

118TH CONGRESS
1ST SESSION

S. _____

To amend the Act of August 16, 1937 (commonly referred to as the “National Apprenticeship Act”), to expand the national apprenticeship system to include apprenticeships, youth apprenticeships, and pre-apprenticeships registered under such Act and to promote the furtherance of labor standards necessary to safeguard the welfare of apprentices, and for other purposes.

IN THE SENATE OF THE UNITED STATES

Ms. BALDWIN (for herself and Ms. MURKOWSKI) introduced the following bill; which was read twice and referred to the Committee on

A BILL

To amend the Act of August 16, 1937 (commonly referred to as the “National Apprenticeship Act”), to expand the national apprenticeship system to include apprenticeships, youth apprenticeships, and pre-apprenticeships registered under such Act and to promote the furtherance of labor standards necessary to safeguard the welfare of apprentices, and for other purposes.

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

1 **SECTION 1. SHORT TITLE.**

2 This Act may be cited as the “National Apprenticeship Act of 2023”.

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

5 This Act, and the amendments made by this Act,
6 shall take effect beginning on October 1, 2024.

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. Occupations suitable for apprenticeship.

“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

“Sec. 201. Award requirements.

“Sec. 202. Uses of funds.

“Sec. 203. Evaluations of activities.

“Sec. 204. Authorization of appropriations.

“Sec. 205. Definitions.

1 “SEC. 2. DEFINITIONS.

2 “In this Act:

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

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

10 “(3) APPRENTICE.—The term ‘apprentice’
11 means an individual who is—

12 “(A) except where a higher minimum age
13 standard is otherwise required by law, at least
14 16 years of age;

1 “(B) employed by an employer that spon-
2 sors or participates in an apprenticeship pro-
3 gram; and

4 “(C) a participant of such an apprentice-
5 ship program.

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

9 “(A) an apprentice, a youth apprentice, or
10 a pre-apprentice; and

11 “(B) a sponsor.

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

19 “(6) APPRENTICESHIP PROGRAM.—The term
20 ‘apprenticeship’, used with respect to a program,
21 means a program that meets the standards de-
22 scribed in subsections (b) and (e) of section 122 and
23 is registered under section 124(b).

24 “(7) COMPETENCY.—The term ‘competency’
25 means the attainment of knowledge, skills, and abili-

1 ties in a subject area, as specified by an occupa-
2 tional skill standard and demonstrated by an appro-
3 priate written and hands-on proficiency measure-
4 ment.

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

7 “(A) an area career and technical edu-
8 cation school;

9 “(B) an early college high school;

10 “(C) an education service agency;

11 “(D) a high school;

12 “(E) a local educational agency or State
13 educational agency;

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

18 “(G) a postsecondary educational institu-
19 tion;

20 “(H) a minority-serving institution;

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

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

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

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

7 “(L) a Job Corps center (as defined in sec-
8 tion 142 of the Workforce Innovation and Op-
9 portunity Act (29 U.S.C. 3192)); or

10 “(M) a consortium of entities described in
11 any of subparagraphs (A) through (L).

12 “(9) ENGLISH LEARNER.—The term ‘English
13 learner’ means an individual who was not born in
14 the United States or whose native language is a lan-
15 guage other than English.

16 “(10) FRONTIER STATE.—The term ‘frontier
17 State’ has the meaning given the term in section
18 1886(d)(3)(E)(iii) of the Social Security Act (42
19 U.S.C. 1395ww(d)(3)(E)(iii)).

20 “(11) INDIAN TRIBE; TRIBAL ORGANIZATION.—
21 The terms ‘Indian Tribe’ and ‘Tribal organization’
22 have the meaning given the terms in section 4 of the
23 Indian Self-Determination and Education Assistance
24 Act (25 U.S.C. 5304).

1 “(12) 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 an
6 apprenticeship, pre-apprenticeship, or youth appren-
7 ticeship program.

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

13 “(14) MINORITY-SERVING INSTITUTION.—The
14 term ‘minority-serving institution’ means an institu-
15 tion defined in any of paragraphs (1) through (7) of
16 section 371(a) of the Higher Education Act of 1965
17 (20 U.S.C. 1067q(a)).

18 “(15) NATIONAL APPRENTICESHIP SYSTEM.—
19 The term ‘national apprenticeship system’ means the
20 apprenticeship programs, youth apprenticeship pro-
21 grams, and pre-apprenticeship programs that are
22 approved by the Office of Apprenticeship and State
23 apprenticeship agencies.

24 “(16) NATIONAL PROGRAM STANDARDS OF AP-
25 PRENTICESHIP.—The term ‘national program stand-

1 ards of apprenticeship’ means a set of apprentice-
2 ship program standards developed and adopted by a
3 sponsor that—

4 “(A) are designed for traditional and non-
5 traditional apprenticeship occupations;

6 “(B) are national or multi-State in the de-
7 sign, suitability, and scope of the standards;
8 and

9 “(C) are registered on a nationwide basis
10 by the Office of Apprenticeship under section
11 111(b)(10).

12 “(17) NONTRADITIONAL APPRENTICESHIP OC-
13 CUPATION.—

14 “(A) IN GENERAL.—The term ‘nontradi-
15 tional apprenticeship occupation’ means an oc-
16 cupation in an industry sector which has an av-
17 erage program participant rate of fewer than
18 10 percent for each of the 5 preceding years.

19 “(B) PROGRAM PARTICIPANT RATE.—In
20 this paragraph, the term ‘program participant
21 rate’, when used with respect to an occupation
22 in an industry sector, means the percentage of
23 the total program participants that participate
24 in an apprenticeship, pre-apprenticeship, or

1 youth apprenticeship program in such occupa-
2 tion.

3 “(18) NONTRADITIONAL APPRENTICESHIP POP-
4 ULATION.—The term ‘nontraditional apprenticeship
5 population’ means a group of individuals with a
6 common demographic trait (such as individuals from
7 the same gender, race, or ethnicity), the members of
8 which—

9 “(A) comprise fewer than 25 percent of the
10 program participants in an apprenticeship, pre-
11 apprenticeship, or youth apprenticeship pro-
12 gram; or

13 “(B) based on the most recent satisfactory
14 data from the Bureau of the Census, comprise
15 a percentage of individuals employed in an oc-
16 cupation that is lower than the percentage of
17 the total population of the United States com-
18 prised by such members.

19 “(19) OCCUPATION SUITABLE FOR APPREN-
20 TICESHIP.—The term ‘occupation suitable for ap-
21 prenticeship’ means an occupation that the Adminis-
22 trator has approved as an occupation suitable for
23 apprenticeship under section 121.

24 “(20) OUTLYING AREA.—The term ‘outlying
25 area’ means American Samoa, Guam, the Common-

1 wealth of the Northern Mariana Islands, and the
2 United States Virgin Islands.

3 “(21) PRE-APPRENTICE.—The term ‘pre-ap-
4 prentice’ means a participant in a pre-apprenticeship
5 program.

6 “(22) PRE-APPRENTICESHIP PROGRAM.—The
7 term ‘pre-apprenticeship’, used with respect to a
8 program, means a training model or program that—

9 “(A) prepares individuals for acceptance
10 into an apprenticeship program;

11 “(B) meets the standards described in sub-
12 sections (c) and (e) of section 122; and

13 “(C) is registered under section 124(b).

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

17 “(24) QUALIFIED INTERMEDIARY.—

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

1 “(i) connecting employers to appren-
2 ticeship, pre-apprenticeship, or youth ap-
3 prenticeship programs;

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

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

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

15 “(v) supporting the recruitment, re-
16 tention, and completion of potential pro-
17 gram participants, including nontraditional
18 apprenticeship populations and individuals
19 with barriers to employment;

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 apprenticeship,
4 pre-apprenticeship, or youth apprenticeship
5 programs; or

6 “(viii) serving as a sponsor.

7 “(B) PARTNERSHIPS.—The partnerships
8 described in this subparagraph are partnerships
9 among entities involved in, or applying to par-
10 ticipate in, apprenticeship, pre-apprenticeship,
11 or youth apprenticeship programs, including—

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, one-stop part-
22 ners, or veterans-service organizations in
23 the State workforce development system;
24 or

1 “(iii) partnerships among entities de-
2 scribed in clauses (i) and (ii).

3 “(25) RECOGNIZED POSTSECONDARY CREDEN-
4 TIAL.—The term ‘recognized postsecondary creden-
5 tial’ has the meaning given the term in section 3 of
6 the Workforce Innovation and Opportunity Act (29
7 U.S.C. 3102), except that such term does not in-
8 clude a certificate of completion of an apprentice-
9 ship.

10 “(26) 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) registering—

15 “(i) in accordance with section 124,
16 programs under the national apprentice-
17 ship system; and

18 “(ii) in accordance with subsection
19 (b)(3)(B) of such section, program partici-
20 pants in the State or area covered by such
21 Office or agency; and

22 “(B) carrying out the responsibilities of
23 supporting the youth apprenticeship, pre-ap-
24 prenticeship, or apprenticeship programs reg-
25 istered by such Office or agency, including—

1 “(i) providing technical assistance to
2 such programs and sponsors of such pro-
3 grams; and

4 “(ii) conducting regular quality assur-
5 ance assessments and reviews of such pro-
6 grams to ensure compliance with the min-
7 imum labor standards and the equal em-
8 ployment opportunity requirements of this
9 Act.

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

14 “(28) RELATED FEDERAL PROGRAMS.—The
15 term ‘related Federal programs’ means programs or
16 activities under the following:

17 “(A) The Workforce Innovation and Op-
18 portunity Act (29 U.S.C. 3101 et seq.), includ-
19 ing adult education and literacy activities under
20 such Act.

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

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

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

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

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

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

9 “(H) The postsecondary level under the
10 Carl D. Perkins Career and Technical Edu-
11 cation Act of 2006 (20 U.S.C. 2302).

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

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

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

19 “(L) State unemployment compensation
20 laws (in accordance with applicable Federal
21 law).

22 “(M) Section 231 of the Second Chance
23 Act of 2007 (34 U.S.C. 60541).

24 “(N) Part A of title IV of the Social Secu-
25 rity Act (42 U.S.C. 601 et seq.).

1 “(O) Employment and training activities
2 carried out by the Secretary of Housing and
3 Urban Development, the Secretary of Defense,
4 the Secretary of Commerce, the Secretary of
5 Energy, the Secretary of Transportation, and
6 the Administrator of the Small Business Ad-
7 ministration.

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

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

13 “(29) RURAL AREA.—The term ‘rural area’
14 means an area in a frontier State.

15 “(30) SECRETARY.—The term ‘Secretary’
16 means the Secretary of Labor.

17 “(31) SPONSOR.—The term ‘sponsor’ means
18 any employer, joint labor-management organization,
19 trade association, committee, professional associa-
20 tion, labor organization, education and training pro-
21 vider, or qualified intermediary—

22 “(A) in whose name a apprenticeship, pre-
23 apprenticeship, or youth apprenticeship pro-
24 gram is (or is to be) registered by a registration
25 agency under section 124; and

1 “(B) that assumes responsibility for the
2 implementation of such program.

3 “(32) STATE.—The term ‘State’—

4 “(A) has the meaning given such term in
5 section 3 of the Workforce Innovation and Op-
6 portunity Act (29 U.S.C. 3102); and

7 “(B) includes each of the outlying areas.

8 “(33) STATE APPRENTICESHIP AGENCY.—The
9 term ‘State apprenticeship agency’ means a State
10 agency recognized as a State apprenticeship agency
11 under section 113(a)(1).

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

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

22 “(36) STATE OR LOCAL WORKFORCE DEVELOP-
23 MENT BOARD.—The terms ‘State workforce develop-
24 ment’ and ‘local workforce development’, used with
25 respect to a board, have the meanings given the

1 terms ‘State board’ and ‘local board’, respectively, in
2 section 3 of the Workforce Innovation and Oppor-
3 tunity Act (29 U.S.C. 3102).

4 “(37) STATE WORKFORCE AGENCY.—The term
5 ‘State’, used with respect to a workforce agency,
6 means the State agency with responsibility for work-
7 force investment activities under chapters 2 and 3 of
8 subtitle B of title I of the Workforce Innovation and
9 Opportunity Act (29 U.S.C. 3121 et seq., 3131 et
10 seq.).

11 “(38) TRIBAL EDUCATIONAL AGENCY.—The
12 term ‘Tribal educational agency’ has the meaning
13 given the term in section 6132 of the Elementary
14 and Secondary Education Act of 1965 (20 U.S.C.
15 7452).

16 “(39) UNIVERSAL DESIGN FOR LEARNING.—
17 The term ‘universal design for learning’ has the
18 meaning given the term in section 103 of the Higher
19 Education Act of 1965 (20 U.S.C. 1003).

20 “(40) VETERAN.—The term ‘veteran’ means an
21 individual who has served in the United States
22 Armed forces.

23 “(41) YOUTH APPRENTICE.—The term ‘youth
24 apprentice’ means a participant in a youth appren-
25 ticeship program.

1 “(42) YOUTH APPRENTICESHIP PROGRAM.—
2 The term ‘youth apprenticeship’, used with respect
3 to a program, means a model or program that meets
4 the standards described in subsections (d) and (e) of
5 section 122 and is registered under under section
6 124(b).

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

16 “(44) ESEA TERMS.—The terms ‘dual or con-
17 current enrollment program’, ‘early college high
18 school’, ‘educational service agency’, ‘high school’,
19 ‘local educational agency’, ‘paraprofessional’, and
20 ‘State educational agency’ have the meanings given
21 in section 8101 of the Elementary and Secondary
22 Education Act of 1965 (20 U.S.C. 7801).

23 “(45) WIOA TERMS.—The terms ‘career path-
24 way’, ‘dislocated worker’, ‘in-demand industry sector
25 or occupation’, ‘individual with a barrier to employ-

1 ment’, ‘industry or sector partnership’, ‘labor market
2 area’, ‘local area’, ‘one-stop center’, ‘one-stop oper-
3 ator’, ‘one-stop partner’, ‘supportive services’, and
4 ‘workforce development system’ have the meanings
5 given in section 3 of the Workforce Innovation and
6 Opportunity Act (29 U.S.C. 3102).

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

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

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

17 “(a) IN GENERAL.—The Secretary shall take such
18 steps as are necessary to provide for the orderly transition
19 to the authority of this Act (as amended by the National
20 Apprenticeship Act of 2023) from any authority under
21 this Act as in effect on the day before the date of enact-
22 ment of the National Apprenticeship Act of 2023.

23 “(b) RULES AND REGULATIONS.—The Secretary
24 may—

1 “(1) prescribe, in accordance with chapter 5 of
2 title 5, United States Code, rules and regulations to
3 carry out this Act to the extent necessary to admin-
4 ister and ensure compliance with the requirements of
5 this Act; and

6 “(2) continue to administer any regulations in
7 effect as of the date of enactment of the National
8 Apprenticeship Act of 2023 that are not inconsistent
9 with this Act (as amended by the National Appren-
10 ticeship Act of 2023).

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

12 “(a) IN GENERAL.—Except as provided in subsection
13 (b), the disaggregation of data under this Act shall not
14 be required when the number of program participants in
15 a category is insufficient to yield statistically reliable infor-
16 mation or when the results would reveal personally identi-
17 fiable information about a program participant or would
18 reveal such information when combined with other re-
19 leased information.

20 “(b) EXCEPTION.—Subsection (a) shall not apply
21 with respect to the disaggregation of data for the purposes
22 of research and evaluation under section 132.

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

24 “Nothing in this Act shall invalidate, supersede, or
25 limit the remedies, rights, and procedures under any Fed-

1 eral, State, or local law, or the law of any State or political
2 subdivision of any State or jurisdiction establishing min-
3 imum labor standards of apprenticeship or minimum re-
4 quirements for equal employment opportunity in connec-
5 tion with programs under the national apprenticeship sys-
6 tem that are more protective than those established under
7 this Act, including those laws governing the numeric ratio
8 of apprentices to journeyworkers, the minimum starting
9 age of an apprentice, the minimum entry wage payable
10 to a program participant, the minimum number of hours
11 of on-the-job learning or related instruction required by
12 an apprenticeship program, and the provision of remedies,
13 rights, and procedures that provides greater or equal pro-
14 tection for individuals based on race, color, religion, na-
15 tional origin, sex, sexual orientation, gender identity, age,
16 genetic information, or disability than are afforded by this
17 Act.

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

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

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

10 “(a) ESTABLISHMENT OF THE OFFICE OF APPREN-
11 TICESHIP.—

12 “(1) IN GENERAL.—There is established, in the
13 Employment and Training Administration of the
14 Department of Labor, an Office of Apprenticeship
15 (referred to in this section as the ‘Office’), which
16 shall be directed by an Administrator who has dem-
17 onstrated knowledge of the national apprenticeship
18 system necessary to head the Office, to—

19 “(A) facilitate the administration of the re-
20 quirements of this Act and of any regulations
21 issued under this Act;

22 “(B) coordinate the effective operation of
23 the national apprenticeship system; and

24 “(C) fulfill and advance the specific duties
25 and objectives described in this Act.

1 “(2) FINAL DECISION-MAKING AUTHORITY.—

2 The Office shall retain final decision-making author-
3 ity for Federal purposes on any matter related to
4 the registration, deregistration, or operation of any
5 program registered by a registration agency.

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

8 “(1) PROMOTION AND AWARENESS ACTIVI-
9 TIES.—The Administrator shall carry out promotion
10 and awareness activities with respect to this Act, in-
11 cluding the following:

12 “(A) Supporting the development or scal-
13 ing of apprenticeship models nationally, pro-
14 moting the effectiveness of youth apprentice-
15 ship, pre-apprenticeship, and apprenticeship
16 programs, and providing promotional materials
17 to State apprenticeship agencies, State work-
18 force development systems or local workforce
19 development systems, State educational agen-
20 cies or local educational agencies, employers,
21 trade associations, professional associations, in-
22 dustry groups, labor organizations, joint labor-
23 management organizations, education and
24 training providers, Federal agencies, Federal
25 and State correctional facilities, veterans-service

1 organizations, and prospective apprentices in
2 such programs.

3 “(B) Promoting greater diversity in the
4 national apprenticeship system including by—

5 “(i)(I) promoting outreach to non-
6 traditional apprenticeship populations, in-
7 cluding by engaging schools that partici-
8 pate in a schoolwide program under section
9 1114 of the Elementary and Secondary
10 Education Act of 1965 (20 U.S.C. 6314)
11 and minority-serving institutions;

12 “(II) disseminating best practices to
13 recruit nontraditional apprenticeship popu-
14 lations, such as women, minorities, long-
15 term unemployed individuals, individuals
16 with a disability, individuals recovering
17 from substance abuse disorders, veterans,
18 military spouses, individuals experiencing
19 homelessness, formerly incarcerated indi-
20 viduals, and foster and former foster
21 youth; and

22 “(III) engaging small, medium-size,
23 women-owned, and minority-owned busi-
24 nesses, and employers in high-skill, high-
25 wage, and in-demand industry sectors and

1 occupations that are nontraditional ap-
2 prenticeship occupations; and

3 “(ii) supporting the participation and
4 retention in the national apprenticeship
5 system of apprentices and employers from
6 the populations and businesses and indus-
7 try sectors and occupations, respectively,
8 described in clause (i).

9 “(2) TECHNICAL ASSISTANCE ACTIVITIES.—The
10 Administrator shall carry out technical assistance
11 activities with respect to this Act, including the fol-
12 lowing:

13 “(A) Providing technical assistance to—

14 “(i) assist State apprenticeship agen-
15 cies and sponsors in complying with the re-
16 quirements of this Act, including with re-
17 spect to developing the State plan in sec-
18 tion 113(c), the process and standards de-
19 scribed in subtitle B, and the evaluation
20 and research requirements described in
21 subtitle C;

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

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

7 “(iii) assist (including by providing
8 assistance for remote or virtual learning or
9 training, as necessary)—

10 “(I) sponsors, employers, quali-
11 fied intermediaries, and education and
12 training or related instruction pro-
13 viders; or

14 “(II) other entities interested in
15 becoming sponsors or seeking support
16 for developing apprenticeship, pre-ap-
17 prenticeship, or youth apprenticeship
18 programs or for effectively carrying
19 out such programs;

20 “(iv) assist eligible entities applying
21 for or carrying out grants, contracts, or co-
22 operative agreements under title II, includ-
23 ing through facilitating the sharing of best
24 practices;

1 “(v) share, through a national appren-
2 ticeship system clearinghouse, high-quality
3 materials for apprenticeship, pre-appren-
4 ticeship, or youth apprenticeship programs
5 (such as related instruction or training
6 materials in, as determined by the Admin-
7 istrator, user-friendly formats and lan-
8 guages that are easily accessible); and

9 “(vi) assist State apprenticeship agen-
10 cies in establishing or expanding appren-
11 ticeship hubs in accordance with section
12 113(e)(6).

