

AMENDMENT NO. \_\_\_\_\_ Calendar No. \_\_\_\_\_

Purpose: In the nature of a substitute.

**IN THE SENATE OF THE UNITED STATES—118th Cong., 1st Sess.**

**S. 2122**

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.

Referred to the Committee on \_\_\_\_\_ and  
ordered to be printed

Ordered to lie on the table and to be printed

AMENDMENT IN THE NATURE OF A SUBSTITUTE intended  
to be proposed by Ms. BALDWIN

Viz:

1 Strike all after the enacting clause and insert the fol-  
2 lowing:

3 **SECTION 1. SHORT TITLE.**

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

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

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

1 **SEC. 3. AMENDMENT.**

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

6 **“SECTION 1. SHORT TITLE; TABLE OF CONTENTS.**

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

9 “(b) **TABLE OF CONTENTS.**—The table of contents  
10 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 for covered apprenticeships.

“Sec. 124. Registration of programs under the National Apprenticeship Sys-  
tem.

**“Subtitle C—Evaluations and Research**

“Sec. 131. Program evaluations.

“Sec. 132. National Apprenticeship System research.

**“Subtitle D—General Provisions**

“Sec. 141. Authorization of appropriations.

“Sec. 142. Prohibition on the payment of wages of program participants.

“Sec. 143. Rule of construction related to youth apprenticeship programs.

“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 eligible individual who is a participant in  
12 an apprenticeship program.

13 “(4) APPRENTICESHIP AGREEMENT.—The term  
14 ‘apprenticeship agreement’ means a written agree-  
15 ment that—

16 “(A) includes the terms and conditions for  
17 the training and employment of a program par-  
18 ticipant in a covered apprenticeship program  
19 laid out under section 123; and

20 “(B) is between—

1                   “(i) a program participant in a cov-  
2                   ered apprenticeship program; and

3                   “(ii) a sponsor of a covered appren-  
4                   ticeship program.

5                   “(5) APPRENTICESHIP EQUAL OPPORTUNITY  
6                   REGULATIONS.—The term ‘apprenticeship equal op-  
7                   portunity regulations’ means the regulations speci-  
8                   fied in part 30 of title 29, Code of Federal Regula-  
9                   tions (as in effect on the date of enactment of the  
10                  National Apprenticeship Act of 2023).

11                  “(6) APPRENTICESHIP HUB.—The term ‘ap-  
12                  prenticeship hub’ means a regional, sectoral, or  
13                  State-based qualified intermediary recognized by a  
14                  State apprenticeship agency or a State Office of Ap-  
15                  prenticeship as organizing and providing activities  
16                  and services related to the development of pre-ap-  
17                  prenticeship and covered apprenticeship programs.

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

23                  “(8) COMMUNITY REHABILITATION PRO-  
24                  GRAM.—The term ‘community rehabilitation pro-

1       gram’ has the meaning given the term in section 7  
2       of the Rehabilitation Act of 1973 (29 U.S.C. 705).

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

9           “(10) COMPETITIVE INTEGRATED EMPLOY-  
10       MENT.—The term ‘competitive integrated employ-  
11       ment’ has the meaning given the term in section 7  
12       of the Rehabilitation Act of 1973 (29 U.S.C. 705).

13           “(11) COVERED APPRENTICESHIP PROGRAM.—  
14       The term ‘covered apprenticeship program’ means a  
15       program that is an apprenticeship program or youth  
16       apprenticeship program.

17           “(12) DISCONNECTED YOUTH.—The term ‘dis-  
18       connected youth’ means an individual who is—

19                   “(A) not younger than age 16 or older  
20                   than age 24;

21                   “(B) during the 6-month period preceding  
22                   enrollment in a youth apprenticeship program,  
23                   not regularly attending any secondary school,  
24                   area career and technical education school, or  
25                   postsecondary educational institution;

1           “(C) during such period, not regularly em-  
2           ployed; and

3           “(D) not readily employable due to lacking  
4           a sufficient amount of basic skills.

