related in-
23 struction to requirements for a high school di-
24 ploma or an associate’s or bachelor’s degree, in-
25 cluding through—

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

3 “(ii) articulation agreements; or

4 “(iii) credit transfer agreements;

5 “(B) creating or expanding career path-
6 ways aligned with pre-apprenticeship, youth ap-
7 prenticeship, or apprenticeship programs;

8 “(C) providing professional development
9 for teachers, career guidance and academic
10 counselors, school leaders, administrators, spe-
11 cialized instructional support personnel, and
12 paraprofessionals to build an understanding of
13 opportunities in the national apprenticeship sys-
14 tem available to students and to incorporate
15 such opportunities into academic content and
16 offerings;

17 “(D) offering prior learning assessments,
18 which may include credit for prior learning to
19 grant advanced standing in a program under
20 the national apprenticeship system and credit
21 towards an associate’s or bachelor’s degree;

22 “(E) maintaining a connection between a
23 pre-apprenticeship or youth apprenticeship pro-
24 gram and an apprenticeship program; and

1 “(F) providing training for instructors or
2 mentors.

3 **“SEC. 203. GRANT EVALUATIONS.**

4 “(a) RECIPIENT REPORTS.—Each recipient of a
5 grant under this section shall—

6 “(1) provide for an independent evaluation of
7 the activities carried out under this title during the
8 grant period;

9 “(2) provide for an annual report and for a
10 final report at the conclusion of the grant period,
11 which include—

12 “(A) a description of how the funds re-
13 ceived through the grant were used and how the
14 uses of funds aligned with the description in the
15 application specified in section 201(e)(5)(C);

16 “(B) in the case of an eligible entity that
17 is required to report data under section
18 131(b)(1), the data collected under such section
19 for the grant period;

20 “(C) the total number of active program
21 participants served by each of the grant pro-
22 grams;

23 “(D) the total number that obtained un-
24 subsidized employment in a field related to the
25 apprenticeable occupation;

1 “(E) the total number of program partici-
2 pants that completed the program in which they
3 were enrolled;

4 “(F) the average time to completion for
5 each program as compared to the program
6 standards description under paragraphs (1) and
7 (2) of section 123(b);

8 “(G) the average cost per participant dur-
9 ing the most recent program year and the 3
10 preceding program years;

11 “(H) the percentage of participants who
12 received support services; and

13 “(I) the disaggregation of performance
14 data described in subparagraphs (A) through
15 (H)—

16 “(i) by the program type (apprentice-
17 ship, youth apprenticeship, or pre-appren-
18 ticeship program) involved; and

19 “(ii) by race, ethnicity, sex, age, and
20 membership in a population specified in
21 section 3(24) of the Workforce Innovation
22 and Opportunity Act (29 U.S.C.
23 3102(24)); and

24 “(3) submit each report under paragraph (2)—

25 “(A) to the registration agency; and

1 “(B) to the Administrator.

2 “(b) ADMINISTRATOR EVALUATIONS.—

3 “(1) IN GENERAL.—The Administrator shall
4 prepare—

5 “(A) not later than 36 months after the
6 date of enactment of the National Apprenticeship
7 Act of 2020, an interim evaluation on the
8 activities carried out under grants awarded
9 under this section; and

10 “(B) not later than 60 months after the
11 date of enactment of the National Apprenticeship
12 Act of 2020, a final evaluation containing
13 the results of the grant activities.

14 “(2) CONTENTS.—Such evaluations shall ad-
15 dress, for the activities carried out under each grant
16 awarded under this section, the general effectiveness
17 of the activities in relation to their cost, including
18 the extent to which the activities—

19 “(A) improve the participation in, reten-
20 tion in, and completion of youth apprenticeship,
21 pre-apprenticeship, and apprenticeship pro-
22 grams by nontraditional apprenticeship popu-
23 lations;

24 “(B) to the extent feasible, increase the
25 levels of total employment, of attainment of rec-

1 ognized postsecondary credentials, and of meas-
2 urable skills, above the levels that would have
3 existed in the absence of such activities;

4 “(C) respond to the needs reflected in
5 State, regional, or local labor market data;

6 “(D) align with high-skill, high-wage, or
7 in-demand industries or occupations; and

8 “(E) reach a wide variety of industry sec-
9 tors and occupations;

10 “(3) REPORTS TO CONGRESS.—Not later than
11 60 days after the completion of the interim evalua-
12 tion and the final evaluation described in this sec-
13 tion, the Administrator shall submit to the Com-
14 mittee on Education and Labor of the House of
15 Representatives and the Committee on Health, Edu-
16 cation, Labor, and Pensions of the Senate a report
17 summarizing the findings of the interim evaluations
18 and a report summarizing the final evaluations.

19 “(4) PUBLIC ACCESS.—The Administrator shall
20 make the interim and final reports available on a
21 publicly accessible website not later than 60 days
22 after the completion of the interim report and the
23 final report.

1 **“SEC. 204. GRANT APPROPRIATIONS.**

2 “There are authorized to be appropriated to carry out
3 this title:

4 “(1) \$400,000,000 for fiscal year 2021;

5 “(2) \$500,000,000 for fiscal year 2022;

6 “(3) \$600,000,000 for fiscal year 2023;

7 “(4) \$700,000,000 for fiscal year 2024; and

8 “(5) \$800,000,000 for fiscal year 2025.”.

9 **SEC. 4. CONFORMING AMENDMENTS.**

10 (a) AMERICAN COMPETITIVENESS AND WORKFORCE
11 IMPROVEMENT ACT OF 1998.—Section 414(c) of the
12 American Competitiveness and Workforce Improvement
13 Act of 1998 (29 U.S.C. 2916a) is repealed.

14 (b) IMMIGRATION AND NATIONALITY ACT.—Section
15 286(s)(2) of the Immigration and Nationality Act (8
16 U.S.C. 1356(s)(2)) is amended—

17 (1) in the heading, by striking “for job train-
18 ing” and inserting “for programs under the national
19 apprenticeship system”; and

20 (2) by striking “for demonstration programs
21 and projects described in section 414(c) of the
22 American Competitiveness and Workforce Improve-
23 ment Act of 1998” and inserting “to carry out title
24 II of the National Apprenticeship Act”.