13 “(B) Cooperating with other Federal agen-
14 cies for the promotion and establishment of ap-
15 prenticeship, pre-apprenticeship, or youth ap-
16 prenticeship programs, including the—

17 “(i) Secretary of Education in—

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

1 “(II) supporting the eligibility of
2 academic credit and credentials
3 earned as part of such programs, in-
4 cluding through articulation agree-
5 ments and career pathways;

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

10 “(iii) Attorney General and the Direc-
11 tor of the Bureau of Prisons in providing
12 technical assistance for the development
13 and implementation of related instruction
14 under the national apprenticeship system
15 that is aligned with a mentoring program
16 administered by the Attorney General to—

17 “(I) support the establishment or
18 expansion of pre-apprenticeships and
19 apprenticeship programs to all Fed-
20 eral correctional institutions;

21 “(II) share through the national
22 apprenticeship system clearinghouse
23 research and best practices for ap-
24 prenticeship, pre-apprenticeship, or
25 youth apprenticeship programs in cor-

1 rectional settings and for individuals
2 impacted by the criminal and juvenile
3 justice system;

4 “**(III)** provide technical assist-
5 ance for State prison systems and em-
6 ployers seeking to operate or improve
7 corrections-based pre-apprenticeship
8 or apprenticeship programs; and

9 “**(IV)** support the successful
10 transition of individuals in correc-
11 tional institutions to pre-apprentice-
12 ship or apprenticeship programs upon
13 exiting from correctional settings; and

14 “**(iv)** Secretary of Health and Human
15 Services to coordinate with State programs
16 funded by the program of block grants to
17 States for temporary assistance for needy
18 families established under part A of title
19 IV of the Social Security Act (42 U.S.C.
20 601 et seq.) to promote awareness of op-
21 portunities under the national apprentice-
22 ship system for participants in such State
23 programs.

24 “(3) STATE OFFICES OF APPRENTICESHIP.—

25 “(A) ESTABLISHMENT OF OFFICES.—

1 “(i) IN GENERAL.—The Administrator
2 shall establish and operate a State Office
3 of Apprenticeship in each State described
4 in clause (ii) to, as described in subpara-
5 graph (B), serve as the registration agency
6 for such State.

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

9 “(I) in which, as of the day be-
10 fore the date of enactment of the Na-
11 tional Apprenticeship Act of 2023,
12 there is no State Office of Apprentice-
13 ship; and

14 “(II) that has not applied for
15 recognition as a State apprenticeship
16 agency under section 113(a)(2), or for
17 which such recognition was not pro-
18 vided or has been withdrawn by the
19 Administrator under subsection (e)(1)
20 of such section.

21 “(B) PROGRAM REGISTRATION.—Each
22 State Office of Apprenticeship shall have au-
23 thority to register a pre-apprenticeship, youth
24 apprenticeship, or apprenticeship program in

1 the State of such State Office of Apprenticeship,
2 including by—

3 “(i) determining whether such pro-
4 gram is in compliance with the standards
5 for such program under section 122;

6 “(ii) in accordance with section 124,
7 registering such a program that is in com-
8 pliance with such standards and providing
9 a certificate of registration for such pro-
10 gram;

11 “(iii) providing technical assistance to
12 sponsors or potential sponsors; and

13 “(iv) in the case of such a program
14 that fails to meet the requirements of this
15 Act, providing for the deregistration of the
16 program in accordance with section
17 131(d).

18 “(C) STATE PLAN REQUIREMENT.—Each
19 State Office of Apprenticeship shall be adminis-
20 tered by a State Director who shall prepare and
21 submit a State plan that meets the require-
22 ments of section 113(c), except that a reference
23 to a State apprenticeship agency or a State
24 agency in such section or section 113(d) (other
25 than in paragraph (5) of such section) shall be

1 considered to be a reference to the State Office
2 of Apprenticeship.

3 “(D) VACANCIES.—Subject to the avail-
4 ability of appropriations, in the case of a State
5 Office of Apprenticeship with a vacant position,
6 the Administrator shall—

7 “(i) make information on such va-
8 cancy available on a publicly accessible
9 website; and

10 “(ii) if such vacancy is not filled 90
11 days after such position became vacant, re-
12 port to the Committee on Health, Edu-
13 cation, Labor, and Pensions of the Senate
14 and the Committee on Education and the
15 Workforce of the House of Representatives
16 on the status and length of such vacancy.

17 “(E) RULE OF CONSTRUCTION.—Nothing
18 in this paragraph shall be construed to prohibit
19 any State described in subparagraph (A)(ii)
20 from establishing an agency or entity to pro-
21 mote apprenticeship, pre-apprenticeship, or
22 youth apprenticeship programs in such State, in
23 coordination with the State Office of Appren-
24 ticeship operating in the State, so long as such

1 agency or entity does not act as the registration
2 agency in such State.

3 “(4) QUALITY STANDARDS, APPRENTICESHIP
4 AGREEMENT, AND REGISTRATION REVIEW.—Not
5 later than 1 year after the effective date of the Na-
6 tional Apprenticeship Act of 2023, and at least every
7 3 years thereafter, the Administrator, shall review,
8 and as appropriate, update the process for meeting
9 the requirements of subtitle B, including applicable
10 subregulatory guidance and registration processes—

11 “(A) to ensure that such process is easily
12 accessible and efficient to bring together enti-
13 ties described in section 2(31) as sponsors or
14 potential sponsors of apprenticeship, pre-ap-
15 prenticeship, or youth apprenticeship programs;

16 “(B) to support the formulation and fur-
17 therance of labor standards necessary to safe-
18 guard the welfare of program participants; and

19 “(C) to extend the application of such
20 standards in apprenticeship agreements.

21 “(5) OCCUPATIONS SUITABLE FOR APPREN-
22 TICESHIP.—

23 “(A) IN GENERAL.—

24 “(i) NEW OCCUPATIONS.—The Ad-
25 ministrators shall—

1 “(I) shall regularly review each
2 occupation suitable for apprenticeship
3 to ensure that the occupation is in
4 compliance with the national occupa-
5 tional standards established or up-
6 dated under subparagraph (B)(i); and

7 “(II) may, if the Administrator
8 determines through such review that
9 the occupation is no longer in compli-
10 ance, withdraw the approval of the oc-
11 cupation.

12 “(B) NATIONAL OCCUPATIONAL STAND-
13 ARDS.—

14 “(i) IN GENERAL.—Using funds ap-
15 propriated under section 141(a), the Ad-
16 ministrator shall, on an ongoing basis and
17 taking into consideration recommendations
18 of the Advisory Committee under section
19 112(d)(4), convene relevant representatives
20 described in clause (ii) to establish or up-
21 date frameworks for national occupational
22 standards for occupations suitable for ap-
23 prenticeship (including potential occupa-
24 tions) that—

1 “(I) meet the requirements of
2 this Act; and

3 “(II) describe—

4 “(aa) program scope and
5 length, required related instruc-
6 tion, required on-the-job training,
7 recognized postsecondary creden-
8 tials awarded through such ap-
9 prenticeship, and competencies
10 achieved through such appren-
11 ticeship; and

12 “(bb) relevant timelines for
13 review of such frameworks.

14 “(ii) INDUSTRY SECTOR LEADERS AND
15 EXPERTS.—

16 “(I) IN GENERAL.—Subject to
17 subclause (II), the industry sector
18 leaders and experts described in this
19 clause are representatives of employ-
20 ers, industry associations, joint labor-
21 management organizations, labor or-
22 ganizations, education and training
23 providers, credential providers, pro-
24 gram participants, national qualified
25 intermediaries (including those sup-

1 porting increased participation of non-
2 traditional apprenticeship populations
3 and nontraditional apprenticeship oc-
4 cupations) and other stakeholders rel-
5 evant, as determined by the Adminis-
6 trator, to the sector or occupation for
7 which the frameworks under clause (i)
8 are being established or updated.

9 “(II) WORK RELATED TO SECTOR
10 23 OF THE NORTH AMERICAN INDUS-
11 TRY CLASSIFICATION SYSTEM.—In the
12 case of an occupation or sector classi-
13 fied in sector 23 of the most recent
14 publication of the North American In-
15 dustry Classification System, not
16 fewer than half of the industry sector
17 leaders and experts involved in estab-
18 lishing or updating the applicable
19 frameworks under clause (i) with re-
20 spect to such occupation or sector
21 shall be representatives of—

22 “(aa) labor organizations
23 who represent employees pri-
24 marily in the building trades and
25 construction industry; or

1 “(bb) joint labor-manage-
2 ment organizations who have re-
3 sponsibility for the administra-
4 tion of an apprenticeship pro-
5 gram in the building trades and
6 construction industry.

7 “(iii) PRIORITY NATIONAL OCCUPA-
8 TIONS SUITABLE FOR APPRENTICESHIP.—
9 In establishing frameworks under clause
10 (i) for the first time after the effective date
11 of the National Apprenticeship Act of
12 2023, the Administrator shall prioritize the
13 establishment of such standards in high-
14 skill, high-wage, or in-demand industry
15 sectors and occupations.

16 “(C) REGULATIONS.—Not later than 1
17 year after the date of the enactment of the Na-
18 tional Apprenticeship Act of 2023, the Sec-
19 retary shall, through notice and comment rule-
20 making under section 553 of title 5, United
21 States Code, issue regulations for purposes of
22 carrying out subparagraphs (A), (B), and (C).

23 “(D) NONTRADITIONAL APPRENTICESHIP
24 POPULATIONS.—The Administrator shall regu-
25 larly evaluate the participation rate of the non-

1 traditional apprenticeship populations, such as
2 women, minorities, long-term unemployed, indi-
3 viduals with a disability, individuals with sub-
4 stance abuse issues, veterans, military spouses,
5 individuals experiencing homelessness, formerly
6 incarcerated individuals, and foster and former
7 foster youth, for each occupation suitable for
8 apprenticeship.

9 “(6) PROGRAM OVERSIGHT AND EVALUA-
10 TION.—The Administrator shall—

11 “(A) monitor State apprenticeship agen-
12 cies, State Offices of Apprenticeship, recipients
13 and subrecipients of assistance, and sponsors of
14 apprenticeship, pre-apprenticeship, or youth ap-
15 prenticeship programs to ensure compliance
16 with the requirements of this Act;

17 “(B) conduct research and evaluation in
18 accordance with subtitle C; and

19 “(C) require regular reports by State ap-
20 prenticeship agencies on the performance of
21 State agencies, including on efforts State agen-
22 cies make to increase employer awareness of ap-
23 prenticeship programs for employers who have
24 not participated.

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

6 “(A) taking steps necessary to promote di-
7 versity in occupations suitable for apprentice-
8 ship under the national apprenticeship system,
9 especially in high-skill, high-wage, or in-demand
10 industry sectors and occupations in areas with
11 high percentages of low-income individuals;

12 “(B) supporting the recruitment, employ-
13 ment, and retention of nontraditional appren-
14 ticeship populations (including, as applicable,
15 women, people of color, individuals with disabili-
16 ties, low-income participants in related Federal
17 programs, individuals impacted by the criminal
18 and juvenile justice system, and individuals
19 with barriers to employment) in apprenticeship,
20 pre-apprenticeship, and youth apprenticeship
21 programs in high-skill, high-wage, and in-de-
22 mand industry sectors and occupations.

23 “(8) NATIONAL ADVISORY COMMITTEE.—The
24 Administrator shall—

1 “(A) regularly consult with the National
2 Advisory Committee on Apprenticeships estab-
3 lished under section 112(a); and

4 “(B) transmit required recommendations
5 and other reports of the Advisory Committee to
6 the Committee on Health, Education, Labor,
7 and Pensions of the Senate and the Committee
8 on Education and the Workforce of the House
9 of Representatives.

10 “(9) COORDINATION.—The Administrator shall
11 coordinate and align apprenticeship, pre-apprentice-
12 ship, and youth apprenticeship programs with re-
13 lated Federal programs to better promote participa-
14 tion in the national apprenticeship program.

15 “(10) NATIONAL PROGRAM STANDARDS OF AP-
16 PRENTICESHIP.—The Administrator shall, on a na-
17 tionwide basis, register as national program stand-
18 ards of apprenticeship any standards for an appren-
19 ticeship, pre-apprenticeship, or youth apprenticeship
20 program submitted by the sponsor of such program
21 that meet the minimum requirements for national
22 program standards established by the Administrator.

23 “(c) INFORMATION COLLECTION AND DISSEMINA-
24 TION.—The Administrator shall provide for data collection
25 and dissemination of information regarding apprentice-

1 ship, pre-apprenticeship, and youth apprenticeship pro-
2 grams, including—

3 “(1) not later than 1 year after the date of en-
4 actment of the National Apprenticeship Act of 2023,
5 establishing and supporting a single information
6 technology infrastructure to support data collection
7 and reporting from State apprenticeship agencies,
8 State Offices of Apprenticeship, eligible entities car-
9 rying out grants, contracts, or cooperative agree-
10 ments under title II, sponsors, and administrators
11 by providing for a data infrastructure that—

12 “(A) is—

13 “(i) developed and maintained by the
14 Administrator with input from national
15 data and privacy experts; and

16 “(ii) informed by best practices on
17 public provision of credential information;
18 and

19 “(B) aligns, to the extent practicable, with
20 the technology infrastructure for related Fed-
21 eral programs, such as the technology infra-
22 structure used under the Workforce Innovation
23 and Opportunity Act (29 U.S.C. 3101 et seq.);

24 “(C) best meets the needs of the national
25 apprenticeship system stakeholders that are re-

1 reporting data to the Administrator or State ap-
2 prenticeship agencies, including through the
3 provision of, as necessary, technical assistance
4 and financial assistance to ensure reporting sys-
5 tems are equipped to report into such single in-
6 formation technology infrastructure; and

7 “(D) is aligned with data from the per-
8 formance reviews under section 131(b)(1)(A);

9 “(2) providing for data sharing on the most re-
10 cent data available to the Administrator (consistent
11 with national standards and practices) that includes
12 making nonpersonally identifiable apprenticeship
13 data available on a publicly accessible website that
14 is consumer tested and is searchable and comparable
15 (through the use of common, linked, open-data de-
16 scription language, such as the credential trans-
17 parency description language or a substantially simi-
18 lar resource) and that allows interested parties to
19 become aware of apprenticeship opportunities and of
20 program outcomes that best meets the needs of
21 youth apprentices, pre-apprentices, and apprentices,
22 employers, education and training providers, spon-
23 sors, and relevant stakeholders, including—

24 “(A) information on program offerings
25 under the national apprenticeship system based

1 on geographical location and occupations suit-
2 able for apprenticeship;

3 “(B) information on education and train-
4 ing providers providing opportunities under
5 such system, including whether programs under
6 such system offer dual or concurrent enrollment
7 programs, articulation agreements, and recog-
8 nized postsecondary credentials as part of the
9 program offerings; and

10 “(C) information about the educational
11 and occupational credentials and related com-
12 petencies of programs under such system.

13 **“SEC. 112. NATIONAL ADVISORY COMMITTEE ON APPREN-
14 TICESHIPS.**

15 “(a) ESTABLISHMENT.—

16 “(1) IN GENERAL.—There is established in the
17 Department of Labor a National Advisory Com-
18 mittee on Apprenticeships.

19 “(2) COMPOSITION.—

20 “(A) APPOINTMENTS.—The Advisory Com-
21 mittee shall consist of—

22 “(i) 27 voting members described in
23 subparagraph (B) who are appointed by
24 the Secretary; and

1 “(ii) ex officio nonvoting members de-
2 scribed in subparagraph (C).

3 “(B) LIST OF INDIVIDUALS.—The voting
4 members described in this subparagraph are—

5 “(i) 9 representatives of employers or
6 industry associations who participate in an
7 apprenticeship program, including—

8 “(I) not less than 1 representa-
9 tive who represents employers rep-
10 resenting nontraditional apprentice-
11 ship occupations and, as applicable,
12 other high-skill, high-wage, or in-de-
13 mand industry sectors or occupations;
14 and

15 “(II) not less than 1 representa-
16 tive who represents a women, minor-
17 ity, or veteran-owned business;

18 “(ii) 9 representatives of labor organi-
19 zations or joint labor-management organi-
20 zations who have responsibility for the ad-
21 ministration of an apprenticeship program
22 (including those sponsored by a joint labor-
23 management organization and from non-
24 traditional apprenticeship occupations), in-
25 cluding not less than 1 representative who

1 represents employees primarily in the
2 building trades and construction industry;
3 and

4 “(iii) 1 representative of—

5 “(I) a State apprenticeship agen-
6 cy;

7 “(II) a State or local workforce
8 development board with significant ex-
9 pertise in supporting an apprentice-
10 ship, pre-apprenticeship, or youth ap-
11 prenticeship program;

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

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

18 “(V) a State apprenticeship
19 council;

20 “(VI) a State or local postsec-
21 ondary education and training pro-
22 vider that administers, or has an ar-
23 ticulation agreement with an entity
24 administering, an apprenticeship, pre-

1 apprenticeship, or youth apprentice-
2 ship program;

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

5 “(VIII) a national qualified inter-
6 mediary, including a national qualified
7 intermediary that supports increased
8 participation of nontraditional appren-
9 ticeship populations and nontradi-
10 tional apprenticeship occupations; and

11 “(IX) a program participant.

12 “(C) EX OFFICIO NONVOTING MEMBERS.—
13 The ex officio nonvoting members described in
14 this subparagraph are representatives of—

15 “(i) the Secretary of Labor;

16 “(ii) the Secretary of Commerce;

17 “(iii) the Secretary of Education;

18 “(iv) the Secretary of Energy;

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

21 “(vi) the Secretary of Transportation;

22 “(vii) the Secretary of Veterans Af-
23 fairs;

24 “(viii) the Secretary of Health and
25 Human Services;

1 “(ix) the Attorney General;
2 “(x) the Secretary of Defense; and
3 “(xi) the Chair of the Federal Com-
4 munications Commission.

5 “(D) RECOMMENDATIONS.—The Speaker
6 of the House of Representatives, the minority
7 leader of the House of Representatives, the ma-
8 jority leader of the Senate, and the minority
9 leader of the Senate may each recommend to
10 the Secretary an individual described in clause
11 (i) or (ii) of subparagraph (B) for appointment
12 under subparagraph (A)(i).

13 “(3) QUALIFICATIONS.—Each individual se-
14 lected under paragraph (2)(A)(i) shall be selected by
15 the Secretary on the basis of the experience and
16 competence of such individual with respect to ap-
17 prenticeship, pre-apprenticeship, and youth appren-
18 ticeship programs.

19 “(4) TERMS.—

20 “(A) IN GENERAL.—Except as provided in
21 subparagraphs (B) and (C), each member of
22 the Advisory Committee selected under para-
23 graph (2)(A)(i) shall be appointed for a term of
24 3 years.

25 “(B) TERMS OF INITIAL APPOINTEES.—

1 “(i) IN GENERAL.—The appointments
2 of the initial members of the Advisory
3 Committee selected under paragraph
4 (2)(A)(i) shall be made not later than 6
5 months after the effective date of the Na-
6 tional Apprenticeship Act of 2023.

7 “(ii) STAGGERING OF TERMS.—As
8 designated by the Secretary at the time of
9 the appointment, of such members—

10 “(I) 9 members shall serve a 1-
11 year term;

12 “(II) 9 members shall serve a 2-
13 year term; and

14 “(III) 9 members shall serve a 3-
15 year term.

16 “(C) VACANCIES.—

17 “(i) IN GENERAL.—A vacancy on the
18 Advisory Committee of a member selected
19 under paragraph (2)(A)(i) shall be filled in
20 the manner in which the original appoint-
21 ment was made and shall be subject to any
22 conditions that applied with respect to the
23 original appointment, except that such ap-
24 pointment shall be made not later than 90
25 days after the date of the vacancy.