5           “(13) 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 or secondary 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 State agency administering an ap-  
25          proved State Plan under title I of the Rehabili-

1           tation Act of 1973 (29 U.S.C. 720 et seq.),  
2           other than section 112 or part C of that title  
3           (29 U.S.C. 732, 741);

4           “(K) a community rehabilitation program  
5           (as defined in section 7 of the Rehabilitation  
6           Act of 1973 (29 U.S.C. 705)), including any  
7           State comprehensive rehabilitation center;

8           “(L) a related instruction provider, includ-  
9           ing a qualified intermediary acting as a related  
10          instruction provider as approved by a registra-  
11          tion agency;

12          “(M) a Job Corps center (as defined in  
13          section 142 of the Workforce Innovation and  
14          Opportunity Act (29 U.S.C. 3192));

15          “(N) an eligible provider of training serv-  
16          ices under section 122 of the Workforce Innova-  
17          tion and Opportunity Act (29 U.S.C. 3152(d));  
18          or

19          “(O) a consortium of entities described in  
20          any of subparagraphs (A) through (N).

21          “(14) ELIGIBLE INDIVIDUAL.—The term ‘eligi-  
22          ble individual’ means an individual who is—

23                 “(A) except where a higher minimum age  
24                 standard is otherwise required by law, at least  
25                 16 years of age; and

1           “(B) except for purposes of such an indi-  
2           vidual who is a pre-apprentice, employed by an  
3           employer that sponsors or participates in a cov-  
4           ered apprenticeship program.

5           “(15) ENGLISH LEARNER.—The term ‘English  
6           learner’ has the meaning given to ‘English language  
7           learner’ under section 203 of the Workforce Innova-  
8           tion and Opportunity Act (29 U.S.C. 3272).

9           “(16) FRONTIER STATE.—The term ‘frontier  
10          State’ has the meaning given the term in section  
11          1886(d)(3)(E)(iii) of the Social Security Act (42  
12          U.S.C. 1395ww(d)(3)(E)(iii)).

13          “(17) INDIAN TRIBE; TRIBAL ORGANIZATION.—  
14          The terms ‘Indian Tribe’ and ‘Tribal organization’  
15          have the meaning given the terms in section 4 of the  
16          Indian Self-Determination and Education Assistance  
17          Act (25 U.S.C. 5304).

18          “(18) INTERIM CREDENTIAL.—The term ‘in-  
19          terim credential’ means a recognized postsecondary  
20          credential issued by a pre-apprenticeship or covered  
21          apprenticeship program as certification of com-  
22          petency attainment by a program participant during  
23          participation in such program.

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



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

4 “(20) LOW-DENSITY AREA.—The term ‘low-  
5 density area’ means an area in a frontier State.

6 “(21) MINORITY-SERVING INSTITUTION.—The  
7 term ‘minority-serving institution’ means an institu-  
8 tion defined in any of paragraphs (1) through (7) of  
9 section 371(a) of the Higher Education Act of 1965  
10 (20 U.S.C. 1067q(a)).

11 “(22) NATIONAL APPRENTICESHIP SYSTEM.—  
12 The term ‘National Apprenticeship System’ means  
13 the system of—

14 “(A) apprenticeship and youth apprentice-  
15 ship programs that are approved by the Office  
16 of Apprenticeship and State apprenticeship  
17 agencies;

18 “(B) pre-apprenticeship programs; and

19 “(C) qualified intermediaries and partner-  
20 ships that interact with and support such cov-  
21 ered apprenticeship and pre-apprenticeship pro-  
22 grams.

23 “(23) NATIONAL PROGRAM STANDARDS OF AP-  
24 PRENTICESHIP.—The term ‘national program stand-  
25 ards of apprenticeship’ means a set of apprentice-

1 ship program standards developed and adopted by  
2 an eligible sponsor (as defined in section  
3 111(b)(10)(B)) that—

4 “(A) are designed for traditional or 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 “(24) NATIONAL GUIDELINES FOR APPREN-  
13 TICESHIP STANDARDS.—The term ‘national guide-  
14 lines for apprenticeship standards’ means a template  
15 of apprenticeship program standards developed by a  
16 labor organization, trade or industry association, or  
17 other organization with national scope and industry  
18 expertise that are recognized by the Office of Ap-  
19 prenticeship for the purposes of being adapted by af-  
20 filiated sponsors for local or national registration.