1 “(ii) FILLING UNEXPIRED TERM.—An
2 individual chosen to fill such a vacancy
3 shall be appointed for the unexpired term
4 of the member replaced.

5 “(iii) EXPIRATION OF TERMS.—The
6 term of any member selected under para-
7 graph (2)(A)(i) shall not expire before the
8 date on which the member’s successor
9 takes office.

10 “(iv) APPOINTMENT FOR FULL
11 TERM.—Such a member who fulfilled a
12 partial term as the result of a vacancy
13 may, at the end of that term, be appointed
14 to a full term.

15 “(v) MULTIPLE TERMS.—A member
16 of the Advisory Committee selected under
17 paragraph (2)(A)(i) may serve not more
18 than 2 full terms on the Advisory Com-
19 mittee.

20 “(D) SUBCOMMITTEES.—

21 “(i) IN GENERAL.—The Secretary
22 may establish subcommittees under the
23 Advisory Committee, which shall be com-
24 posed in equal number of representatives
25 from individuals listed in subclauses (I),

1 (II), and (III) of subparagraph (B)(ii), to
2 carry out specific functions related to the
3 purposes of the Advisory Committee and
4 provide recommendations to the Advisory
5 Committee for the review and consider-
6 ation of the Advisory Committee.

7 “(ii) MEETINGS.—Any subcommittee
8 established under clause (i) may meet, as
9 appropriate, when the Advisory Committee
10 is not meeting in accordance with sub-
11 section (c).

12 “(b) CHAIRPERSON.—The Secretary shall designate
13 one voting member described in subsection (a)(2)(A)(i) of
14 the Advisory Committee to serve as Chairperson of the
15 Advisory Committee.

16 “(c) MEETINGS.—

17 “(1) IN GENERAL.—The Advisory Committee
18 shall meet at the call of the Secretary and shall hold
19 not fewer than 4 meetings during each calendar
20 year. The Secretary shall consult with the Chair-
21 person in developing the agenda for the meeting.

22 “(2) OPEN ACCESS.—All meetings of the Advi-
23 sory Committee shall be open to the public. A tran-
24 script shall be kept of each meeting and made avail-

1 able for public inspection not later than 30 days
2 after the meeting.

3 “(d) DUTIES.—The Advisory Committee shall, at a
4 minimum—

5 “(1) advise, consult with, and make rec-
6 ommendations to the Secretary on matters relating
7 to the administration of this Act, including rec-
8 ommendations on regulations and policies related to
9 the administration of this Act;

10 “(2) annually make recommendations to the
11 Secretary, to be transmitted in accordance with sec-
12 tion 111(b)(8)(B), on improving the registration
13 process under subtitle B to make the process easily
14 accessible and efficient for use by sponsors while
15 maintaining the requirements under subtitle B;

16 “(3) make recommendations to the Secretary,
17 to be transmitted in accordance with section
18 111(b)(9)(B) on expanding participation of non-
19 traditional apprenticeship populations in apprentice-
20 ship, pre-apprenticeship, and youth apprenticeship
21 programs; and

22 “(4) review occupations suitable for apprentice-
23 ship and, based on reviews of labor market trends
24 and changes, make recommendations to the Sec-
25 retary on whether to—

1 “(A) update the list of occupations suitable
2 for apprenticeship under section 111(b)(5); or

3 “(B) convene sector leaders and experts
4 under subparagraph (B) of such section for es-
5 tablishing specific frameworks of national occu-
6 pational standards.

7 “(e) PERSONNEL.—

8 “(1) COMPENSATION OF MEMBERS.—

9 “(A) IN GENERAL.—A member of the Ad-
10 visory Committee who is not an officer or em-
11 ployee of the Federal Government shall be com-
12 pensated at a rate equal to the daily equivalent
13 of the annual rate of basic pay prescribed for
14 level IV of the Executive Schedule under section
15 5315 of title 5, United States Code, for each
16 day (including travel time) during which the
17 member is engaged in the performance of the
18 duties of the Advisory Committee.

19 “(B) OFFICERS OR EMPLOYEES OF THE
20 UNITED STATES.—Members of the Advisory
21 Committee who are officers or employees of the
22 United States may not receive additional pay,
23 allowances, or benefits by reason of their service
24 on the Advisory Committee.

1 “(B) DURATION OF RECOGNITION.—

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

7 “(ii) RENEWAL.—

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

15 “(II) COMPLIANCE.—In the case
16 of a State apprenticeship agency that
17 is in compliance with this section, the
18 recognition of the State apprentice-
19 ship agency under paragraph (1) shall
20 be renewed for an additional 4-year
21 period and the notification under sub-
22 clause (I) shall include notification of
23 such renewal.

24 “(III) NONCOMPLIANCE.—In the
25 case of a State apprenticeship agency

1 that is not in compliance with this
2 section, the notification shall—

3 “(aa) specify the areas of
4 noncompliance;

5 “(bb) require corrective ac-
6 tion; and

7 “(cc) offer technical assist-
8 ance.

9 “(iii) RENEWAL AFTER CORREC-
10 TION.—If the Administrator determines
11 that a State apprenticeship agency has
12 corrected the identified areas of noncompli-
13 ance under this subparagraph not later
14 than 180 days after the date of the notifi-
15 cation of noncompliance under clause
16 (ii)(I), the recognition of the State appren-
17 ticeship agency under paragraph (1) shall
18 be renewed for an additional 4-year period.

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

21 “(i) IN GENERAL.—Not later than 1
22 year after the effective date of the Na-
23 tional Apprenticeship Act of 2023, a State
24 agency that, as of the day before the date
25 of enactment of such Act, was recognized

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

5 “(ii) TRANSITION PERIOD.—A State
6 agency described in clause (i) shall be rec-
7 ognized as a State apprenticeship agency
8 under paragraph (1) for a 4-year period
9 beginning on the date on which the Sec-
10 retary approves the application submitted
11 by the State agency under paragraph (2).

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

14 “(1) IN GENERAL.—For the period during
15 which a State apprenticeship agency is recognized
16 under subsection (a)(1), the State apprenticeship
17 agency shall carry out the requirements of a reg-
18 istration agency under this Act.

19 “(2) PROGRAM REGISTRATION.—The State ap-
20 prenticeship agency of a State shall have authority
21 to register a pre-apprenticeship, youth apprentice-
22 ship, or apprenticeship program in such State, in-
23 cluding by—

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

4 “(B) in accordance with section 124, reg-
5 istering such a program that is in compliance
6 with such standards and providing a certificate
7 of registration for such program;

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

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

14 “(3) STATE APPRENTICESHIP COUNCIL.—

15 “(A) IN GENERAL.—A State apprentice-
16 ship agency shall establish and maintain a
17 State apprenticeship council, which shall oper-
18 ate under the direction and control of the State
19 apprenticeship agency, and whose functions
20 shall include providing the State apprenticeship
21 agency with advice, recommendations, and re-
22 ports concerning apprenticeship policies, regula-
23 tions, and trends.

24 “(B) COMPOSITION.—A State apprentice-
25 ship council established under subparagraph

1 (A) may be regulatory or advisory in nature
2 and shall—

3 “(i) be composed of individuals famil-
4 iar with occupations suitable for appren-
5 ticeship; and

6 “(ii) be fairly balanced, with an equal
7 number of—

8 “(I) representatives of employer
9 organizations, including such em-
10 ployer organizations with respect to
11 nontraditional apprenticeship occupa-
12 tions;

13 “(II) representatives of labor or-
14 ganizations or joint labor-management
15 organizations, including such organi-
16 zations with respect to nontraditional
17 apprenticeship occupations; and

18 “(III) public members; and

19 “(iii) to the extent practicable, have
20 not less than 1 member who is a member
21 of the State workforce board of the State
22 of the State apprenticeship council.

23 “(C) SPECIAL RULE.—A State apprentice-
24 ship council may make recommendations on a
25 sponsor’s application for program registration

1 under section 124, but may not make final de-
2 terminations on approval or disapproval of such
3 application.

4 “(c) STATE PLAN.—

5 “(1) IN GENERAL.—For purposes of an applica-
6 tion under subsection (a)(2)(A) by a State agency to
7 be recognized under subsection (a)(1) as a State ap-
8 prenticeship agency, the State agency shall submit
9 to the Secretary a State plan that meets the require-
10 ments of this subsection.

11 “(2) APPROVAL OF STATE PLAN.—

12 “(A) SUBMISSION.—

13 “(i) INITIAL PLAN.—The initial State
14 plan of a State apprenticeship agency sub-
15 mitted under subsection (a)(2)(A) shall—

16 “(I) contain—

17 “(aa) a description of any
18 State laws (including regula-
19 tions), policies, or operational
20 procedures relating to the process
21 of registering programs under
22 the national apprenticeship sys-
23 tem that is inconsistent with, or
24 imposes requirements in addition
25 to, the requirements of this Act;

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“(bb) an assurance that the State apprenticeship agency will notify the Administrator if there are any changes to the State laws (including regulations), policies, or procedures described in item (aa) that occur after the date of submission of such plan;

“(cc) an assurance that the State apprenticeship agency will make available, on a publicly available website, a description of any State laws (including regulations), policies, and operational procedures relating to the process of registering programs under the national apprenticeship system that are inconsistent with, or impose requirements in addition to, the requirements of this Act;

“(dd) the requirements described in paragraphs (3) through (12);

“(ee) the plan to promote diversity in the national apprentice-

1 ship system described in para-
2 graph (13); and

3 “(ff) an assurance that the
4 State apprenticeship agency will
5 submit subsequent plans in ac-
6 cordance with clause (ii); and

7 “(II) be submitted to the Admin-
8 istrator with the application under
9 subsection (a)(2)(A).

10 “(ii) SUBSEQUENT PLANS.—A State
11 apprenticeship agency shall submit an up-
12 dated State plan to the Administrator not
13 later than 120 days prior to the end of the
14 4-year period covered by the preceding
15 State plan.

16 “(B) APPROVAL.—Not later than 90 days
17 after the date of submission of a State plan
18 under subparagraph (A) or of a modified State
19 plan under subparagraph (C), the Adminis-
20 trator shall—

21 “(i) approve such plan; or

22 “(ii) if the Administrator determines
23 such plan is inconsistent with the require-
24 ments of this Act, provide to the State
25 agency—

1 “(I) a written explanation for the
2 determination; and

3 “(II) an opportunity to, not later
4 than 30 days after receipt of such de-
5 termination, appeal of such deter-
6 mination to an administrative law
7 judge.

8 “(C) MODIFICATIONS.—

9 “(i) MODIFICATIONS.—At the end of
10 the first 2-year period of any 4-year period
11 covered by a State plan, the State appren-
12 ticeship agency may submit modifications
13 of the State plan to the Administrator to
14 reflect changes in labor market and eco-
15 nomic conditions or other factors affecting
16 the implementation of the State plan.

17 “(ii) APPROVAL.—A modified State
18 plan submitted for review under clause (i)
19 shall be subject to the approval require-
20 ments described in subparagraph (B).

21 “(3) TECHNICAL ASSISTANCE.—Each State
22 Plan submitted in accordance with paragraph (2)
23 shall describe how the State apprenticeship agency
24 will provide technical assistance for—

1 “(A) potential sponsors, employers, labor
2 organizations, joint labor-management organi-
3 zations, qualified intermediaries, apprentices,
4 education and training providers, credentialing
5 bodies, eligible entities, industry associations, or
6 any potential program participant in the na-
7 tional apprenticeship system in the State for
8 purposes of recruitment, retention, program de-
9 velopment, expansion, or implementation, in-
10 cluding by, as necessary, supporting remote or
11 virtual learning or training;

12 “(B) sponsors of programs registered in
13 the State, including sponsors that are not meet-
14 ing performance goals under subtitle C, for pur-
15 poses of assisting sponsors in meeting or ex-
16 ceeding such goals; and

17 “(C) sponsors of programs registered in
18 that State for purposes of assisting such spon-
19 sors in achieving, in accordance with paragraph
20 (13), State goals with respect to diversity and
21 equal opportunity in apprenticeships.

22 “(4) RECIPROCITY.—Each State plan submitted
23 in accordance with paragraph (2) shall describe the
24 process for the State apprenticeship agency to reg-
25 ister in the State any apprenticeship, pre-apprentice-

1 ship, or youth apprenticeship program that is seek-
2 ing to be registered in such State and that is reg-
3 istered in another State or meets the national pro-
4 gram standards of apprenticeship, including a de-
5 scription of the process for—

6 “(A) the sponsor of such program to re-
7 quest that the State apprenticeship agency reg-
8 ister such program in the State of the State ap-
9 prenticeship agency; and

10 “(B) the State apprenticeship agency to
11 register such program not later than 90 days
12 after receiving the request for such registration
13 under subparagraph (A) if, after consultation
14 with the State Apprenticeship Council, the
15 agency determines that such program will, as of
16 the date on which the agency registers such
17 program—

18 “(i) provide not less than the wages,
19 overtime pay, fringe benefits, and hours of
20 on-the-job learning and related classroom-
21 based instruction that are required for ap-
22 prenticeship, pre-apprenticeship, or youth
23 apprenticeship programs registered in the
24 State; and

1 “(ii) in the case of such a program
2 that is determined by the Secretary to be
3 in a high-hazard occupation, meet the nu-
4 meric ratio requirement of apprentices to
5 supervisors (such as journeyworkers, men-
6 tors, or on-the-job learning instructors, as
7 applicable) that is at least as protective
8 with regard to health, safety, and super-
9 vision as such numeric ratio requirement
10 for apprenticeship, pre-apprenticeship, or
11 youth apprenticeship programs registered
12 in the State.

13 “(5) COMPLAINTS.—

14 “(A) IN GENERAL.—Each State plan sub-
15 mitted in accordance with paragraph (2) shall
16 include a description of the system for the State
17 apprenticeship agency to, subject to subpara-
18 graph (B), receive and resolve complaints sub-
19 mitted by a program participant, an authorized
20 representative of a program participant, a spon-
21 sor, an employer, or a nonprofit compliance or-
22 ganizations, such as complaints concerning
23 equal employment opportunity or discrimina-
24 tion, violations of the apprenticeship agreement,
25 or violations of requirements of this Act.

1 “(B) COLLECTIVE BARGAINING AGREE-
2 MENTS.—Any controversy arising under an ap-
3 prenticeship agreement which is covered by a
4 collective bargaining agreement shall not be
5 subject to the system described in subparagraph
6 (A), except that complaints concerning discrimi-
7 nation or any matters described in subpara-
8 graph (13)(B) shall be subject to such system.

9 “(6) STATE APPRENTICESHIP HUBS.—Each
10 State plan submitted in accordance with paragraph
11 (2) shall describe how the State will support, in a
12 manner that takes into consideration geographic di-
13 versity, the creation and implementation of appren-
14 ticeship hubs throughout the State that work with
15 industry and sector partnerships to expand appren-
16 ticeship, pre-apprenticeship, and youth apprentice-
17 ship programs, and occupations suitable for appren-
18 ticeship, in the State.

19 “(7) STATE APPRENTICESHIP PERFORMANCE
20 OUTCOMES.—Each State plan submitted in accord-
21 ance with paragraph (2) shall—

22 “(A) describe how the State apprenticeship
23 agency, in coordination with the Administrator,
24 will establish annual State performance goals
25 for the programs registered by the State ap-

1 prenticeship agency for the indicators de-
2 scribed—

3 “(i) in subclauses (I) and (II) of sec-
4 tion 131(b)(1)(A)(i); and

5 “(ii) in subclauses (II) through (VI)
6 of section 131(b)(1)(B)(i);

7 “(B) describe how the State apprenticeship
8 agency will collect performance data with re-
9 spect to such performance goals from programs
10 registered by the agency; and

11 “(C) annually report to the Administrator
12 on the outcomes of each such program for such
13 performance goals.

14 “(8) USES OF FUNDS.—Each State plan sub-
15 mitted in accordance with paragraph (2) shall in-
16 clude a description of the planned uses (in accord-
17 ance with subsection (d)) of the allotment received
18 by the State apprenticeship agency under subsection
19 (f).

20 “(9) ALIGNMENT OF WORKFORCE ACTIVI-
21 TIES.—Each State plan submitted in accordance
22 with paragraph (2) shall include a summary of
23 State-supported workforce development activities (in-
24 cluding education and training) in the State, includ-
25 ing—

1 “(A) a summary of the apprenticeship pro-
2 grams on the list of eligible providers of train-
3 ing services under section 122(d) of the Work-
4 force Innovation and Opportunity Act (29
5 U.S.C. 3152(d));

6 “(B) the degree to which the apprentice-
7 ship, pre-apprenticeship, and youth apprentice-
8 ship programs in the State are aligned with and
9 address the skill needs of the employers in the
10 State identified by the State workforce develop-
11 ment board; and

12 “(C) except in the case of a State plan
13 submitted by a State Office of Apprenticeship,
14 a description of how apprenticeship, pre-appren-
15 ticeship, or youth apprenticeship programs will
16 receive expedited consideration to be included
17 on the list of eligible providers of training serv-
18 ices under section 122(d) of the Workforce In-
19 novation and Opportunity Act (29 U.S.C.
20 3152(d)).

21 “(10) STATE STRATEGIC VISION.—Each State
22 plan submitted in accordance with paragraph (2)
23 shall include a summary of—

24 “(A) the strategic vision and goals of the
25 State with respect to preparing an educated

1 and skilled workforce and to meeting the skilled
2 workforce needs of employers, including in ex-
3 isting and emerging in-demand industry sectors
4 and occupations, as identified by the State ap-
5 prenticeship agency; and

6 “(B) how the programs registered by the
7 State apprenticeship agency in the State will
8 help to meet such vision and goals.

9 “(11) STRATEGY FOR ANY JOINT PLANNING,
10 ALIGNMENT, COORDINATION, AND LEVERAGING OF
11 FUNDS.—Each State plan submitted in accordance
12 with paragraph (2) shall provide a description of the
13 strategy of the State apprenticeship agency for, as
14 applicable, joint planning, alignment, coordination,
15 and leveraging of funds—

16 “(A) with the workforce development sys-
17 tem of the State to achieve the strategic vision
18 and goals described in paragraph (10)(A), in-
19 cluding for the core programs (as defined in
20 section 3 of the Workforce Innovation and Op-
21 portunity Act (29 U.S.C. 3102)) and the ele-
22 ments related to system alignment under sec-
23 tion 102(b)(2)(B) of such Act (29 U.S.C.
24 3112(b)(2)(B));

1 “(B) for apprenticeship, pre-apprentice-
2 ship, and youth apprenticeship programs in the
3 State with other Federal education programs,
4 including programs under—

5 “(i) the Elementary and Secondary
6 Education Act of 1965 (20 U.S.C. 6301 et
7 seq.);

8 “(ii) the Individuals with Disabilities
9 Education Act (20 U.S.C. 1400 et seq.);

10 “(iii) the Carl D. Perkins Career and
11 Technical Education Act of 2006 (20
12 U.S.C. 2301 et seq.);

13 “(iv) the Higher Education Act of
14 1965 (20 U.S.C. 1001 et seq.); and

15 “(C) to provide information about access
16 to available State assistance or assistance under
17 related Federal programs, including such assist-
18 ance under—

19 “(i) section 6(d)(4) of the Food and
20 Nutrition Act of 2008 (7 U.S.C.
21 2015(d)(4));

22 “(ii) section 3672 of title 38, United
23 States Code;

1 “(iii) section 231 of the Second
2 Chance Act of 2007 (34 U.S.C. 60541);
3 and

4 “(iv) programs of the State funded by
5 the program of block grants to States for
6 temporary assistance for needy families es-
7 tablished under part A of title IV of the
8 Social Security Act (42 U.S.C. 601 et
9 seq.).

10 “(12) STATE APPRENTICESHIP COUNCIL.—
11 Each State plan submitted in accordance with para-
12 graph (2) by a State apprenticeship agency shall in-
13 clude a description of the composition, roles, and re-
14 sponsibility of the State apprenticeship council of
15 the State of such State apprenticeship agency and
16 how the Council will comply with the requirements
17 of subsection (b)(3).