21 “(25) NONTRADITIONAL APPRENTICESHIP OC-  
22 CUPATION.—

23 “(A) IN GENERAL.—The term ‘nontradi-  
24 tional apprenticeship occupation’ means an oc-  
25 cupation in an industry sector which has an av-

1 erage program participant rate of fewer than  
2 10 percent for each of the 5 preceding years.

3 “(B) PROGRAM PARTICIPANT RATE.—In  
4 this paragraph, the term ‘program participant  
5 rate’, when used with respect to an occupation  
6 in an industry sector, means the percentage of  
7 the total workers in an occupation that actively  
8 participate in a covered apprenticeship program  
9 in such occupation.

10 “(26) NONTRADITIONAL APPRENTICESHIP POP-  
11 ULATION.—The term ‘nontraditional apprenticeship  
12 population’ means a group of individuals with a  
13 common trait (such as women, people of color, low-  
14 income participants, individuals impacted by the  
15 criminal and juvenile justice system, individuals with  
16 a disability, individuals with substance abuse issues,  
17 veterans, military spouses, individuals experiencing  
18 homelessness, foster and former foster youth, and  
19 individuals with barriers to employment), the mem-  
20 bers of which—

21 “(A) comprise fewer than 25 percent of the  
22 program participants in a covered apprentice-  
23 ship program; or

24 “(B) based on the most recent satisfactory  
25 data from the Bureau of the Census, comprise

1 a percentage of individuals employed in an oc-  
2 cupation that is lower than the percentage of  
3 the total population of the United States com-  
4 prised by such members.

5 “(27) OCCUPATION SUITABLE FOR APPREN-  
6 TICESHIP.—The term ‘occupation suitable for ap-  
7 prenticeship’ means an occupation that the Adminis-  
8 trator has approved as an occupation suitable for  
9 apprenticeship under section 121.

10 “(28) OUTLYING AREA.—The term ‘outlying  
11 area’ means American Samoa, Guam, the Common-  
12 wealth of the Northern Mariana Islands, and the  
13 United States Virgin Islands.

14 “(29) PRE-APPRENTICE.—The term ‘pre-ap-  
15 prentice’ means an eligible individual who is a par-  
16 ticipant in a pre-apprenticeship program.

17 “(30) PRE-APPRENTICESHIP PROGRAM.—The  
18 term ‘pre-apprenticeship’, used with respect to a  
19 program, means a training model or program that—

20 “(A) prepares individuals for acceptance  
21 into an apprenticeship program; and

22 “(B) meets the standards described in sec-  
23 tion 122(e).

1           “(31) PROGRAM PARTICIPANT.—The term ‘pro-  
2           gram participant’ means an apprentice, a pre-ap-  
3           prentice, or a youth apprentice.

4           “(32) QUALIFIED INTERMEDIARY.—

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

12                   “(i) connecting employers to pre-ap-  
13                   prenticeship programs or covered appren-  
14                   ticeship programs;

15                   “(ii) assisting in the design and imple-  
16                   mentation of such programs, including cur-  
17                   riculum development and delivery for re-  
18                   lated instruction;

19                   “(iii) supporting entities, sponsors, or  
20                   program administrators in meeting the  
21                   registration and reporting requirements of  
22                   this Act;

23                   “(iv) providing professional develop-  
24                   ment activities such as training to men-  
25                   tors;

1           “(v) supporting the recruitment, re-  
2           tention, and completion of potential pro-  
3           gram participants, including nontraditional  
4           apprenticeship populations;

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

10          “(vii) providing services, resources,  
11          and supports for development, delivery, ex-  
12          pansion, or improvement of pre-apprentice-  
13          ship programs or covered apprenticeship  
14          programs; or

15          “(viii) serving as a sponsor.