18 “(13) PROMOTING DIVERSITY IN THE NA-
19 TIONAL APPRENTICESHIP SYSTEM.—Each State plan
20 submitted in accordance with paragraph (2) shall in-
21 clude a plan for how the State apprenticeship agency
22 will—

23 “(A) promote diversity in occupations suit-
24 able for apprenticeship offered throughout the
25 State, including a description of how such agen-

1 cy will promote the addition of such occupations
2 in high-skill, high-wage, or in-demand industry
3 sectors and occupations, and in nontraditional
4 apprenticeship occupations; and

5 “(B) promote diversity and equal oppor-
6 tunity in apprenticeship, pre-apprenticeship,
7 and youth apprenticeship programs by uni-
8 formly adopting and implementing the require-
9 ments of section 111(b)(7)(B).

10 “(d) STATE APPRENTICESHIP AGENCY FUNDING.—

11 A State apprenticeship agency shall use any funds received
12 under clauses (i) and (ii) of subsection (f)(1)(A) according
13 to the following requirements:

14 “(1) PROGRAM ADMINISTRATION.—Except as
15 provided in paragraphs (2), (3), and (4), the State
16 apprenticeship agency shall use such funds to sup-
17 port the administration of apprenticeship, pre-ap-
18 prenticeship, and youth apprenticeship programs in
19 the State, including for—

20 “(A) staff and resources;

21 “(B) oversight and evaluation required
22 under this Act;

23 “(C) technical assistance to sponsors, pro-
24 gram participants, employers, labor organiza-
25 tions, joint labor-management organizations,

1 education and training providers, and qualified
2 intermediaries;

3 “(D) pre-apprenticeship, youth, and ap-
4 prenticeship program recruitment and develop-
5 ment, including for—

6 “(i) engaging potential providers of
7 such programs such as employers, qualified
8 intermediaries, related instruction pro-
9 viders, and potential program participants;

10 “(ii) publicizing apprenticeship oppor-
11 tunities and benefits; and

12 “(iii) engaging State workforce and
13 education systems for collaboration and
14 alignment across systems;

15 “(E) supporting the enrollment and ap-
16 prenticeship certification requirements to allow
17 veterans and other individuals eligible for the
18 educational assistance programs under chapters
19 30 through 36 of title 38, United States Code,
20 and any related educational assistance pro-
21 grams under laws administered by the Sec-
22 retary of Veterans Affairs, to use such assist-
23 ance for the apprenticeship program, including
24 for meeting the requirement of designating a
25 certifying official; and

1 “(F) supporting the retention and comple-
2 tion of program participants in such programs,
3 such as by assisting with the costs—

4 “(i) related to enrolling in such pro-
5 grams; or

6 “(ii) of assessments related to obtain-
7 ing a recognized postsecondary credential.

8 “(2) EDUCATIONAL ALIGNMENT.—A State ap-
9 prenticeship agency shall use not less than 10 per-
10 cent of funds received under clauses (i) and (ii) of
11 subsection (f)(1)(A) to engage with the State edu-
12 cation system to provide technical assistance and
13 best practices regarding—

14 “(A) alignment of youth apprenticeship
15 programs with the secondary education pro-
16 grams in the State, including support for career
17 exploration, career pathways, education and ca-
18 reer planning, and engagement with youth ap-
19 prenticeship programs for teachers, career guid-
20 ance and academic counselors, school leaders,
21 administrators, and specialized instructional
22 support personnel and paraprofessionals;

23 “(B) alignment of related instruction pro-
24 vided under the national apprenticeship system
25 in the State with academic credit granting post-

1 secondary programs (including developing ca-
2 reer pathways, articulation agreements, and
3 prior learning assessments); and

4 “(C) the joint planning, alignment, coordi-
5 nation, and leveraging of funds described in
6 subparagraphs (B) and (C) of subsection
7 (c)(11).

8 “(3) WORKFORCE ALIGNMENT.—A State ap-
9 prenticeship agency shall use not less than 10 per-
10 cent of funds received under clauses (i) and (ii) of
11 subsection (f)(1)(A) to engage with the State work-
12 force development system to provide technical assist-
13 ance and best practices regarding—

14 “(A) alignment, in accordance with para-
15 graphs (9), (10), and subparagraphs (A) and
16 (C) of subsection (c)(11), with the workforce
17 activities of the State and the strategic vision
18 and goals of the State with respect to preparing
19 an educated and skilled workforce and to meet-
20 ing the skilled workforce needs of employers;

21 “(B) guidance for training staff of the
22 workforce development system, including voca-
23 tional rehabilitation agencies, within the State
24 on the value of apprenticeship, pre-apprentice-
25 ship, and youth apprenticeship programs as a

1 work-based learning option for participants, in-
2 cluding participants of programs authorized
3 under the Workforce Innovation and Oppor-
4 tunity Act (29 U.S.C. 3101 et seq.) such as Job
5 Corps under subtitle C of title I of such Act (29
6 U.S.C. 3191 et seq.) and YouthBuild under sec-
7 tion 171 of such Act (29 U.S.C. 3226);

8 “(C) providing a list of apprenticeship,
9 pre-apprenticeship, and youth apprenticeship
10 programs that are offered in the State, includ-
11 ing in the high-skill, high-wage, or in-demand
12 industry sectors or occupations in the State;

13 “(D) alignment of funding received and re-
14 porting required under this Act, including rel-
15 evant placement, retention, and earnings infor-
16 mation, with the Workforce Innovation and Op-
17 portunity Act (29 U.S.C. 3101 et seq.), and
18 technical assistance for how individual training
19 accounts under section 134(c)(3) of such Act
20 (29 U.S.C. 3174) could be used to pay for the
21 costs of enrolling and participating in appren-
22 ticeship, pre-apprenticeship, and youth appren-
23 ticeship programs;

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

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

4 “(i) the recruitment, retention, and
5 completion of apprenticeship, pre-appren-
6 ticeship, and youth apprenticeship pro-
7 grams, including the recruitment of non-
8 traditional populations and dislocated
9 workers;

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

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

16 “(F) except in the case of funds received
17 by a State Office of Apprenticeship, expanding
18 the list of eligible providers of training services
19 under section 122(d) of the Workforce Innova-
20 tion and Opportunity Act (29 U.S.C. 3152(d))
21 to include apprenticeship, pre-apprenticeship,
22 and youth apprenticeship programs in the
23 State.

24 “(4) LEADERSHIP ACTIVITIES.—

1 “(A) IN GENERAL.—A State apprentice-
2 ship agency may reserve not more than 15 per-
3 cent of the funds received under clauses (i) and
4 (ii) of subsection (f)(1)(A) in support of State
5 apprenticeship initiatives described in subpara-
6 graphs (B), (C), and (D).

7 “(B) DIVERSITY.—Not less than 5 percent
8 of the amount reserved under subparagraph (A)
9 shall be used by the State apprenticeship agen-
10 cy for supporting and expanding diversity in oc-
11 cupations suitable for apprenticeship under the
12 national apprenticeship system in the State and
13 program participant populations in the State.

14 “(C) INCENTIVES FOR EMPLOYERS.—Ex-
15 cept as provided in subparagraph (B), a State
16 apprenticeship agency may use funds reserved
17 under subparagraph (A) to incentivize employ-
18 ers to participate in apprenticeship, pre-appren-
19 ticeship, and youth apprenticeship programs,
20 such as by providing funding for costs related
21 to program development, staffing for mentors
22 and supervisors, related instruction, or the cre-
23 ation of industry or sector partnerships to sup-
24 port employer participation.

1 “(D) STATE-SPECIFIC INITIATIVES.—EX-
2 cept as provided in subparagraph (B), a State
3 apprenticeship agency may use funds reserved
4 under subparagraph (A) for State-specific ap-
5 prenticeship initiatives, such as the development
6 or expansion of youth apprenticeship programs
7 or apprenticeship programs in high-skill, high-
8 wage, or in-demand industry sectors and occu-
9 pations.

10 “(5) STATE MATCH FOR FEDERAL INVEST-
11 MENT.—

12 “(A) IN GENERAL.—Except in the case of
13 exceptional circumstances, as determined by the
14 Administrator, or as described in subparagraph
15 (B), to receive a full allotment under subsection
16 (f) a State apprenticeship agency shall use
17 matching funds from non-Federal resources to
18 carry out the activities of the agency under this
19 Act in an amount not less than 25 percent of
20 such allotment.

21 “(B) TRANSITION PERIOD.—The require-
22 ment under subparagraph (A) shall take effect
23 with respect to a State apprenticeship agency
24 described in clause (i) of subsection (a)(3)(C)
25 on the date that is 1 day after the date on

1 which the 4-year period described in clause (ii)
2 of such subsection ends with respect to such a
3 State apprenticeship.

4 “(e) DERECOGNITION OF STATE APPRENTICESHIP
5 AGENCIES.—

6 “(1) IN GENERAL.—The Secretary may with-
7 draw recognition of a State apprenticeship agency
8 before the end of the 4-year recognition period of the
9 State apprenticeship agency under subsection
10 (a)(3)(B) if the Secretary determines, after notice
11 and an opportunity for a hearing, that the State ap-
12 prenticeship agency has failed for one of the reasons
13 described in paragraph (2) and has not been in com-
14 pliance with the performance improvement plan
15 under paragraph (3)(A) to remedy such failure.

16 “(2) DERECOGNITION CRITERIA.—The recogni-
17 tion of a State apprenticeship agency under sub-
18 section (a) may be withdrawn under paragraph (1)
19 in a case in which the State apprenticeship agency
20 fails to—

21 “(A) adopt or properly enforce a State
22 plan;

23 “(B) properly carry out the role of the
24 agency as the sole registration agency in the
25 State;

1 “(C) submit a report under section
2 131(b)(1)(B) for any program year;

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

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

9 “(3) DERECOGNITION PROCESS.—

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

17 “(B) REDUCTION OF FUNDS.—Except in
18 the case of exceptional circumstances, as deter-
19 mined by the Administrator, in a case in which
20 such a State apprenticeship agency continues
21 such failure after the provision of the technical
22 assistance under subparagraph (A)—

23 “(i) the percentage of the funds to be
24 allotted to the State apprenticeship agency
25 under subsection (f)(1)(A) for each fiscal

1 year following the fiscal year in which such
2 failure has been identified shall be reduced
3 by 5 percentage points from the amount
4 allotted in such fiscal year; and

5 “(ii) the Administrator shall provide
6 notice to the State apprenticeship agency
7 that the recognition of the agency under
8 subsection (a) may be withdrawn if the
9 agency fails to remedy the failure.

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

16 “(i) restore the full funding allocation
17 of the agency under subsection (f)(1)(A)
18 for the next full fiscal year; and

19 “(ii) notify the State apprenticeship
20 agency that the recognition of the agency
21 will not be withdrawn under this sub-
22 section for the reason for which the fund-
23 ing was most recently reduced under sub-
24 paragraph (B).

1 “(D) OPPORTUNITY FOR HEARING.—In a
2 case in which a State apprenticeship agency
3 fails to remedy a failure identified under para-
4 graph (2) after receiving the notice provided
5 under subparagraph (B)(ii), the Administrator
6 shall—

7 “(i) provide a written notification to
8 the State apprenticeship agency describing
9 such failure and notifying the State ap-
10 prenticeship agency that the Administrator
11 has determined the State apprenticeship
12 agency has failed to remedy the failure;
13 and

14 “(ii) offer the State apprenticeship
15 agency an opportunity to, not later than
16 30 days after the date of such notice, ap-
17 peal of such determination to an adminis-
18 trative law judge.

19 “(4) REQUIREMENTS REGARDING WITHDRAWAL
20 OF RECOGNITION.—

21 “(A) OFFICE OF APPRENTICESHIP.—

22 “(i) IN GENERAL.—If a State appren-
23 ticeship agency does not appeal the deter-
24 mination under paragraph (3)(D)(ii) or is

1 unsuccessful in such an appeal, the Admin-
2 istrator shall—

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

7 “(II) establish a State Office of
8 Apprenticeship under section
9 111(b)(3)(A)(i).

10 “(ii) AFTER ORDER.—Not later than
11 30 days after the date that an order under
12 clause (i)(I) is provided to a State appren-
13 ticeship agency, the Administrator shall
14 provide notification of the withdrawal to
15 the sponsors in the State of the State ap-
16 prenticeship agency that were registered
17 with the State apprenticeship agency to en-
18 able each such sponsor to be registered
19 with the Administrator (acting through the
20 State Office of Apprenticeship established
21 under clause (i)(II)).

22 “(B) STATE APPRENTICESHIP AGENCY RE-
23 QUIREMENTS.—A State agency that has had
24 recognition withdrawn under subparagraph (A)
25 shall—

1 “(i) provide to the Administrator pro-
2 gram standards, apprenticeship agree-
3 ments, completion records, cancellation and
4 suspension records, performance metrics,
5 and any other documents relating to the
6 apprenticeship, pre-apprenticeship, and
7 youth apprenticeship programs in the
8 State;

9 “(ii) cooperate fully during the transi-
10 tion period beginning on the date of the
11 order withdrawing such recognition under
12 subparagraph (A)(i)(I) and ending on the
13 date on which the Administrator estab-
14 lishes a State Office of Apprenticeship in
15 the State under section 111(b)(3)(A)(i);
16 and

17 “(iii) return any unused funds re-
18 ceived under this Act.

19 “(5) REINSTATEMENT OF RECOGNITION.—A
20 State agency that has had recognition withdrawn as
21 a State apprenticeship agency under this subsection
22 may have such recognition reinstated upon presen-
23 tation of adequate evidence that the State appren-
24 ticeship agency has—

1 “(A) submitted an application under sub-
2 section (a)(2); and

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

5 “(f) RESERVATION AND STATE ALLOTMENTS.—

6 “(1) STATE ALLOTMENTS.—

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

9 “(i) $33\frac{1}{3}$ percent shall be equally al-
10 lotted among each State Office of Appren-
11 ticeship, outlying area, and eligible State;
12 and

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

16 “(B) FORMULA.—

17 “(i) IN GENERAL.—Of the amount de-
18 scribed under subparagraph (A)(ii)—

19 “(I) 25 percent shall be allotted
20 on the basis of the relative share of
21 program participants in each eligible
22 State, as determined on the basis of
23 the most recent satisfactory data
24 available from the Administrator,
25 compared to the total number of pro-

1 gram participants in all eligible
2 States, as determined on such basis;

3 “(II) 25 percent shall be allotted
4 on the basis of the relative share of
5 program participants who have com-
6 pleted an apprenticeship, pre-appren-
7 ticeship, or youth apprenticeship pro-
8 gram in each eligible State during the
9 most recent 5-year period, as deter-
10 mined on the basis of the most recent
11 satisfactory data available from the
12 Administrator, compared to the total
13 5-year average of program partici-
14 pants who have completed a program
15 in all eligible States, as determined on
16 such basis; and

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

19 “(ii) ALLOTMENTS BASED ON BLS
20 AND ACS DATA.—Of the amount described
21 under clause (i)(III)—

22 “(I) $33\frac{1}{3}$ percent shall be allot-
23 ted on the basis of the relative share
24 of individuals in the civilian labor
25 force in each eligible State, compared

1 to the total number of individuals in
2 the civilian labor force in all eligible
3 States;

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

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

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

18 “(A) ELIGIBLE STATE.—The term ‘eligible
19 State’ means a State that has a State appren-
20 ticeship agency.

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

1 “(C) UNEMPLOYED INDIVIDUAL.—The
2 term ‘unemployed individual’ has the meaning
3 given such term in section 3 of the Workforce
4 Innovation and Opportunity Act (29 U.S.C.
5 3102).

6 “(g) AUTHORIZATION OF APPROPRIATIONS.—There
7 are authorized to be appropriated to carry out this sec-
8 tion—

9 “(1) \$75,000,000 for fiscal year 2025;

10 “(2) \$85,000,000 for fiscal year 2026;

11 “(3) \$95,000,000 for fiscal year 2027;

12 “(4) \$105,000,000 for fiscal year 2028; and

13 “(5) \$115,000,000 for fiscal year 2029.

14 **“SEC. 114. INTERAGENCY AGREEMENT WITH DEPARTMENT**
15 **OF EDUCATION.**

16 “(a) IN GENERAL.—Not later than 1 year after the
17 effective date of the National Apprenticeship Act of 2023,
18 the Secretary (acting through the Administrator) shall—

19 “(1) enter into an interagency agreement with
20 the Secretary of Education to promote and support
21 integration and alignment of apprenticeship, pre-ap-
22 prenticeship, and youth apprenticeship programs
23 with secondary, postsecondary, and adult education,
24 through the activities described in this section; and

1 “(2) submit to the Committee on Health, Edu-
2 cation, Labor, and Pensions of the Senate and the
3 Committee on Education and the Workforce of the
4 House of Representatives such agreement and any
5 modifications to such agreement.

6 “(b) ALIGNMENT FOR YOUTH APPRENTICESHIPS.—
7 In order to promote alignment between youth apprentice-
8 ship programs and high school graduation requirements,
9 the interagency agreement under subsection (a)(1) shall
10 describe how the Secretaries will work to provide—

11 “(1) information and resources to—

12 “(A) parents and students to promote, in
13 user-friendly formats and languages that are
14 easily accessible, a better understanding, by not
15 later than middle school, of apprenticeship, pre-
16 apprenticeship, and youth apprenticeship pro-
17 grams and their value in secondary and postsec-
18 ondary education and career pathways; and

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

25 “(2) technical assistance on how to—

1 “(A) align related instruction and skills
2 and competencies for occupations suitable for
3 apprenticeship to high school graduation re-
4 quirements;

5 “(B) offer related instruction through dual
6 and concurrent enrollment programs and other
7 accelerated learning programs, as described in
8 section 4104(b)(3)(A)(i)(IV) of the Elementary
9 and Secondary Education Act of 1965 (20
10 U.S.C. 7114(b)(3)(A)(i)(IV));

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

16 “(D) align activities carried out under this
17 Act with eligible funding from, and planning
18 processes for, the Carl D. Perkins Career and
19 Technical Education Act of 2006 (20 U.S.C.
20 2301 et seq.), the Elementary and Secondary
21 Education Act of 1965 (20 U.S.C. 6301 et
22 seq.), the Individuals with Disabilities Edu-
23 cation Act (20 U.S.C. 1400 et seq.), the Reha-
24 bilitation Act of 1973 (29 U.S.C. 720 et seq.),

1 and the Higher Education Act of 1965 (20
2 U.S.C. 1001 et seq.).

3 “(c) APPRENTICESHIP COLLEGE CONSORTIUM.—In
4 order to support the establishment of a college consortium
5 of postsecondary educational institutions, including minor-
6 ity-serving institutions, related instruction providers,
7 sponsors, qualified intermediaries, employers, labor orga-
8 nizations, and joint labor-management organizations for
9 the purposes of promoting stronger connections between
10 apprenticeship, pre-apprenticeship, and youth apprentice-
11 ship programs and participating 2- and 4-year postsec-
12 ondary educational institutions, the interagency agree-
13 ment under subsection (a)(1) shall include a description
14 of how the Secretaries will—

15 “(1) support data sharing systems that align
16 education records and records of apprenticeship, pre-
17 apprenticeship, and youth apprenticeship programs
18 regarding whether program participants who receive
19 financial aid under title IV of the Higher Education
20 Act of 1965 (20 U.S.C. 1070 et seq.) enroll in, or
21 complete, postsecondary coursework while partici-
22 pating in a program under such system;

23 “(2) provide guidance on how to align eligible
24 funding from, planning processes for, and the re-
25 quirements of the Carl D. Perkins Career and Tech-

1 nical Education Act of 2006 (20 U.S.C. 2301 et
2 seq.), the Rehabilitation Act of 1973 (29 U.S.C. 720
3 et seq.), and the Higher Education Act of 1965 (20
4 U.S.C. 1001 et seq.) with this Act;

5 “(3) require all participants of the apprentice-
6 ship college consortium to enter into agreements
7 to—

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

12 “(B) create or expand the awarding and
13 articulation of academic credit for related in-
14 struction completed and credentials awarded to
15 program participants as part of an apprentice-
16 ship, pre-apprenticeship, or youth apprentice-
17 ship program; and

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

22 “(4) provide technical assistance on eligible
23 uses of financial aid, including the Federal work
24 study program under part C of title IV of the High-
25 er Education Act of 1965 (20 U.S.C. 1087–51 et

1 seq.), for related instruction for programs under the
2 national apprenticeship system;

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

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

9 “(B) information on how to develop an ap-
10 prenticeship program;

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

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

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

22 “(A) a list of participating members of the
23 consortium, apprenticeship programs provided,
24 credentials awarded with each program, and

1 available occupations suitable for apprentice-
2 ship; and

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

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

9 “(1) DISSEMINATION.—The interagency agree-
10 ment under subsection (a)(1) shall require that the
11 Secretaries disseminate information on the value of
12 apprenticeship, pre-apprenticeship, and youth ap-
13 prenticeship programs, including relevant placement,
14 retention, and earnings information, labor market
15 data from the local area, and sector forecasts to de-
16 termine high-skill, high-wage, or in-demand industry
17 sectors or occupations of such programs, to local
18 education and training providers, labor organiza-
19 tions, or joint labor-management organizations (in-
20 cluding those representing teachers).

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

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

1 ship, pre-apprenticeship, and youth apprentice-
2 ship programs; and

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

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

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

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

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

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

23 **“SEC. 121. OCCUPATIONS SUITABLE FOR APPRENTICESHIP.**

24 “(a) APPLICATION.—

1 “(1) IN GENERAL.—For an occupation to be
2 approved as an occupation suitable for apprentice-
3 ship by the Administrator under section 111(b)(5),
4 a person seeking such approval shall submit to the
5 Administrator an application that demonstrates de-
6 mand from multiple employers in the occupation for
7 an apprenticeship, pre-apprenticeship, or youth ap-
8 prenticeship program in such occupation that will
9 prepare individuals for the full range of skills and
10 competencies needed for such occupation.

11 “(2) CONTENTS.—To demonstrate the demand
12 referred to in paragraph (1), an application sub-
13 mitted under paragraph (1) with respect to a ap-
14 prenticeship, pre-apprenticeship, or youth appren-
15 ticeship program in the occupation shall describe
16 how the program will—

17 “(A) meet the national occupational stand-
18 ards under section 111(b)(5)(B); or

19 “(B) involve the progressive attainment of
20 skills, competencies, and knowledge that are—

21 “(i) clearly identified and commonly
22 recognized throughout the relevant indus-
23 try or occupation;

24 “(ii) customarily learned or enhanced
25 in a practical way through a structured,

1 systematic program of on-the-job super-
2 vised learning and related instruction to
3 supplement such learning; and

4 “(iii) offered through a time-based,
5 competency-based, or hybrid model as de-
6 scribed in section 122(b)(1)(E).

7 “(b) ASSESSMENT.—

8 “(1) IN GENERAL.—In assessing under section
9 111(b)(5) whether a program in an occupation for
10 which an application is submitted under subsection
11 (a) will meet the requirements of subparagraph (A)
12 or (B) of subsection (a)(2), the Administrator
13 shall—

14 “(A) conduct a comprehensive assessment
15 of the skills, techniques, and competencies re-
16 quired by the occupation, which assesses wheth-
17 er such skills, techniques, and competencies—

18 “(i) are specialized and acquired opti-
19 mally through a structured, systematic
20 training program involving close on-the-job
21 supervision and mentoring by subject-mat-
22 ter experts;

23 “(ii) require—

24 “(I) at least 2,000 hours of on-
25 the-job learning and mentoring; or

1 “(II) an alternative amount of
2 time that is appropriate for the occu-
3 pation; and

4 “(iii) are acquired optimally through a
5 supplementary educational or instructional
6 component conveying theoretical and con-
7 ceptual knowledge relevant to the occupa-
8 tion;

9 “(B) determine whether the occupation is
10 an occupation that is commonly recognized
11 throughout an industry or sector; and

12 “(C) determine the extent to which the
13 skills, competencies, and knowledge required by
14 the occupation overlap with the skills, com-
15 petencies, and knowledge of an occupation suit-
16 able for an apprenticeship.

17 “(2) PROHIBITION ON DESKILLING.—In a case
18 in which the Administrator determines under para-
19 graph (1)(C) that the skills, competencies, and
20 knowledge of the occupation being assessed under
21 paragraph (1) significantly overlap with the skills,
22 competencies, and knowledge of an occupation suit-
23 able for an apprenticeship, the Administrator may
24 determine that the occupation being so assessed—

1 “(A) is not an occupation suitable for ap-
2 prenticeship on the basis of such significant
3 overlap; or

4 “(B) in the case of such an occupation
5 that performs work classified in sector 23 of the
6 most recent publication of the North American
7 Industry Classification System, is an occupation
8 suitable for apprenticeship only if the industry
9 sector leaders and experts described in section
10 111(b)(5)(B)(ii)(II) with respect to such occu-
11 pation determine, by a consensus, that such oc-
12 cupation is an occupation suitable for appren-
13 ticeship.

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

16 “(a) IN GENERAL.—The Secretary, acting through
17 the Administrator, shall formulate and promote the fur-
18 therance of quality standards described under subsections
19 (b) through (e) that are necessary to safeguard the welfare
20 of, as applicable, apprentices, pre-apprentices, and youth
21 apprentices.

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

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

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

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

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

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

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

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

24 “(C) A description of the organized related
25 instruction the apprentice will receive in tech-

1 nical subjects related to the occupation,
2 which—

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

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

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

18 “(I)(aa) meet technical instructor
19 requirements of the applicable edu-
20 cation agency in the State of registra-
21 tion; or

22 “(bb) are subject matter experts
23 recognized within the industry as hav-
24 ing expertise in the occupation; and

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

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

8 “(v) where appropriate and to the ex-
9 tent practicable, shall incorporate the prin-
10 ciples of universal design for learning.

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

14 “(i) consistent with measurable skill
15 gains; and

16 “(ii) ensures the entry wage is not
17 less than the greater of—

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

22 “(II) the applicable wage re-
23 quired by other applicable Federal or
24 State laws (including regulations) or
25 by a collective bargaining agreement.

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

3 “(i) a time-based model, which re-
4 quires the completion of the industry
5 standard for on-the-job learning hours,
6 which in no case shall be less than a cumu-
7 lative 2,000 hours, unless an alternative
8 requirement is put forth by the employer
9 and sponsor from a nontraditional appren-
10 ticeship occupation as of the date of the
11 enactment of the National Apprenticeship
12 Act of 2023 that reflects industry stand-
13 ards and the relative hazards of the occu-
14 pation, and is accepted by the Secretary
15 and registration agency;

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

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

22 “(F) The methods used to measure the
23 skills and competencies of an apprentice, which
24 may include an initial diagnostic assessment or
25 assessment of credentials that verify an individ-

1 ual’s foundational knowledge and skills that
2 would be needed to succeed in an apprentice-
3 ship program, and which shall include—

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

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

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

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

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

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

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

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

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

1 “(c) PRE-APPRENTICESHIP PROGRAM STAND-
2 ARDS.—In addition to the standards described in sub-
3 section (e), a pre-apprenticeship program shall meet the
4 following standards:

5 “(1) The program is designed to assist individ-
6 uals who do not meet minimum qualifications for an
7 apprenticeship program as described in subsection
8 (b)(3) and prepare them to enter and succeed in
9 such an apprenticeship program, including by pro-
10 viding the skills and competency attainment needed
11 to enter the apprenticeship program.

12 “(2) The program—

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

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

21 “(C) demonstrates evidence of sufficient
22 demand in an apprenticeship program at the
23 completion of a pre-apprenticeship program to
24 support a transition from a pre-apprenticeship
25 to an apprenticeship; and

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

5 “(3) The program includes a written plan devel-
6 oped by the sponsor of the pre-apprenticeship pro-
7 gram that is developed in consultation with the
8 sponsor of the apprenticeship program described in
9 paragraph (2)(A), that—

10 “(A) provides for paid work-based learn-
11 ing, to the extent practicable, or simulated work
12 experience, in which an industry or sector part-
13 nership and a related instruction provider col-
14 laborate to provide training that will introduce
15 participants to the skills, competencies, and ma-
16 terials used in one or more occupations suitable
17 for apprenticeship;

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

23 “(e) GENERAL REQUIREMENTS.—Each apprentice-
24 ship, pre-apprenticeship, or youth apprenticeship program
25 shall meet the following standards:

1 “(1) The program is for an occupation suitable
2 for apprenticeship.

3 “(2) The program—

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

7 “(B) provides safety training on-the-job
8 and, as applicable for the occupation suitable
9 for apprenticeship, in related instruction; and

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

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

21 “(4) The program provides—

22 “(A) all individuals with an equal oppor-
23 tunity to participate in the program as de-
24 scribed in section 111(b)(7)(B); and

1 “(B) materials that meet, at a minimum,
2 conformance to Level AA of the Web Content
3 Accessibility Guidelines 2.0 of the Web Accessi-
4 bility Initiative (or any successor guidelines).

5 “(5) The program awards a certificate of com-
6 pletion in recognition of successful completion of the
7 program, evidenced by an appropriate certificate
8 issued by the registration agency, and in the case of
9 apprenticeships and youth apprenticeships, prepares
10 a program participant to obtain a recognized post-
11 secondary credential.

12 “(6) The program provides that an individual
13 who is to become a program participant under the
14 program enters into a written apprenticeship agree-
15 ment described in section 123 with the sponsor of
16 the program.

17 “(7) The numeric ratio of program participants
18 to supervisors (such as journeyworkers, mentors, or
19 on-the-job learning instructors, as applicable) for the
20 occupation suitable for apprenticeship—

21 “(A) is, except in the case of a program in
22 a rural area that demonstrates need or a short-
23 age of available individuals to serve as super-
24 visors, based on evidence-based and evidence-in-
25 formed best practices for supervision, training,

1 safety, and continuity of employment, through-
2 out the work processes of the program, job site,
3 department, or plant, appropriate for the de-
4 gree of hazard in different occupations;

5 “(B) except if such ratios are expressly
6 prohibited by a collective bargaining agreement,
7 is consistent with provisions in any applicable
8 collective bargaining agreements; and

9 “(C) does not contravene the application of
10 other Federal or State laws that may establish
11 more protective standards with respect to the
12 establishment of ratios of apprentices to
13 journeyworkers, including any rules or orders
14 promulgated under the Fair Labor Standards
15 Act of 1938 (29 U.S.C. 201 et seq.) with re-
16 spect to the employment, training, and super-
17 vision of 16- and 17-year-old youth apprentices
18 in certain hazardous occupations.

19 **“SEC. 123. APPRENTICESHIP AGREEMENTS.**

20 “(a) IN GENERAL.—To ensure the standards de-
21 scribed in section 122 are applied to apprenticeship, pre-
22 apprenticeship, and youth apprenticeship programs, the
23 Administrator shall require a sponsor to develop an ap-
24 prenticeship agreement that shall—

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

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

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

5 “(4) as required under section 124(b)(3)(B), be
6 submitted by the sponsor to the registration agency
7 and the Administrator.

8 “(b) STANDARDS.—Each agreement under sub-
9 section (a) shall contain, explicitly or by reference, each
10 applicable program standard under section 122, includ-
11 ing—

12 “(1) in the case of an apprenticeship pro-
13 gram—

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

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

22 “(C) that is a hybrid model, the minimum
23 number of hours to be spent by the program
24 participant in on-the-job learning and work
25 components and in related instruction and a de-

1 description of the skill sets and competencies to
2 be attained by completion of the program;

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

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

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

21 “(5) demonstration of commitment to and com-
22 pliance with section 111(b)(7)(B).

23 “(c) COLLECTIVE BARGAINING.—Nothing in an ap-
24 prenticeship agreement or this Act shall operate to invali-
25 date an applicable provision in a collective bargaining

1 agreement between employers and employees establishing
2 higher standards for apprenticeship, pre-apprenticeship,
3 or youth apprenticeship programs.

4 **“SEC. 124. REGISTRATION OF PROGRAMS UNDER THE NA-**
5 **TIONAL APPRENTICESHIP SYSTEM.**

6 “(a) PROGRAM REGISTRATION APPLICATION.—Ex-
7 cept as provided in subsection (b)(4), each registration
8 agency shall, in accordance with subsection (b) and any
9 regulations promulgated by the Administrator, register
10 any program as an apprenticeship, pre-apprenticeship, or
11 youth apprenticeship program for which a sponsor apply-
12 ing to register such a program submits the information
13 required by the registration agency, including—

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

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

19 “(3) a written assurance that, if the program is
20 registered under this subsection, the sponsor will—

21 “(A) administer the program in accordance
22 with the requirements of this Act and comply
23 with the requirements of the apprenticeship
24 agreement; and

1 “(B) enroll at least 1 program participant;

2 and

3 “(4) a description of the methods the sponsor

4 will use to report performance data to the registra-

5 tion agency describing, as required by the registra-

6 tion agency, outcomes associated with the pro-

7 gram—

8 “(A) for a sponsor with fewer than 5 pro-

9 gram participants, on an annual basis; or

10 “(B) for a sponsor with 5 or more pro-

11 gram participants, on a quarterly basis.

12 “(b) RECOGNITION AND REGISTRATION PROCESS.—

13 “(1) REVIEW AND APPROVAL PROCESS.—

14 “(A) PROVISIONAL APPROVAL REVIEW.—A

15 registration agency that determines an applica-

16 tion to register a program as an apprenticeship,

17 pre-apprenticeship, or youth apprenticeship pro-

18 gram submitted under subsection (a) meets the

19 requirements described in such subsection shall

20 register such program for a provisional 1-year

21 period beginning not later than 30 days after

22 such application is submitted. During such pe-

23 riod, the registration agency shall accept and

24 record the apprenticeship agreement as evidence

122

1 of the program’s compliance and registration to
2 operate such program.

3 “(B) FULL APPROVAL OR EXTENDED PRO-
4 VISIONAL APPROVAL.—Not later than the last
5 day of the provisional registration period for a
6 program described in subparagraph (A), the
7 registration agency providing provisional ap-
8 proval under such subparagraph shall review
9 the program to ensure the program meets each
10 applicable quality standard under section 122
11 and complies with all other applicable program
12 requirements under this Act and—

13 “(i) if the registration agency deter-
14 mines that the program meets and com-
15 plies with the standards and requirements,
16 the registration agency shall register the
17 program; or

18 “(ii) if the registration agency deter-
19 mines that the program fails to meet or
20 comply with the requirements or stand-
21 ards, the registration agency may—

22 “(I) in accordance with subpara-
23 graph (C), extend the provisional reg-
24 istration of the program under sub-
25 paragraph (A) through the first full

1 training cycle for program partici-
2 pants and conduct an additional pro-
3 visional review at the conclusion of the
4 training cycle; or

5 “(II) deregister such program in
6 accordance with the procedures de-
7 scribed under paragraph (3) of section
8 131(d) as if the registration agency
9 made the determination described
10 under paragraph (1)(B) of such sec-
11 tion with respect to the program.

12 “(C) EXTENDED PROVISIONAL AP-
13 PROVAL.—In the case of a program that has a
14 provisional registration under subparagraph (A)
15 extended under subparagraph (B)(ii)(I), the
16 registration agency shall—

17 “(i) provide technical assistance de-
18 scribed in 131(e) and take corrective ac-
19 tion for the program described in
20 131(d)(1)(A); and

21 “(ii) not later than the end of the first
22 full training cycle for program participants
23 in such program, review the program to
24 ensure the program meets each applicable
25 quality standard under section 122 and

1 complies with all other applicable program
2 requirements under this Act and—

3 “(I) if the registration agency de-
4 termines that the program meets and
5 complies with the standards and re-
6 quirements, the registration agency
7 shall register the program; or

8 “(II) if the registration agency
9 determines that the program fails to
10 meet or comply with the requirements
11 or standards, deregister such program
12 in accordance with the procedures de-
13 scribed under paragraph (3) of section
14 131(d) as if the registration agency
15 made the determination described
16 under paragraph (1)(B) of such sec-
17 tion with respect to the program.

18 “(2) CERTIFICATE OF REGISTRATION.—

19 “(A) IN GENERAL.—A registration agency
20 that registers a program as an apprenticeship,
21 pre-apprenticeship, or youth apprenticeship pro-
22 gram under paragraph (1) shall—

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

1 “(ii) as applicable, provide a copy of
2 the certificate of registration, or other
3 written evidence of registration, to the Sec-
4 retary of Veterans Affairs or the applicable
5 State veterans agency for the purpose of
6 aligning the registration process with the
7 process for approving such program for eli-
8 gible veterans’ use of supplemental edu-
9 cational assistance benefits.

10 “(B) REGISTRATION NAME.—A certificate
11 of registration or other written evidence of reg-
12 istration under subparagraph (A)(i) shall be in
13 the name of the sponsor.

14 “(3) PROGRAM PARTICIPANT REGISTRATION.—
15 A sponsor of an apprenticeship, pre-apprenticeship,
16 or youth apprenticeship program registered in ac-
17 cordance with paragraph (1) shall provide to any in-
18 dividual seeking to be a program participant the op-
19 portunity to apply through the sponsor and shall—

20 “(A) enter into a written apprenticeship
21 agreement described in section 123 with any
22 such individual accepted by the sponsor for a
23 program before the commencement of the pro-
24 gram; and

1 “(B) register each program participant
2 with the applicable registration agency by, ex-
3 cept as otherwise required by the registration
4 agency, filing a copy of the apprenticeship
5 agreement with the registration agency and, as
6 required under section 123(a)(4), sharing such
7 a copy with the Administrator.

8 “(4) TRANSITION PROCESS FOR PREVIOUSLY
9 APPROVED PROGRAMS.—With respect to an appren-
10 ticeship, pre-apprenticeship, or youth apprenticeship
11 program that was registered under this Act as of the
12 day before the date of enactment of the National
13 Apprenticeship Act of 2023, the applicable registra-
14 tion agency for such program shall take such steps
15 as necessary to—

16 “(A) in the case of a program that meets
17 the requirements of this Act, maintain the sta-
18 tus of the sponsor of the program as of the date
19 before such date of enactment as the sponsor of
20 such program under this Act; and

21 “(B) in the case of a program that does
22 not meet the requirements of this Act, provide
23 technical assistance to the sponsor of such pro-
24 gram to ensure that the sponsor is in compli-
25 ance with this Act not later than 3 years after

1 the date of enactment of the National Appren-
2 ticeship Act of 2023.

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

6 “(1) SPONSOR PROPOSAL.—Any sponsor that
7 wishes to modify an apprenticeship, pre-apprentice-
8 ship, or youth apprenticeship program, including a
9 modification to the method of the program for meet-
10 ing the standards required under this Act, shall sub-
11 mit a proposal for the modification to the registra-
12 tion agency for the program for consideration in ac-
13 cordance with paragraph (2).

14 “(2) REGISTRATION AGENCY REQUIREMENTS.—

15 “(A) IN GENERAL.—With respect to a pro-
16 posal for modification submitted to a registra-
17 tion agency under paragraph (1), the registra-
18 tion agency shall, not later than 60 days after
19 receipt of the proposal—

20 “(i) approve the proposal under sub-
21 paragraph (B) or disapprove the proposal
22 under subparagraph (C); and

23 “(ii) notify the sponsor of the deter-
24 mination.

1 “(B) APPROVAL OF PROPOSAL.—If the
2 proposal is approved, the registration agency
3 shall, not later than 30 days after the date of
4 approval, amend the record of the program to
5 reflect the modification and provide the sponsor
6 with an acknowledgment of the amended pro-
7 gram.

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

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

15 “(ii) provide the sponsor with the op-
16 portunity to submit a revised proposal
17 under paragraph (1), including providing
18 appropriate technical assistance to modify
19 the proposal in order to meet the require-
20 ments of this Act.

21 “(d) LIST OF DEREGISTERED PROGRAMS AND DIS-
22 APPROVED PROPOSALS.—Each registration agency
23 shall—

24 “(1) maintain a list of programs that were
25 deregistered under subparagraph (B)(ii)(II) or sub-

1 paragraph (C)(ii)(II) of subsection (b)(1) and of
2 proposals disapproved under subsection (c)(2)(C),
3 including the reasons for each such deregistration or
4 disapproval; and

5 “(2) not less than annually, provide such list to
6 the Administrator.