16          “(B) PARTNERSHIPS.—The partnerships  
17          described in this subparagraph are partnerships  
18          among entities involved in, or applying to par-  
19          ticipate in, covered apprenticeship programs, in-  
20          cluding—

21                 “(i) industry or sector partnerships;

22                 “(ii) partnerships among employers,  
23                 joint labor-management organizations,  
24                 labor organizations, community-based or-  
25                 ganizations, industry associations, State or

1 local workforce development boards, edu-  
2 cation and training providers, State and  
3 local education agencies, institutions of  
4 higher education, State career and tech-  
5 nical education agencies, social service or-  
6 ganizations, economic development organi-  
7 zations, Indian Tribes or Tribal organiza-  
8 tions, one-stop operators, one-stop part-  
9 ners, or veterans-service organizations in  
10 the State workforce development system;  
11 or

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

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

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

25 “(A) registering—

1                   “(i) in accordance with section 124,  
2 covered apprenticeship programs; and

3                   “(ii) in accordance with subsection  
4 (b)(3)(B) of such section, covered appren-  
5 ticeship program participants in the State  
6 or area covered by such Office or agency;  
7 and

8                   “(B) carrying out the responsibilities of  
9 supporting each covered apprenticeship pro-  
10 gram registered by such Office or agency, in-  
11 cluding—

12                   “(i) providing technical assistance to  
13 such a program and sponsors of such a  
14 program; and

15                   “(ii) conducting regular quality assur-  
16 ance assessments and reviews of such a  
17 program to ensure compliance with the  
18 minimum labor standards and the equal  
19 employment opportunity requirements of  
20 this Act.

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



1           “(36) RELATED FEDERAL PROGRAMS.—The  
2 term ‘related Federal programs’ means programs or  
3 activities under the following:

4           “(A) The Workforce Innovation and Op-  
5 portunity Act (29 U.S.C. 3101 et seq.), includ-  
6 ing adult education and literacy activities under  
7 such Act.

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

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

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

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

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

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

20           “(H) The Carl D. Perkins Career and  
21 Technical Education Act of 2006 (20 U.S.C.  
22 2301 et seq.).

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

1           “(J) Chapter 41 of title 38, United States  
2 Code.

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

6           “(L) State unemployment compensation  
7 laws (in accordance with applicable Federal  
8 law).

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

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

13           “(O) Employment and training activities  
14 carried out by the Secretary of Housing and  
15 Urban Development, the Secretary of Defense,  
16 the Secretary of Commerce, the Secretary of  
17 Energy, the Secretary of Transportation, and  
18 the Administrator of the Small Business Ad-  
19 ministration.

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

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

1           “(R) Any other Federal programs related  
2           to pre-apprenticeship or covered apprenticeship  
3           programs.

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

6           “(38) SPONSOR.—The term ‘sponsor’ means  
7           any employer, joint labor-management organization,  
8           trade association, committee, professional associa-  
9           tion, labor organization, education and training pro-  
10          vider, or qualified intermediary—

11           “(A) in whose name a covered apprentice-  
12          ship program is (or is to be) registered by a  
13          registration agency under section 124; and

14           “(B) that assumes responsibility for the  
15          implementation, operation, and administration  
16          of such program.

17          “(39) STATE.—The term ‘State’—

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

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

22          “(40) STATE APPRENTICESHIP AGENCY.—The  
23          term ‘State apprenticeship agency’ means a State  
24          agency recognized as a State apprenticeship agency  
25          under section 113(a)(1).

1           “(41) STATE APPRENTICESHIP COUNCIL.—The  
2 term ‘State apprenticeship council’ means an entity  
3 established under section 113(b)(3) to assist the  
4 State apprenticeship agency.

5           “(42) STATE OFFICE OF APPRENTICESHIP.—  
6 The term ‘State office of apprenticeship’ means the  
7 office designated by the Administrator to administer  
8 programs under the National Apprenticeship System  
9 in such State and meets the requirements of section  
10 111(b)(3).

11           “(43) STATE OR LOCAL WORKFORCE DEVELOP-  
12 MENT BOARD.—The terms ‘State workforce develop-  
13 ment’ and ‘local workforce development’, used with  
14 respect to a board, have the meanings given the  
15 terms ‘State board’ and ‘local board’, respectively, in  
16 section 3 of the Workforce Innovation and Oppor-  
17 tunity Act (29 U.S.C. 3102).

18           “(44) STATE WORKFORCE AGENCY.—The term  
19 ‘State’, used with respect to a workforce agency,  
20 means the State agency with responsibility for work-  
21 force investment activities under chapters 2 and 3 of  
22 subtitle B of title I of the Workforce Innovation and  
23 Opportunity Act (29 U.S.C. 3121 et seq., 3131 et  
24 seq.).