7 **“Subtitle C—Evaluations and**
8 **Research**

9 **“SEC. 131. PROGRAM EVALUATIONS.**

10 “(a) PURPOSE.—The purpose of this section is to
11 provide program performance transparency across the na-
12 tional apprenticeship system, assess the effectiveness of
13 States in achieving positive outcomes for program partici-
14 pants served by those programs, and establish perform-
15 ance accountability measures related to program comple-
16 tion and key indicators of performance under the Work-
17 force Innovation and Opportunity Act (29 U.S.C. 3101 et
18 seq.).

19 “(b) REVIEWS BY REGISTRATION AGENCIES.—

20 “(1) PERFORMANCE REVIEWS.—

21 “(A) IN GENERAL.—Each registration
22 agency shall—

23 “(i) annually collect performance data
24 for each apprenticeship, pre-apprentice-
25 ship, and youth apprenticeship program

1 registered under section 124 by such agen-
2 cy to determine—

3 “(I) the performance of the pro-
4 gram with respect to any applicable
5 indicators of performance under sec-
6 tion 116(b)(2)(A)(i) of the Workforce
7 Innovation and Opportunity Act (29
8 U.S.C. 3141(b)(2)(A)(i)) or, in the
9 case of a youth apprenticeship pro-
10 gram, section 116(b)(2)(A)(ii) of such
11 Act (29 U.S.C. 3141(b)(2)(A)(ii));
12 and

13 “(II) the completion rates of the
14 program;

15 “(ii) as necessary, provide technical
16 assistance to apprenticeship, pre-appren-
17 ticeship, and youth apprenticeship pro-
18 grams for the collection of the information
19 under clause (i) and subparagraph (B)(i);

20 “(iii) comply with the report require-
21 ments under subparagraph (B); and

22 “(iv) provide data collected under
23 clause (i) and subparagraph (B),
24 disaggregated in accordance with clause
25 (ii) of subparagraph (B), to the inde-

1 pendent entity conducting the evaluations
2 on behalf of the Secretary under section
3 132.

4 “(B) REPORTS.—

5 “(i) IN GENERAL.—The registration
6 agency for a State shall annually prepare
7 and submit to the Administrator a State
8 performance report that contains the infor-
9 mation described in clause (iii) and, with
10 respect to each program registered by such
11 registration agency under section 124, in-
12 cludes the following:

13 “(I) Information specifying the
14 levels of performance described in
15 subparagraph (A) for the program, as
16 compared to goals set in section
17 113(c)(7)(A)(i).

18 “(II) The disaggregated (in ac-
19 cordance with clause (ii)) percentages
20 of program participants from the pro-
21 gram as compared to the
22 disaggregated (in accordance with
23 such clause) percentages within the
24 working age population in the geo-
25 graphical area from which the sponsor

1 usually seeks or reasonably could seek
2 program participants and who meet
3 the minimum eligibility requirements
4 for entry into the program.

5 “(III) The percentage of program
6 participants from the program that
7 obtained unsubsidized employment in
8 a field related to the occupation suit-
9 able for apprenticeship of the program
10 participant.

11 “(IV) The average time to com-
12 pletion for the program as compared
13 to the description in the agreement
14 under paragraphs (1) and (2) of sec-
15 tion 123(b).

16 “(V) The average cost per partic-
17 ipant of the program during the most
18 recent program year and, as applica-
19 ble, the 3 preceding program years.

20 “(VI) The percentage of program
21 participants from the program who re-
22 ceived supportive services.

23 “(ii) DISAGGREGATION.—The per-
24 formance data described in subclauses (I)

1 through (VI) of clause (i) shall be
2 disaggregated—

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

7 “(II) by race, ethnicity, sex, age,
8 veteran status, and membership in a
9 population specified in section 3(24)
10 of the Workforce Innovation and Op-
11 portunity Act (29 U.S.C. 3102(24)).

12 “(iii) STATE ACTIVITIES.—The infor-
13 mation described in this clause is informa-
14 tion on the activities of the registration
15 agency required under section 113(c), in-
16 cluding the uses of funds with respect to
17 such activities.

18 “(C) REPORTS TO CONGRESS.—Not later
19 than 60 days after receiving a report under
20 subparagraph (B), the Secretary shall transmit
21 to the Committee on Health, Education, Labor,
22 and Pensions of the Senate and the Committee
23 on Education and the Workforce of the House
24 of Representatives.

1 “(D) PUBLICATION.—Not later than 30
2 days after receipt of each report received under
3 subparagraph (B), the Administrator shall
4 make available on a publicly accessible website
5 such report.

6 “(2) COMPREHENSIVE PROGRAM REVIEWS.—

7 “(A) IN GENERAL.—Each registration
8 agency shall, in accordance with subparagraphs
9 (B) and (C), review each apprenticeship, pre-
10 apprenticeship, and youth apprenticeship pro-
11 gram registered under section 124 by such reg-
12 istration agency to ensure the program meets
13 each applicable quality standard under section
14 122 and complies with all other applicable pro-
15 gram requirements under this Act.

16 “(B) TIMING OF REVIEWS.—A review de-
17 scribed in subparagraph (A) with respect to a
18 program shall—

19 “(i) for the initial review, occur at the
20 end of the first full training cycle of pro-
21 gram participants under the program; and

22 “(ii) for every review thereafter, occur
23 at least once every 5 years.

24 “(C) REVIEW.—A review described in sub-
25 paragraph (A) with respect to a program shall

1 be a comprehensive review regarding all aspects
2 of the program performance, including—

3 “(i) determining whether the registra-
4 tion agency is receiving notification from
5 the sponsor of the program regarding indi-
6 viduals who are registered as new youth
7 apprentices, pre-apprentices, or apprentices
8 under the program, or who successfully
9 complete the program;

10 “(ii) determining whether the sponsor
11 of the program is complying with all other
12 requirements of this Act applicable to the
13 sponsor;

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

20 “(iv) ensuring the compliance of the
21 sponsor with the requirement to provide
22 equal opportunity in recruitment, training,
23 and employment as described in section
24 111(b)(7)(B).

1 “(D) REPORTS.—On completion of a re-
2 view under this paragraph, the registration
3 agency shall prepare and submit to the Admin-
4 istrator a report containing the results of the
5 review.

6 “(c) TECHNICAL ASSISTANCE.—After completion of
7 a review under subsection (b)(2) with respect to a pro-
8 gram, the registration agency shall identify areas of the
9 program that require technical assistance and provide
10 such technical assistance to the sponsor of the program,
11 including—

12 “(1) to support the sponsor in establishing a
13 plan to meet the applicable State goals established
14 under section 113(c)(7)(A)(ii); and

15 “(2) assistance in the development of a per-
16 formance improvement plan if the registration agen-
17 cy determines, pursuant to any review under sub-
18 section (b)(2), that the program—

19 “(A) is not in operation;

20 “(B) is not in compliance with the require-
21 ments of this Act or fails to meet an applicable
22 quality standard under section 122; or

23 “(C) is achieving levels of performance on
24 any indicator described in subclause (I) or (II)
25 of subsection (b)(1)(A)(i) that is lower than the

1 State goals established under section
2 113(c)(7)(A)(i) for any program year.

3 “(d) CORRECTIVE ACTION AND DEREGISTRATION OF
4 AN APPRENTICESHIP PROGRAM.—

5 “(1) IN GENERAL.—After completion of a re-
6 view under subsection (b)(2) with respect to a youth
7 apprenticeship, pre-apprenticeship, or apprenticeship
8 program, the registration agency may—

9 “(A) assist the program in meeting any
10 applicable quality standard under section 122
11 or in coming into compliance with all other ap-
12 plicable program requirements under this Act;
13 and

14 “(B) if the program does not, within a
15 time period set by the Administrator, meet such
16 quality standard or come into compliance with
17 such requirements, determine, in accordance
18 with paragraph (2), if the program should be
19 deregistered in accordance with paragraph (3).

20 “(2) DETERMINATION REGARDING
21 DEREGISTRATION.—

22 “(A) IN GENERAL.—For purposes of para-
23 graph (1)(B), the registration agency shall de-
24 termine a program should be deregistered in ac-
25 cordance with paragraph (3) if the registration

1 agency determines that the program dem-
2 onstrates, as described in subparagraph (B),
3 persistent and significant failure to perform
4 successfully.

5 “(B) PERSISTENT AND SIGNIFICANT FAIL-
6 URE TO PERFORM SUCCESSFULLY.—For pur-
7 poses of subparagraph (A), a program dem-
8 onstrates a persistent and significant failure to
9 perform successfully if—

10 “(i) the sponsor of the program con-
11 sistently fails to register at least 1 pro-
12 gram participant;

13 “(ii) the program shows a pattern of
14 poor results on the indicators described in
15 subclause (I) or (II) of subsection
16 (b)(1)(A)(i) over a period of 3 years, given
17 the characteristics of program participants
18 and economic conditions in the area
19 served;

20 “(iii) the program shows no indication
21 of improvement in the areas identified by
22 the registration agency under subsection
23 (c), including in the performance improve-
24 ment plan under paragraph (1) of such
25 subsection; or

1 “(iv) the sponsor has not administered
2 the program in accordance with the pro-
3 gram’s registration application under sec-
4 tion 124 or with the requirements of this
5 Act.

6 “(3) DEREGISTRATION.—

7 “(A) NOTIFICATION AND HEARING.—If a
8 registration agency makes a determination
9 under paragraph (1)(B) with respect to a pro-
10 gram, the registration agency shall notify the
11 Secretary and the sponsor of the determination
12 in writing and permit the sponsor to appeal
13 such determination to an Administrative Law
14 Judge for the Department of Labor. The reg-
15 istration agency shall transmit to the Secretary
16 a report containing all pertinent facts and cir-
17 cumstances concerning the determination, in-
18 cluding findings and a recommendation for
19 deregistration, and copies of all relevant docu-
20 ments and records. If the sponsor does not re-
21 quest the hearing not later than 15 days after
22 receiving such notification, the registration
23 agency shall deregister the program.

24 “(B) NOTIFICATION AND TREATMENT OF
25 APPRENTICES.—Not later than 15 days after

1 the registration agency deregisters a program
2 under subparagraph (A), the sponsor shall no-
3 tify each program participant of the program—

4 “(i) of such deregistration and the ef-
5 fective date of the deregistration;

6 “(ii) that such deregistration auto-
7 matically deprives the program participant
8 of individual registration as part of such
9 program, including the ability to receive a
10 certificate of completion from the registra-
11 tion agency;

12 “(iii) that the deregistration of the
13 program removes the program participant
14 from eligibility for any Federal financial
15 assistance or other assistance, or rights,
16 privileges, or exemptions under Federal
17 law, that—

18 “(I) relates to an apprentice; and

19 “(II) requires the registration
20 agency’s approval; and

21 “(iv) that all youth apprentices, pre-
22 apprentices, or apprentices are referred to
23 the registration agency for information
24 about potential transfers to other appren-

1 ticeship, pre-apprenticeship, or youth ap-
2 prenticeship programs.

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

5 “(a) RESEARCH.—The Secretary shall conduct,
6 through an independent entity, research for the purpose
7 of improving the management and effectiveness of the
8 youth apprenticeship, pre-apprenticeship, and apprentice-
9 ship programs and activities carried out under this Act
10 and to assist in the evaluation of the programs under sec-
11 tion 131.

12 “(b) TECHNIQUES.—The research conducted under
13 subsection (a) shall use 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 of the pro-
6 gram or activity and align with high-skill, high-
7 wage, or in-demand industries or occupations;

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

14 “(E) regularly assess the impact of such
15 programs in effectively increasing the participa-
16 tion of nontraditional apprenticeship popu-
17 lations, such as women, minorities, individuals
18 with disabilities, long-term unemployed, individ-
19 uals impacted by the criminal and juvenile jus-
20 tice system, foster and former foster youth, and
21 individuals with barriers to employment;

22 “(2) the impact of the National Apprenticeship
23 Act of 2023 on the general effectiveness of appren-
24 ticeship, pre-apprenticeship, and youth apprentice-
25 ship programs, including on the implementation of

1 policies such as dual or concurrent enrollment pro-
2 grams, advanced standing, or national occupational
3 standards;

4 “(3) best practices for increasing participation
5 of nontraditional apprenticeship populations and in-
6 dividuals with barriers to employment, including in-
7 dividuals with disabilities, in apprenticeship, pre-ap-
8 prenticeship, and youth apprenticeship programs;
9 and

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

12 “(d) REPORTS.—

13 “(1) INDEPENDENT ENTITY.—The Secretary
14 shall require the independent entity carrying out the
15 research under subsection (a) to prepare and submit
16 to the Secretary—

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

19 “(B) a final report containing the results
20 of the research, including policy recommenda-
21 tions.

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

1 mit each report to the Committee on Health, Edu-
2 cation, Labor, and Pensions of the Senate and the
3 Committee on Education and the Workforce of the
4 House of Representatives.

5 “(e) PUBLIC ACCESS.—Not later than 60 days after
6 the receipt of the interim report and the receipt of the
7 final report, the Secretary shall make each such report
8 available on a publicly accessible website.

9 **“Subtitle D—General Provisions**

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

11 “(a) OFFICE OF APPRENTICESHIP.—There are au-
12 thorized to be appropriated to carry out sections 111, 112,
13 131, and 132—

14 “(1) \$50,000,000 for fiscal year 2025;

15 “(2) \$60,000,000 for fiscal year 2026;

16 “(3) \$70,000,000 for fiscal year 2027;

17 “(4) \$80,000,000 for fiscal year 2028; and

18 “(5) \$90,000,000 for fiscal year 2029.

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

21 “(1) \$10,000,000 for fiscal year 2025;

22 “(2) \$12,000,000 for fiscal year 2026;

23 “(3) \$14,000,000 for fiscal year 2027;

24 “(4) \$16,000,000 for fiscal year 2028; and

25 “(5) \$18,000,000 for fiscal year 2029.

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

5 **“SEC. 201. AWARD REQUIREMENTS.**

6 “(a) AUTHORITY.—

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

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

15 “(i) to create new apprenticeship pro-
16 grams in a nontraditional apprenticeship
17 occupation, such as apprenticeship pro-
18 grams for which the eligible entity dem-
19 onstrates demand in advanced manufac-
20 turing (including semiconductor and auto-
21 motive manufacturing), cybersecurity and
22 information technology, computer science,
23 clean energy, renewable energy, environ-
24 mental protection, and conservation, trans-

1 portation, health care, or education (in-
2 cluding early childhood education);

3 “(ii) to expand existing apprenticeship
4 programs in fields for which the eligible
5 entity demonstrates labor market demand;

6 “(iii) to create new or expand existing
7 pre-apprenticeship programs;

8 “(iv) to create new or expand existing
9 youth apprenticeship programs; or

10 “(v) through a Rural Apprenticeship
11 Demonstration Program (referred to in
12 this section and section 202 as the ‘Rural
13 Program’) established by the Adminis-
14 trator, to create or expand apprenticeship
15 programs that target or serve individuals
16 and workforce needs in a rural area (re-
17 ferred to individually in this section and
18 section 202 as a ‘rural apprenticeship pro-
19 gram’), that—

20 “(I) lacks road connections, in
21 which communities are accessible only
22 by water or air;

23 “(II) is located 50 road miles
24 from a metropolitan statistical area;
25 or

1 “(III) has zero program partici-
2 pants in an apprenticeship program.

3 “(B) ENCOURAGING EMPLOYER PARTICI-
4 PATION.—To encourage employer participation
5 in covered apprenticeship programs—

6 “(i) that target individuals with bar-
7 riers to employment, in apprenticeship,
8 pre-apprenticeship, or youth apprenticeship
9 programs, prioritizing nontraditional ap-
10 prenticeship populations such as women,
11 minorities, Indigenous people, English
12 learners, long-term unemployed individuals,
13 individuals with disabilities, individuals
14 with substance abuse issues, veterans, mili-
15 tary spouses, individuals experiencing
16 homelessness, formerly incarcerated indi-
17 viduals (including individuals currently or
18 recently incarcerated), and foster and
19 former foster youth;

20 “(ii) that are in high-need social serv-
21 ice-related industries, sectors, or occupa-
22 tions, such as industries, sectors, or occu-
23 pations related to direct care workers and
24 early childhood, elementary school, and
25 secondary school educators; or

1 “(iii) among small- and medium-sized
2 businesses.

3 “(C) INTERMEDIARY AWARDS.—To estab-
4 lish or expand to significant scale sector-based
5 partnerships for the development or expansion
6 of covered apprenticeship programs through—

7 “(i) national industry qualified inter-
8 mediaries in key sectors, including manu-
9 facturing, information technology, cyber
10 security, health care, insurance and fi-
11 nance, energy, hospitality, retail, construc-
12 tion, and other sectors identified by the
13 Administrator (with the advice of the Advi-
14 sory Committee) as targeted for expansion
15 under the national apprenticeship system;

16 “(ii) national equity qualified inter-
17 mediaries serving nontraditional appren-
18 ticeship populations such as women, mi-
19 norities, Indigenous people, individuals
20 with disabilities, and formerly incarcerated
21 individuals; or

22 “(iii) local or regional qualified inter-
23 mediaries serving covered apprenticeship
24 programs.

1 “(D) EDUCATIONAL ALIGNMENT.—To
2 strengthen alignment between entities carrying
3 out covered apprenticeship programs and edu-
4 cation and training providers serving secondary,
5 postsecondary, or adult education systems, in-
6 cluding aligning degree and credential require-
7 ments.

8 “(2) DURATION.—

9 “(A) IN GENERAL.—Except as described in
10 subparagraphs (B) and (C), the Administrator
11 shall make an award under this section for a
12 period of not more than 3 years.

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

19 “(i) has effectively implemented an
20 apprenticeship modernization project to
21 achieve its stated purpose as described in
22 subsections (e) and (f);

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

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

5 “(C) RURAL PROGRAM AWARDS.—The Ad-
6 ministrators shall make an award under this sec-
7 tion for a purpose described in paragraph
8 (1)(A)(v) for a period of not more than 5 years.

9 “(b) FUNDING REQUIREMENTS.—

10 “(1) MATCHING FUNDS REQUIRED.—The Ad-
11 ministrators shall require, as a condition of receipt of
12 funds under this section, an eligible entity to match
13 funds awarded to such eligible entity under this sec-
14 tion with an amount of not less than 25 percent of
15 the funds awarded to such eligible entity under this
16 section. Such eligible entity may make the matching
17 funds available directly or through donations from
18 non-Federal organizations, in cash or in kind, fairly
19 evaluated.

20 “(2) WAIVER.—The Administrator may waive
21 the requirement under paragraph (1) if the entity
22 demonstrates that—

23 “(A) exceptional circumstances or other
24 factors prevent the entity from meeting the re-
25 quirement, such as—

1 “(i) demonstrating that the entity
2 serves a high proportion of individuals with
3 barriers to employment; or

4 “(ii) demonstrating that the entity
5 serves a frontier State or another low-den-
6 sity area as defined by the Secretary; or

7 “(B) due to exceptional or uncontrollable
8 circumstances, such as a natural disaster or a
9 precipitous and unforeseen decline in the finan-
10 cial resources of the eligible entity.

11 “(c) PRIORITY AND DISTRIBUTION.—

12 “(1) PRIORITY.—In making awards under this
13 section, the Administrator shall give priority to an
14 eligible entity—

15 “(A) proposing to serve in covered appren-
16 ticeship programs assisted through the appren-
17 ticeship modernization program a high number
18 or high percentage of program participants who
19 are from nontraditional apprenticeship popu-
20 lations; and

21 “(B) providing opportunities in high-wage,
22 high-skill, or in-demand sectors and occupa-
23 tions.

24 “(2) GEOGRAPHIC DISTRIBUTION.—In making
25 awards under this subsection, the Administrator

1 shall, to the extent practicable, ensure a geographi-
2 cally diverse distribution of such awards, including a
3 geographically diverse distribution among regions of
4 the country and among urban, suburban, and rural
5 areas.

6 “(d) ELIGIBLE ENTITY.—To be eligible to apply for
7 an award under this title, an entity shall—

8 “(1) demonstrate a partnership with entities or
9 officials from two or more categories consisting of—

10 “(A) a State or local workforce develop-
11 ment board or State or local workforce agency;

12 “(B) an education and training provider,
13 or a consortium thereof;

14 “(C) a State apprenticeship agency;

15 “(D) an Indian Tribe or Tribal organiza-
16 tion;

17 “(E)(i) an industry or sector partnership,
18 a group of employers, or a trade association; or

19 “(ii) a professional association that spon-
20 sors or participates in a covered apprenticeship
21 program;

22 “(F) a Governor;

23 “(G) a labor organization or joint labor-
24 management organization;

1 “(H) a community-based organization that
2 assists program participants in accessing sup-
3 portive services; or

4 “(I) a qualified intermediary; and

5 “(2) to the extent practicable—

6 “(A) be part of an industry or sector part-
7 nership; and

8 “(B) partner with a labor organization or
9 joint labor-management organization.

10 “(e) GENERAL APPLICATION REQUIREMENTS.—To
11 be eligible to receive an award under this section for an
12 apprenticeship modernization project, an entity shall sub-
13 mit to the Administrator an application that includes a
14 description of each of the following:

15 “(1) Each purpose, as listed in a clause, or in
16 subparagraph (D), of subsection (a)(1), for which
17 the applicant intends to use such award.

18 “(2) Each entity with which the eligible entity
19 is partnered or engaged under subsection (d) and
20 the role of each such entity in carrying out the ap-
21 prenticeship modernization project.

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

24 “(A) to enroll, instruct, advance, and grad-
25 uate program participants in the covered ap-

1 prenticeship program assisted through the
2 award, and enable the program participants to
3 gain employment after program completion;

4 “(B) to support (including by providing
5 technical assistance) program sponsors and em-
6 ployers (especially small- and medium-sized
7 businesses) in the creation of, recruitment for,
8 and execution of covered apprenticeship pro-
9 grams; and

10 “(C) to provide opportunities to rural com-
11 munities, as applicable.

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

14 “(A) in the case of an apprenticeship mod-
15 ernization project described in subsection
16 (a)(1)(A), the need to create or expand the cov-
17 ered apprenticeship program assisted through
18 the award; and

19 “(B) a plan to align the covered appren-
20 ticeship program assisted through the award
21 with the labor market needs of high-skill, high-
22 wage, or in-demand industry sectors or occupa-
23 tions.

24 “(5) A plan—

1 “(A) to comply with requirements for eval-
2 uations and reports under section 203;

3 “(B) as appropriate, to coordinate activi-
4 ties assisted under the award with activities
5 carried out under the Carl D. Perkins Career
6 and Technical Education Act of 2006 (20
7 U.S.C. 2301 et seq.), the Elementary and Sec-
8 ondary Education Act of 1965 (20 U.S.C. 6301
9 et seq.), the Higher Education Act of 1965 (20
10 U.S.C. 1001 et seq.), the Workforce Innovation
11 and Opportunity Act (29 U.S.C. 3101 et seq.),
12 and any related Federal programs and if appro-
13 priate, how funds provided under those Acts or
14 related programs will be leveraged in support of
15 the covered apprenticeship program assisted by
16 the award;

17 “(C) to use funds awarded under this sec-
18 tion in support of that program, as described in
19 section 202;

20 “(D) to continue the program after the pe-
21 riod of the award ends;

22 “(E) to recruit and retain program partici-
23 pants for covered apprenticeship programs, in-
24 cluding program participants from nontradi-
25 tional apprenticeship populations, such as

1 women, minorities, Indigenous people, individ-
2 uals with disabilities, formerly incarcerated in-
3 dividuals, and individuals with barriers to em-
4 ployment;

5 “(F) to ensure the program participants
6 are able to access supportive services, as appli-
7 cable; and

8 “(G) to comply with the equal opportunity
9 requirements for diversity described in section
10 111(b)(7)(B) and requirements for complaint
11 resolution under section 113(c)(5), as applica-
12 ble.

13 “(6) For any award to expand an existing cov-
14 ered apprenticeship program, a description of—

15 “(A) a plan to coordinate the apprentice-
16 ship modernization project carried out under
17 the award with the existing program; and

18 “(B) the effectiveness of the covered ap-
19 prenticeship program to be expanded under the
20 award, including demonstrations of pro-
21 grammatic components such as program costs
22 to employers and to program participants, com-
23 pletion and placement rates, credential attain-
24 ment, diversity in program participant popu-
25 lations served, any increases in program partici-

1 pant wages and benefits, and services provided
2 to employers and program participants.

3 “(7) A description of potential program partici-
4 pants in the covered apprenticeship program assisted
5 under the award and strategies to support recruit-
6 ment, retention, and completion for such program
7 participants, including, to the extent practicable,
8 nontraditional apprenticeship populations and indi-
9 viduals with barriers to employment.

10 “(8) A description of strategies to recruit and
11 support employers involved in the covered appren-
12 ticeship program.

13 “(9) Assurances that the eligible entity will—

14 “(A) provide information to the Adminis-
15 trator, as requested, for such evaluations as the
16 Administrator may carry out;

17 “(B) make program performance data col-
18 lected under section 131 for the covered ap-
19 prenticeship program assisted under the award
20 available (in accordance with applicable data
21 privacy laws, including section 444 of the Gen-
22 eral Education Provisions Act (20 U.S.C.
23 1232g) and section 5 of this Act) to inde-
24 pendent evaluators to enable the evaluators to
25 prepare the evaluations and research reports

1 described in paragraphs (1) and (2) of section
2 203(a); and

3 “(C) coordinate the apprenticeship mod-
4 ernization project carried out under the award
5 with a State apprenticeship agency, if such
6 agency exists in the State where the eligible en-
7 tity is applying for an award or carrying out
8 the project, or the State office of apprentice-
9 ship.

10 “(f) ADDITIONAL APPLICATION REQUIREMENTS.—
11 The Administrator shall require an eligible entity applying
12 for an award under this title to include as part of the enti-
13 ty’s application referred to in subsection (e) the following
14 information, as applicable:

15 “(1) CREATION AND EXPANSION ACTIVITIES.—

16 “(A) NEW APPRENTICESHIP PROGRAMS.—

17 An eligible entity applying to create a new ap-
18 prenticeship program and carry out the purpose
19 described in subsection (a)(1)(A)(i) shall in-
20 clude as part of the application a description of
21 employers, and to the extent practicable, labor
22 organizations or joint labor-management orga-
23 nizations, engaged in the program creation.

24 “(B) EXPANDING APPRENTICESHIP PRO-
25 GRAMS.—An eligible entity applying to expand

1 an existing apprenticeship program and carry
2 out the purpose described in subsection
3 (a)(1)(A)(ii) shall include as part of the appli-
4 cation a description of employers engaged in the
5 program expansion.

6 “(C) CREATING OR EXPANDING PRE-AP-
7 PRENTICESHIP PROGRAMS.—An eligible entity
8 applying to create or expand a pre-apprentice-
9 ship program and carry out the purpose de-
10 scribed in subsection (a)(1)(A)(iii) shall include
11 as part of the application a description of—

12 “(i) a partnership between the eligible
13 entity and at least one sponsor of an ap-
14 prenticeship program; and

15 “(ii) an existing partnership with an
16 employer acting in either an advisory ca-
17 pacity or actively participating in the pre-
18 apprenticeship program.

19 “(D) CREATING OR EXPANDING YOUTH
20 APPRENTICESHIP PROGRAMS.—An eligible enti-
21 ty applying to create or expand a youth appren-
22 ticeship program and carry out the purpose de-
23 scribed in subsection (a)(1)(A)(iv) shall include
24 as part of the application a description of—

1 “(i) an existing partnership with at
2 least one high school offering related in-
3 struction for the youth apprenticeship pro-
4 gram, with—

5 “(I) integration into the aca-
6 demic content of the high school di-
7 ploma requirements; or

8 “(II) demonstrated plans for in-
9 tegration of related instruction into
10 that academic content; and

11 “(ii) an existing partnership with an
12 employer acting in either an advisory ca-
13 pacity or actively participating in the youth
14 apprenticeship program.

15 “(E) CREATING OR EXPANDING RURAL AP-
16 PRENTICESHIP PROGRAMS.—An eligible entity
17 applying to create or expand a rural apprentice-
18 ship program and carry out the purpose de-
19 scribed in subsection (a)(1)(A)(v) shall include
20 as part of the application a description of how
21 the program will address workforce needs.

22 “(2) ENCOURAGING EMPLOYER PARTICIPA-
23 TION.—

24 “(A) INDIVIDUALS WITH BARRIERS TO EM-
25 PLOYMENT.—An eligible entity applying to en-

1 courage employer participation in a covered ap-
2 prenticeship program that targets individuals
3 with barriers to employment and carry out the
4 purpose described in subsection (a)(1)(B)(i)
5 shall include as part of the application a de-
6 scription of—

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

11 “(ii) a partnership with organizations
12 that assist program participants in access-
13 ing supportive services to support recruit-
14 ment, retention, and completion of the pro-
15 gram by program participants.

16 “(B) INDIVIDUALS CURRENTLY OR RE-
17 CENTLY INCARCERATED.—An eligible entity ap-
18 plying to encourage employer participation in
19 an apprenticeship or pre-apprenticeship pro-
20 gram that targets individuals currently or re-
21 cently incarcerated and carry out the purpose
22 described in subsection (a)(1)(B)(i) shall in-
23 clude as part of their application a description
24 of—

1 “(i) a plan to assist the program par-
2 ticipants in obtaining the documentation
3 and work authorization necessary to par-
4 ticipate in such program;

5 “(ii) a partnership with an organiza-
6 tion that will assist program participants
7 in accessing activities to improve financial
8 literacy and supportive services;

9 “(iii) how the assessment used to sup-
10 port the placement of potential program
11 participants into the program accurately
12 reflects the program participants’ skills
13 and competencies;

14 “(iv) a plan to provide information
15 about resources to program participants to
16 address mental health or substance abuse
17 issues;

18 “(v) a partnership with organizations
19 that support—

20 “(I) the transition from incarcer-
21 ation to re-entry, such as organiza-
22 tions that provide assistance with
23 housing, transportation, child care,
24 and legal services; and

1 “(II) successful completion of an
2 apprenticeship or pre-apprenticeship
3 program;

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

9 “(vii) alignment of the program de-
10 scribed in the application with the require-
11 ments and benefits of the Federal Bonding
12 Program of the Department of Labor and
13 the Prison Industry Enhancement Certifi-
14 cation Program of the Bureau of Justice
15 Assistance of the Department of Justice
16 for employers participating in apprentice-
17 ship or pre-apprenticeship programs.

18 “(C) HIGH-NEED SOCIAL SERVICE-RE-
19 LATED INDUSTRIES.—An eligible entity apply-
20 ing to encourage employer participation in a
21 covered apprenticeship program in a high-need
22 social service-related industry, sector, or occu-
23 pation and carry out the purpose described in
24 subsection (a)(1)(B)(ii) shall include as part of

1 the application a description of wages and bene-
2 fits offered to program participants.

3 “(D) SMALL- AND MEDIUM-SIZED BUSI-
4 NESSES.—An eligible entity applying to encour-
5 age employer participation, by small- and me-
6 dium-sized businesses, in a covered apprentice-
7 ship program, and carry out the purpose de-
8 scribed in subsection (a)(1)(B)(iii) shall include
9 as part of the application a description of dem-
10 onstrated success in engaging small- and me-
11 dium-sized businesses (such as small businesses
12 owned or controlled by underrepresented indi-
13 viduals such as women, minorities, or veterans)
14 and the ability to recruit employers to partici-
15 pate in related partnerships or programs.

16 “(3) INTERMEDIARY AWARDS.—

17 “(A) SUPPORTING NATIONAL INDUSTRY
18 AND EQUITY INTERMEDIARIES.—An eligible en-
19 tity applying to carry out a purpose described
20 in clause (i) or (ii) of subsection (a)(1)(C) for
21 the development or expansion of covered ap-
22 prenticeship programs, shall include as part of
23 the application a description of the ability of
24 such entity to convene, for the purposes of de-
25 veloping or expanding the programs, a diverse

1 group of industry-specific stakeholders, which
2 may include employers, workforce development
3 organizations, industry associations, labor
4 groups (including joint labor-management orga-
5 nizations), small businesses owned or controlled
6 by underrepresented individuals such as women,
7 minorities, or veterans, and education and
8 training providers with national reach.

9 “(B) SERVING PROGRAMS IN A LOCAL OR
10 REGIONAL SETTING.—An eligible entity apply-
11 ing to carry out the purpose described in sub-
12 section (a)(1)(C)(iii) for the development or ex-
13 pansion of covered apprenticeship programs
14 shall include as part of the application a de-
15 scription of how such entity will—

16 “(i) engage employers, especially
17 small- and medium-sized businesses, in the
18 formation or ongoing development of in-
19 dustry or sector partnerships and covered
20 apprenticeship programs;

21 “(ii) identify the industry or sector
22 partnerships that will be served, and dem-
23 onstrate alignment to high-skill, high-wage,
24 or in-demand industry sectors or occupa-
25 tions;

1 “(iii) leverage additional resources, in-
2 cluding funding provided through Federal
3 and non-Federal resources, for the activi-
4 ties; and

5 “(iv) provide services to sponsors of
6 the programs and program participants.

7 “(4) EDUCATIONAL ALIGNMENT.—An eligible
8 entity applying to carry out the purpose described in
9 subsection (a)(1)(D) shall include as part of the ap-
10 plication a description—

11 “(A) that demonstrates the entity is in a
12 partnership with—

13 “(i)(I) no less than three sponsors or
14 employers; or

15 “(II) an industry or sector partner-
16 ship; and

17 “(ii) at least 1 of—

18 “(I) an educational service agen-
19 cy;

20 “(II) a high school;

21 “(III) a local educational agency;

22 “(IV) State educational agency;

23 “(V) an Indian Tribe, Tribal or-
24 ganization, Tribal educational agency,
25 Tribally controlled college or univer-

1 sity, or Tribally controlled postsec-
2 ondary career and technical institu-
3 tion, as applicable;

4 “**(VI)** a postsecondary edu-
5 cational institution;

6 “**(VII)** a Job Corps center (as de-
7 fined in section 142 of the Workforce
8 Innovation and Opportunity Act (29
9 U.S.C. 3192)); or

10 “**(VIII)** a State higher education
11 agency; and

12 “**(B)** of a commitment to aligning or in-
13 creasing the alignment of the related instruc-
14 tion with—

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

19 “**(ii)** the requirements for a recognized
20 postsecondary credential, including the de-
21 gree requirements for an associate’s or
22 bachelor’s degree at an accredited postsec-
23 ondary educational institution.

24 “**(g)** **WAIVERS.**—

1 “(1) LOW-DENSITY AREAS.—The Secretary may
2 waive the requirements of subsection (e)(4) for an
3 entity if the entity demonstrates that it serves an
4 area described in subsection (b)(2)(A)(ii).

5 “(2) RURAL APPRENTICESHIP PROGRAMS.—

6 “(A) RATIOS OF PARTICIPANTS TO SUPER-
7 VISORS.—

8 “(i) IN GENERAL.—For the period of
9 10 years beginning on the date of enact-
10 ment of the National Apprenticeship Act of
11 2023, the requirements of section
12 122(e)(7) shall not apply to an entity if
13 the entity demonstrates that it carries out
14 a rural apprenticeship program under the
15 Rural Program.

16 “(ii) HIGH-HAZARD INDUSTRIES AND
17 OCCUPATIONS.—Clause (i) does not apply
18 to an entity carrying out such an appren-
19 ticeship program in a high-hazard industry
20 or occupation, including an occupation re-
21 ferred to in section 111(b)(5)(B)(ii)(II).

22 “(B) GEOGRAPHIC DISTRIBUTION RE-
23 QUIREMENTS.—The Secretary may waive the
24 geographic distribution requirements of sub-
25 section (c)(2) for an entity if the entity dem-

1 onstrates that it carries out a rural apprentice-
2 ship program under the Rural Program.

3 **“SEC. 202. USES OF FUNDS.**

4 “(a) GENERAL ACTIVITIES.—An eligible entity that
5 receives an award under section 201 for an apprenticeship
6 modernization project—

7 “(1) shall use at least 10 percent of the award
8 funds to provide direct financial assistance to ap-
9 prentices, pre-apprentices, or youth apprentices
10 through grants to support their financial needs to
11 enter, remain enrolled in, and complete the covered
12 apprenticeship program assisted through the appren-
13 ticeship modernization project, such as support for
14 the related costs of supplies and equipment, assess-
15 ment or licensure fees, courses, transportation, child
16 care, dependent care, internet access, and housing;
17 and

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

20 “(A) To establish or expand partnerships
21 with organizations that provide to program par-
22 ticipants in a covered apprenticeship program
23 referred to in paragraph (1), access to financial
24 planning, mentoring, and supportive services

1 that are necessary to enable an individual to
2 participate in and complete the program.

3 “(B) To conduct outreach and recruitment
4 activities for individuals who are potential pro-
5 gram participants, including assessments of
6 such individuals for, and enrollment of such in-
7 dividuals in, the program.

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

20 “(D) To carry out requirements for the
21 award, including program evaluation and re-
22 porting requirements.

23 “(E) To conduct any activities as described
24 in the application that would advance the pur-
25 poses of the award.

1 “(F) To support the transition to virtual
2 or remote learning or training, as necessary and
3 as approved by the registration agency.

4 “(b) ADDITIONAL USES OF FUNDS.—

5 “(1) CREATION OR EXPANSION ACTIVITIES.—

6 “(A) APPRENTICESHIP PROGRAM CRE-
7 ATION.—An eligible entity that receives funds
8 under section 201 for an activity described in
9 section 201(a)(1)(A)(i) shall use such funds to
10 create a new apprenticeship program, which
11 may include—

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

15 “(ii) applying apprenticeship frame-
16 works as described in section 111(b)(5)(B)
17 to the State or local labor market and em-
18 ployer needs;

19 “(iii) aligning the new program with
20 existing apprenticeship programs;

21 “(iv) acquiring appropriate equip-
22 ment, technology, and instructional mate-
23 rials aligned with needs addressed by the
24 new program, including machinery, testing
25 equipment, tools, implements, hardware

1 and software, and other new and emerging
2 instructional materials; and

3 “(v) investing in supportive services
4 for program participants enrolled in an ex-
5 isting apprenticeship program or an ap-
6 prenticeship program created under this
7 title.

8 “(B) APPRENTICESHIP PROGRAM EXPAN-
9 SION.—An eligible entity that receives funds
10 under section 201 for an activity described in
11 section 201(a)(1)(A)(ii) shall use such funds to
12 expand an existing apprenticeship program,
13 which may include—

14 “(i) expanding and enhancing related
15 instruction;

16 “(ii) conducting outreach to and en-
17 gagement with employers for the purposes
18 of the program expansion, including out-
19 reach and engagement for creation or ex-
20 pansion of industry or sector partnerships;

21 “(iii) preparing additional instructors
22 or mentors needed for the program expan-
23 sion;

24 “(iv) building awareness of appren-
25 ticeship program opportunities for State

1 and local workforce development, edu-
2 cation, and economic development entities;

3 “(v) providing commensurate wages,
4 to wages for on-the-job training, for pro-
5 gram participants during related instruc-
6 tion, as applicable; and

7 “(vi) investing in supportive services
8 for program participants enrolled in an ex-
9 isting apprenticeship program or an ap-
10 prenticeship program expanded under this
11 title.