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

6           “(46) UNIVERSAL DESIGN FOR LEARNING.—  
7 The term ‘universal design for learning’ has the  
8 meaning given the term in section 103 of the Higher  
9 Education Act of 1965 (20 U.S.C. 1003).

10          “(47) VETERAN.—The term ‘veteran’ has the  
11 meaning given the term in section 101 of title 38,  
12 United States Code.

13          “(48) YOUTH APPRENTICE.—The term ‘youth  
14 apprentice’ means an eligible individual who is a  
15 participant in a youth apprenticeship program.

16          “(49) YOUTH APPRENTICESHIP PROGRAM.—  
17 The term ‘youth apprenticeship’, used with respect  
18 to a program, means a model or program that meets  
19 the standards described in subsections (c) and (d) of  
20 section 122 and is registered under section 124(b).

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

1       reer and technical institution’, and ‘work-based  
2       learning’ have the meanings given in section 3 of the  
3       Carl D. Perkins Career and Technical Education  
4       Act of 2006 (20 U.S.C. 2302).

5               “(51) ESEA TERMS.—The terms ‘dual or con-  
6       current enrollment program’, ‘early college high  
7       school’, ‘educational service agency’, ‘high school’,  
8       ‘local educational agency’, ‘paraprofessional’, ‘sec-  
9       ondary school’, and ‘State educational agency’ have  
10       the meanings given in section 8101 of the Elemen-  
11       tary and Secondary Education Act of 1965 (20  
12       U.S.C. 7801).

13               “(52) WIOA TERMS.—The terms ‘career path-  
14       way’, ‘dislocated worker’, ‘in-demand industry sector  
15       or occupation’, ‘individual with a barrier to employ-  
16       ment’, ‘individual with a disability’, ‘individuals with  
17       disabilities’, ‘industry or sector partnership’, ‘labor  
18       market area’, ‘local area’, ‘one-stop center’, ‘one-stop  
19       operator’, ‘one-stop partner’, ‘supportive services’,  
20       and ‘workforce development system’ have the mean-  
21       ings given in section 3 of the Workforce Innovation  
22       and Opportunity Act (29 U.S.C. 3102).

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

3 “Any funds appropriated to carry out this Act shall  
4 only be used for, or provided to, programs under the Na-  
5 tional Apprenticeship System, including any funds award-  
6 ed for the purposes of grants, contracts, cooperative agree-  
7 ments, or other agreements, or the development, imple-  
8 mentation, or administration, of programs under the Na-  
9 tional Apprenticeship System.

10 **“SEC. 4. TRANSITION PROVISIONS.**

11 “(a) IN GENERAL.—The Secretary shall take such  
12 steps as are necessary to provide for the orderly transition  
13 to the authority of this Act (as amended by the National  
14 Apprenticeship Act of 2023) from any authority under  
15 this Act as in effect on the day before the date of enact-  
16 ment of the National Apprenticeship Act of 2023.

17 “(b) RULES AND REGULATIONS.—The Secretary  
18 may—

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

24 “(2) continue to administer any regulations in  
25 effect as of the date of enactment of the National  
26 Apprenticeship Act of 2023 that are not inconsistent

1 with this Act (as amended by the National Appren-  
2 ticeship Act of 2023).

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

4 “(a) IN GENERAL.—Except as provided in subsection  
5 (b), the disaggregation of data under this Act shall not  
6 be required if the results would reveal personally identifi-  
7 able information about a program participant or would re-  
8 veal such information when combined with other released  
9 information.

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

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

14 “Nothing in this Act shall invalidate, supersede, or  
15 limit the remedies, rights, and procedures under any Fed-  
16 eral, State, or local law, or the law of any State or political  
17 subdivision of any State or jurisdiction establishing min-  
18 imum labor standards of apprenticeship or minimum re-  
19 quirements for equal employment opportunity in connec-  
20 tion with programs under the National Apprenticeship  
21 System that are more stringent or protective than those  
22 established under this Act, including those laws governing  
23 the numeric ratio of apprentices to journeyworkers, the  
24 minimum starting age of an apprentice, the minimum  
25 entry wage payable to a program participant, the min-



1 imum number of hours of on-the-job learning or related  
2 instruction required by a covered apprenticeship program,  
3 and the provision of remedies, rights, and procedures that  
4 provides greater or equal protection for individuals based  
5 on race, color, religion, national origin, sex, sexual orienta-  
6 tion, gender identity, age, genetic information, or dis-  
7 ability than are afforded by this Act.