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

19 “(i) coordinating pre-apprenticeship
20 program activities with the sponsor of an
21 apprenticeship program in a high-skill,
22 high-wage, or in-demand industry sector or
23 occupation, including the creation or ex-
24 pansion of work-based learning opportuni-
25 ties, and establishing articulation agree-

1 ments for those who successfully complete
2 a pre-apprenticeship to earn academic
3 credit and enroll in an apprenticeship pro-
4 gram;

5 “(ii) creating, expanding, or inte-
6 grating related instruction and work-based
7 learning, which may include training in the
8 workplace, and supporting partnerships to
9 create opportunities for pre-apprentices to
10 earn academic credit at a postsecondary
11 educational institution for skills and com-
12 petencies acquired during the pre-appren-
13 ticeship program;

14 “(iii) providing program participants
15 with career exploration and career plan-
16 ning activities and with exploration of
17 postsecondary opportunities, including ap-
18 prenticeship programs;

19 “(iv) with respect to program partici-
20 pants without a high school diploma or its
21 recognized equivalent, paying the costs af-
22 filiated with acquiring such equivalent, and
23 the costs of any related assessments of po-
24 tential pre-apprentices or active pre-ap-
25 prentices, including assessments that

1 would verify the attainment of
2 foundational knowledge and skills nec-
3 essary to succeed in an apprenticeship pro-
4 gram;

5 “(v) development or expansion of
6 partnerships with organizations that assist
7 program participants in accessing sup-
8 portive services, which may include access
9 during the 12-month period after the con-
10 clusion of the pre-apprenticeship program
11 involved;

12 “(vi) providing wages, commensurate
13 to the wages for the linked apprenticeship
14 program, for pre-apprentices as they par-
15 ticipate in the pre-apprenticeship program,
16 as appropriate;

17 “(vii) paying the cost of related in-
18 struction or assessment or licensure fees
19 associated with the pre-apprenticeship pro-
20 gram, as appropriate;

21 “(viii) providing stipends to pre-ap-
22 prentices enrolled in a pre-apprenticeship
23 program to cover costs or out-of-pocket ex-
24 penses resulting from the program such as
25 assessments and fees for industry-recog-

1 nized credentials or driver's licenses during
2 the time of that enrollment; or

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

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

15 “(i) paying for the costs associated
16 with curriculum development and align-
17 ment of that curriculum with recognized
18 postsecondary credentials (which may be
19 industry-recognized credentials), high
20 school graduation requirements, and re-
21 lated instruction, including curriculum de-
22 velopment for dual or concurrent enroll-
23 ment;

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

1 and joint labor-management organizations,
2 technical assistance to support the partici-
3 pation of youth apprentices under the age
4 of 18;

5 “(iii) integrating work-based and aca-
6 demic learning, which may include training
7 in the workplace;

8 “(iv) providing program participants
9 with career exploration and career plan-
10 ning activities and with exploration of
11 postsecondary opportunities such as ap-
12 prenticeship programs;

13 “(v) providing technical assistance to
14 support the participation of small- and me-
15 dium-sized businesses in the youth appren-
16 ticeship program;

17 “(vi) developing or expanding partner-
18 ships with organizations that assist pro-
19 gram participants in accessing supportive
20 services, which may include access during
21 the 12-month period after the conclusion
22 of the youth apprenticeship program;

23 “(vii) providing teachers, career guid-
24 ance and academic counselors, school lead-
25 ers, school administrators, specialized in-

1 instructional support personnel, and para-
2 professionals with professional development
3 opportunities to build an understanding of
4 apprenticeship opportunities available to
5 students, including experiential opportuni-
6 ties like externships; or

7 “(viii) providing stipends to youth ap-
8 prentices enrolled in a youth apprentice-
9 ship program to cover costs of out-of-pock-
10 et expenses resulting from the program for
11 fees for driver’s licenses during the time of
12 that enrollment.

13 “(E) RURAL APPRENTICESHIP PRO-
14 GRAMS.—To facilitate participation in a rural
15 apprenticeship program, an eligible entity that
16 receives funds under section 201 for an activity
17 described in section 201(a)(1)(A)(v)—

18 “(i) shall use the funds to provide as-
19 sistance to program participants enrolled
20 in an rural apprenticeship program to
21 cover costs including—

22 “(I) costs of housing;

23 “(II) costs of transportation to
24 and from the work site or another
25 rural apprenticeship program site;

1 “(III) costs of child care and
2 elder care, fees associated with the at-
3 tainment of a driver’s license, and
4 out-of-pocket expenses incurred as a
5 result of participation in the rural ap-
6 prenticeship program;

7 “(IV) technology and internet
8 connectivity costs and costs of pro-
9 grams to facilitate remote and dis-
10 tance learning; and

11 “(V) costs approved by the State
12 apprenticeship agency or State office
13 of apprenticeship to meet the goals of
14 the Rural Program;

15 “(ii) shall use the funds to provide as-
16 sistance to education and training pro-
17 viders in an apprenticeship program to
18 cover costs described in clause (i);

19 “(iii) if the entity carries out an exist-
20 ing apprenticeship program in a rural
21 area, may use the funds to expand (includ-
22 ing addressing barriers to participation in)
23 the existing program; and

24 “(iv) if the entity receives an award
25 under the Rural Program to create a new

1 rural apprenticeship program in a rural
2 area—

3 “(I) may use the funds to pay for
4 collaborative activities with an entity
5 carrying out an existing program in
6 that rural area; and

7 “(II) shall use the funds to co-
8 ordinate activities with each such ex-
9 isting entity so that the new rural ap-
10 prenticeship program does not dupli-
11 cate the activities of the entity or cre-
12 ate redundant activities.

13 “(2) INCENTIVE FUNDS.—

14 “(A) BARRIERS TO EMPLOYMENT.—An eli-
15 gible entity that receives funds under section
16 201, for an activity described in section
17 201(a)(1)(B)(i) that targets individuals with
18 barriers to employment, shall use such funds to
19 encourage employer participation in a covered
20 apprenticeship program, which may include—

21 “(i) providing financial assistance to
22 employers to assist in paying for costs re-
23 lated to the covered apprenticeship pro-
24 gram involved, such as the costs of train-
25 ing incumbent workers for participation as

1 mentors or employees supervising on-the-
2 job learning;

3 “(ii) assisting in paying for the cost of
4 related instruction, assessment or licensure
5 fees, or wages during related instruction
6 for program participants; and

7 “(iii) establishing or expanding part-
8 nerships with organizations that assist pro-
9 gram participants in accessing supportive
10 services to support recruitment, retention,
11 and completion, including providing access
12 to supplies and equipment necessary to
13 begin the program.

14 “(B) INDIVIDUALS IMPACTED BY THE JUSTICE SYSTEM.—An eligible entity that receives
15 funds under section 201 for an activity de-
16 scribed in section 201(a)(1)(B)(i) that targets
17 formerly incarcerated individuals shall use such
18 funds to encourage employer participation in a
19 covered apprenticeship program, which may in-
20 clude—

21
22 “(i) providing financial assistance to
23 employers to assist in paying for costs re-
24 lated to the program, such as the costs of
25 training incumbent workers for participa-

1 tion as mentors or employees supervising
2 on-the-job learning; or

3 “(ii) assisting in paying for the cost of
4 related instruction, assessment or licensure
5 fees, or wages during related instruction
6 for program participants.

7 “(C) HIGH-NEED SOCIAL SERVICE-RE-
8 LATED INDUSTRIES.—An eligible entity that re-
9 ceives funds under section 201 for an activity
10 described in section 201(a)(1)(B)(ii) shall use
11 such funds to encourage employer participation
12 in a covered apprenticeship program in high-
13 need social service-related industries, sectors, or
14 occupations, which may include—

15 “(i) providing financial assistance to
16 employers to assist in paying for costs re-
17 lated to the program, such as training in-
18 cumbent workers as mentors or employees
19 providing on-the-job training;

20 “(ii) assisting in paying for the cost of
21 related instruction, assessment or licensure
22 fees, or wages during related instruction
23 for program participants;

24 “(iii) establishing or expanding part-
25 nerships with organizations that assist pro-

1 gram participants in accessing supportive
2 services to support recruitment, retention,
3 and completion, including providing access
4 to supplies and equipment necessary to
5 begin the program; or

6 “(iv) aligning such program with ca-
7 reer pathways and opportunities for ad-
8 vancement along such career pathways.

9 “(D) IN-DEMAND INDUSTRY SECTOR OR
10 OCCUPATION AWARDS FOR SMALL- AND ME-
11 DIUM-SIZED BUSINESSES.—An eligible entity
12 that receives funds under section 201 for an ac-
13 tivity described in section 201(a)(1)(B)(iii) shall
14 use such funds to encourage participation of
15 small- and medium-sized businesses in a cov-
16 ered apprenticeship program, which may in-
17 clude—

18 “(i) providing financial assistance to
19 employers to assist in paying for costs re-
20 lated to the program, such as the costs of
21 training incumbent workers for participa-
22 tion as mentors or employees supervising
23 on-the-job learning;

24 “(ii) assisting in paying for the cost of
25 related instruction, assessment or licensure

1 fees, or wages during related instruction
2 for program participants;

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

8 “(iv) establishing or expanding part-
9 nerships to support covered apprenticeship
10 program development or expansion, includ-
11 ing establishing or expanding industry or
12 sector partnerships to ensure inclusion of
13 small- and medium-sized businesses.

14 “(3) INTERMEDIARY AWARDS.—

15 “(A) NATIONAL INDUSTRY AND EQUITY
16 INTERMEDIARIES.—A qualified intermediary de-
17 scribed in clause (i) or (ii) of section
18 201(a)(1)(C) that receives funds under section
19 201 for an activity described in section
20 201(a)(1)(C) shall use such funds to carry out
21 activities at a national level for the development
22 or expansion of a covered apprenticeship pro-
23 gram, which may include—

24 “(i) creating partnerships and devel-
25 oping collaborative activities with employ-

1 ers, workforce development organizations,
2 industry 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 a covered appren-
7 ticeship program;

8 “(ii) assisting employers in expanding
9 a covered apprenticeship program, devel-
10 oping such a program, and working to-
11 gether to create a pipeline of skilled work-
12 ers;

13 “(iii) increasing the participation and
14 completion of nontraditional apprenticeship
15 populations in a covered apprenticeship
16 program, which may include—

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 of and access to the
25 program, including providing strategic

1 marketing and outreach, technology im-
2 provements, and innovations, that make it
3 easier for employers to start such a pro-
4 gram and for individuals to connect with
5 program opportunities;

6 “(v) developing and disseminating
7 training or related instruction that is asso-
8 ciated with the program or is for cur-
9 riculum improvements that align with the
10 requirements of the program and related
11 learning assessments; or

12 “(vi) providing industry employees or
13 potential employees with a clear under-
14 standing of future career paths and the
15 skills needed to succeed, along with cost-ef-
16 fective ways of acquiring those skills
17 through the program.

18 “(B) LOCAL INTERMEDIARIES.—A quali-
19 fied intermediary described in section
20 201(a)(1)(C)(iii) that receives funds under sec-
21 tion 201 for an activity described in section
22 201(a)(1)(C) shall use such funds to carry out
23 activities at a local or regional level for the de-
24 velopment or expansion of a covered apprentice-
25 ship program through the establishment or ex-

1 pansion of a sector-based partnership, which
2 may include—

3 “(i) providing training or related in-
4 struction that is associated with the cov-
5 ered apprenticeship program or is for cur-
6 riculum improvements that align with the
7 requirements of the program and related
8 learning assessments;

9 “(ii) engaging with local education
10 and training providers to support, for the
11 program, related instruction aligned with
12 the needs of high-skill, high-wage, or in-de-
13 mand industry sectors and occupations,
14 and to the extent practicable, support the
15 provision of academic credit for related in-
16 struction for the program;

17 “(iii) providing services, including
18 business engagement, classroom instruc-
19 tion, and development of partnerships with
20 organizations that assist program partici-
21 pants in accessing supportive services
22 (which may include access during the 12-
23 month period after the conclusion of the
24 other activities of the program);

1 “(iv) providing technical assistance on
2 the registration process for a sponsor of
3 the program;

4 “(v) connecting businesses, labor or-
5 ganizations, or joint labor-management or-
6 ganizations with education and training
7 providers to develop related instruction to
8 complement the on-the-job learning portion
9 of the program;

10 “(vi) training incumbent workers for
11 participation as mentors or employees su-
12 pervising on-the-job learning in the pro-
13 gram; and

14 “(vii) providing career exposure, ca-
15 reer planning, and career awareness activi-
16 ties for program participants.

17 “(4) EDUCATIONAL ALIGNMENT AWARDS.—An
18 eligible entity that receives funds under section 201
19 for an activity described in section 201(a)(1)(D)
20 shall use such funds to strengthen alignment be-
21 tween sponsors of a covered apprenticeship program
22 and education and training providers in secondary,
23 postsecondary, or adult education systems, including
24 alignment relating to diploma (or its recognized

1 equivalent), degree, and credential requirements,
2 which may include—

3 “(A) creating curricula or aligning the re-
4 lated instruction for the covered apprenticeship
5 program to requirements for a high school di-
6 ploma (or its recognized equivalent) or an asso-
7 ciate’s or bachelor’s degree, including through
8 providing for—

9 “(i) dual enrollment in a youth ap-
10 prenticeship program and a program for
11 such a diploma or degree, with academic
12 credit toward the diploma or degree from
13 participation in the youth apprenticeship
14 program;

15 “(ii) articulation agreements; or

16 “(iii) credit transfer agreements;

17 “(B) creating or expanding career path-
18 ways aligned with the covered apprenticeship
19 program;

20 “(C) providing teachers, career guidance
21 and academic counselors, school leaders, school
22 administrators, specialized instructional support
23 personnel, and paraprofessionals with profes-
24 sional development opportunities to build an
25 understanding of opportunities in the covered

1 apprenticeship program available to students
2 and enable individuals receiving the professional
3 development to incorporate such opportunities
4 into academic content and offerings;

5 “(D) offering assessments of prior learn-
6 ing, and encouraging arrangements that include
7 credit for prior learning to grant advanced
8 standing in the covered apprenticeship program
9 and academic credit towards an associate’s or
10 bachelor’s degree; and

11 “(E) training incumbent workers for par-
12 ticipation as mentors or employees supervising
13 on-the-job learning in the program.

14 “(5) COORDINATION OF ACTIVITIES.—An eligi-
15 ble entity that receives funds under section 201 to
16 create a new apprenticeship program, pre-appren-
17 ticeship program, or youth apprenticeship program
18 shall use such funds to coordinate activities with ex-
19 isting sponsors of apprenticeship programs, pre-ap-
20 prenticeship programs, or youth apprenticeship pro-
21 grams, respectively in the State so that the new pro-
22 gram does not duplicate the activities of the sponsor
23 or create redundant activities.

1 **“SEC. 203. EVALUATIONS OF ACTIVITIES.**

2 “(a) RECIPIENT REPORTS.—Each recipient of an
3 award under this title shall—

4 “(1) provide for an independent evaluation of
5 the apprenticeship modernization project carried out
6 under this title during the award period, with funds
7 made available through the award;

8 “(2) provide for an annual report and for a
9 final report at the conclusion of the award period,
10 which include—

11 “(A) a description of how the funds re-
12 ceived through the award were used and how
13 the uses of funds aligned with the description in
14 the application specified in section
15 201(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 programs involved on an annual basis;

20 “(C) the total number of active program
21 participants served through covered apprentice-
22 ship programs assisted under the apprentice-
23 ship modernization project;

24 “(D) the total number of program partici-
25 pants in those programs that obtained unsub-
26 sidized employment in a field related to the oc-

1 cupation in which the program participants
2 worked during the covered apprenticeship pro-
3 gram;

4 “(E) the total number of program partici-
5 pants that completed those programs in which
6 the program participants were enrolled;

7 “(F) the average time for a program par-
8 ticipant to complete each of those programs, as
9 compared to the hours required by program
10 standards description under paragraphs (1) and
11 (2) of section 123(b);

12 “(G) for each of those programs, the aver-
13 age cost per program participant during the
14 most recent program year and the 3 preceding
15 program years;

16 “(H) for each of those programs, the per-
17 centage of program participants who received
18 support services; and

19 “(I) the performance data described in
20 subparagraphs (A) through (H),
21 disaggregated—

22 “(i) by the program type (apprentice-
23 ship, pre-apprenticeship, or youth appren-
24 ticeship program) involved; and

1 “(ii) by race, ethnicity, sex, age, and
2 whether the program participant is an in-
3 dividual with a barrier to employment; and

4 “(3) submit each report under paragraph (2)—
5 “(A) to the registration agency involved;

6 and

7 “(B) to the Administrator.

8 “(b) ADMINISTRATOR EVALUATIONS.—

9 “(1) IN GENERAL.—The Administrator shall
10 prepare—

11 “(A) not later than 36 months after the
12 date of enactment of the National Apprenticeship
13 Act of 2023, an interim evaluation on the
14 activities carried out under awards made under
15 this title; and

16 “(B) not later than 60 months after the
17 date of enactment of the National Apprenticeship
18 Act of 2023, a final evaluation containing
19 the results of those activities.

20 “(2) CONTENTS.—Such evaluations shall ad-
21 dress, for the apprenticeship modernization project
22 carried out under each award under this title, the
23 general effectiveness of the activities of the project
24 in relation to their cost, including the extent to
25 which the activities—

1 “(A) improve the participation in, reten-
2 tion in, and completion of covered apprentice-
3 ship programs assisted through the project, by
4 nontraditional apprenticeship populations;

5 “(B) to the extent feasible, increase the
6 levels of total employment, of attainment of rec-
7 ognized postsecondary credentials, and of meas-
8 urable skills, by program participants in the
9 covered apprenticeship program assisted by the
10 project above the levels that would have existed
11 in the absence of such activities;

12 “(C) respond to the needs reflected in
13 State, regional, or local labor market data;

14 “(D) prepare such program participants
15 for high-skill, high-wage, or in-demand indus-
16 tries or occupations; and

17 “(E) reach a wide variety of industry sec-
18 tors and occupations.

19 “(3) REPORTS TO CONGRESS.—Not later than
20 60 days after the completion of the interim evalua-
21 tion and the final evaluation described in this sub-
22 section, the Administrator shall submit to the Com-
23 mittee on Education and the Workforce of the
24 House of Representatives and the Committee on
25 Health, Education, Labor, and Pensions of the Sen-

1 ate an interim report summarizing the findings of
2 the interim evaluation, and a final report summa-
3 rizing the findings of the final evaluation, respec-
4 tively.

5 “(4) PUBLIC ACCESS.—The Administrator shall
6 make the interim and final reports available on a
7 publicly accessible website not later than 60 days
8 after the completion of the interim report and not
9 later than 60 days after the completion of the final
10 report, respectively.

11 **“SEC. 204. AUTHORIZATION OF APPROPRIATIONS.**

12 “(a) IN GENERAL.—There is authorized to be appro-
13 priated to carry out this title—

14 “(1) \$350,000,000 for fiscal year 2025;

15 “(2) \$450,000,000 for fiscal year 2026;

16 “(3) \$550,000,000 for fiscal year 2027;

17 “(4) \$650,000,000 for fiscal year 2028; and

18 “(5) \$750,000,000 for fiscal year 2029.

19 “(b) RESERVATION FOR RURAL APPRENTICESHIP
20 DEMONSTRATION PROGRAM.—For each fiscal year speci-
21 fied in subsection (a), the Secretary shall reserve
22 \$40,000,000 from the amount appropriated under sub-
23 section (a), to carry out section 201(a)(1)(A)(v).

24 **“SEC. 205. DEFINITIONS.**

25 “In this title:

1 “(1) APPRENTICESHIP MODERNIZATION
2 PROJECT.—The term ‘apprenticeship modernization
3 project’ means a set of activities described in a
4 clause, or subparagraph (D), of section 201(a)(1)
5 for which an eligible entity receives an award under
6 section 201.

7 “(2) AWARD.—The term ‘award’ means a
8 grant, contract, or cooperative agreement.

9 “(3) COVERED APPRENTICESHIP PROGRAM.—
10 The term ‘covered apprenticeship program’ means
11 an apprenticeship program, pre-apprenticeship pro-
12 gram, or youth apprenticeship program in the na-
13 tional apprenticeship system.

14 “(4) EXISTING, NEW.—The terms ‘existing’ and
15 ‘new’, used with respect to a program, initiative, or
16 partnership, means a program, initiative, or partner-
17 ship (respectively) that existed or was new (respec-
18 tively) as of the date of the corresponding applica-
19 tion under section 201.

20 “(5) INDIGENOUS PERSON.—The term ‘Indige-
21 nous person’ means—

22 “(A) an Indian, as defined in section 4 of
23 the Indian Self-Determination and Education
24 Assistance Act (25 U.S.C. 5304); and

1 (c) TRANSITION PROVISION.—Notwithstanding the
2 repeal and amendments made by subsections (a) and (b),
3 each eligible entity that received a grant under section
4 414(c) of the American Competitiveness and Workforce
5 Improvement Act of 1998 (29 U.S.C. 3224a), as such sec-
6 tion was in effect before October 1, 2024—

7 (1) shall continue to receive funds in accord-
8 ance with the terms of such grant; and

9 (2) may not receive any additional funds under
10 such section after the expiration of such grant.