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

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

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

17 **“(a) ESTABLISHMENT OF THE OFFICE OF APPREN-**  
18 **TICESHIP.—**

19 **“(1) IN GENERAL.—**There is established, in the  
20 Employment and Training Administration of the  
21 Department of Labor, an Office of Apprenticeship  
22 (referred to in this section as the ‘Office’), which  
23 shall be directed by an Administrator who has dem-  
24 onstrated knowledge of the National Apprenticeship  
25 System necessary to head the Office, to—

1           “(A) facilitate the administration of the re-  
2           quirements of this Act and of any regulations  
3           issued under this Act;

4           “(B) coordinate the effective operation of  
5           the National Apprenticeship System; and

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

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

9           The Office shall retain final decision-making author-  
10          ity for Federal purposes on any matter related to  
11          the registration, deregistration, or operation of any  
12          program registered by a registration agency.

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

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

19                         “(A) Supporting the development or scal-  
20                         ing of apprenticeship models nationally, mar-  
21                         keting the effectiveness of pre-apprenticeship  
22                         and covered apprenticeship programs, and pro-  
23                         viding promotional materials to State appren-  
24                         ticeship agencies, State workforce development  
25                         systems or local workforce development sys-

1           tems, State educational agencies or local edu-  
2           cational agencies, employers, trade associations,  
3           professional associations, industry groups, labor  
4           organizations, joint labor-management organi-  
5           zations, education and training providers, Fed-  
6           eral agencies, Federal and State correctional fa-  
7           cilities, veterans-service organizations, and pro-  
8           spective apprentices in such programs.

9           “(B) Promoting greater diversity in the  
10          National Apprenticeship System including by—

11               “(i) promoting outreach to nontradi-  
12               tional apprenticeship populations, including  
13               by engaging schools that participate in a  
14               schoolwide program under section 1114 of  
15               the Elementary and Secondary Education  
16               Act of 1965 (20 U.S.C. 6314) and minor-  
17               ity-serving institutions;

18               “(ii) disseminating best practices to  
19               recruit nontraditional apprenticeship popu-  
20               lations; and

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

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

3 “(iv) 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 clauses (i) and (iii).

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 evaluate comments or  
23 complaints from program participants,  
24 sponsors, employers, State apprenticeship  
25 agencies, State local workforce agencies or

1 local workforce agencies, State educational  
2 agencies or local educational agencies,  
3 qualified intermediaries, labor organiza-  
4 tions, joint labor-management organiza-  
5 tions, or other stakeholders;

6 “(I) assist (including by pro-  
7 viding assistance for remote or virtual  
8 learning or training, as necessary)  
9 sponsors, employers, qualified inter-  
10 mediaries, apprenticeship hubs, and  
11 education and training or related in-  
12 struction providers, or other entities  
13 interested in becoming sponsors or  
14 qualified intermediaries or seeking  
15 support for developing, improving, or  
16 expanding pre-apprenticeship or cov-  
17 ered apprenticeship programs or for  
18 effectively carrying out such pro-  
19 grams;

20 “(iii) 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                   “(iv) share, through a National Ap-  
2                   prenticeship System clearinghouse, high-  
3                   quality materials, including materials for a  
4                   specific industry or sector and materials  
5                   designed or developed by employers, labor  
6                   organizations, and joint labor-management  
7                   organizations of nontraditional apprentice-  
8                   ship occupations and, as applicable, other  
9                   high-skill, high-wage, or in-demand indus-  
10                  try sectors or occupations, for pre-appren-  
11                  ticeship and covered apprenticeship pro-  
12                  grams (such as related instruction or  
13                  training materials in user-friendly formats  
14                  that are easily accessible, complies with the  
15                  most recent final version of the Web Con-  
16                  tent Accessibility Guidelines (or successor  
17                  guidelines), and are available in multiple  
18                  languages to, as determined by the Admin-  
19                  istrator, improve access); and

20                  “(v) assist State apprenticeship agen-  
21                  cies in establishing or expanding appren-  
22                  ticeship hubs in accordance with section  
23                  113(e)(6).

24                  “(B) Cooperating with other Federal agen-  
25                  cies for the promotion, establishment, and ex-



1 providing technical assistance for the de-  
2 velopment and implementation of related  
3 instruction under the National Apprenticeship  
4 System that is aligned with a men-  
5 toring program administered by the Attor-  
6 ney General to—

7 “(I) support the establishment or  
8 expansion of pre-apprenticeships and  
9 covered apprenticeship programs for  
10 individuals impacted by the criminal  
11 justice system to all Federal correc-  
12 tional institutions;

13 “(II) share through the National  
14 Apprenticeship System clearinghouse  
15 research and best practices for pre-ap-  
16 prenticeship and covered apprentice-  
17 ship programs in correctional settings  
18 and for individuals impacted by the  
19 criminal and juvenile justice system;

20 “(III) provide technical assist-  
21 ance for State prison systems and em-  
22 ployers seeking to operate or improve  
23 corrections-based pre-apprenticeship  
24 or covered apprenticeship programs;  
25 and



1                   “(IV) support the successful  
2 transition of individuals in correc-  
3 tional institutions to pre-apprentice-  
4 ship or covered apprenticeship pro-  
5 grams upon exiting from correctional  
6 settings;

7                   “(iv) Secretary of Health and Human  
8 Services to coordinate with State programs  
9 funded by the program of block grants to  
10 States for temporary assistance for needy  
11 families established under part A of title  
12 IV of the Social Security Act (42 U.S.C.  
13 601 et seq.) to promote awareness of op-  
14 portunities under the National Apprentice-  
15 ship System for participants in such State  
16 programs; and

17                   “(v) Secretary of Commerce to pro-  
18 mote awareness of opportunities under the  
19 National Apprenticeship System and to  
20 provide technical assistance to develop, op-  
21 erate, expand, or improve pre-apprentice-  
22 ship or covered apprenticeship programs  
23 among—

24                   “(I) entities funded by economic  
25 adjustment assistance programs es-

1                   tablished in section 209 of the Public  
2                   Works and Economic Development  
3                   Act of 1965 (42 U.S.C. 3149); and

4                   “(II) entities receiving financial  
5                   assistance under the semiconductor  
6                   incentive program established under  
7                   section 9902 of the William M. (Mac)  
8                   Thornberry National Defense Author-  
9                   ization Act for Fiscal Year 2021 (15  
10                  U.S.C. 4652).

11                  “(3) STATE OFFICES OF APPRENTICESHIP.—

12                  “(A) ESTABLISHMENT OF OFFICES.—

13                  “(i) IN GENERAL.—The Administrator  
14                  shall establish and operate a State Office  
15                  of Apprenticeship in each State described  
16                  in clause (ii) to, as described in subpara-  
17                  graph (B), serve as the registration agency  
18                  for such State.

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

21                  “(I) in which, as of the day be-  
22                  fore the date of enactment of the Na-  
23                  tional Apprenticeship Act of 2023,  
24                  there is no State Office of Apprentice-  
25                  ship; and

1                   “(II) that has not applied for  
2                   recognition as a State apprenticeship  
3                   agency under section 113(a)(2), or for  
4                   which such recognition was not pro-  
5                   vided or has been withdrawn by the  
6                   Administrator under subsection (e)(1)  
7                   of such section.

8                   “(B) PROGRAM REGISTRATION.—Each  
9                   State Office of Apprenticeship shall have au-  
10                  thority to register a covered apprenticeship pro-  
11                  gram in the State of such State Office of Ap-  
12                  prenticeship, including by—

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

16                   “(ii) in accordance with section 124,  
17                   registering such a program that is in com-  
18                   pliance with such standards and providing  
19                   a certificate of registration for such pro-  
20                   gram;

21                   “(iii) providing technical assistance to  
22                   sponsors or potential sponsors; and

23                   “(iv) in the case of such a program  
24                   that fails to meet the requirements of this  
25                   Act, providing for the deregistration of the

1           program in accordance with section  
2           131(d).

3           “(C) STATE PLAN REQUIREMENT.—Each  
4           State Office of Apprenticeship shall be adminis-  
5           tered by a State Director who shall prepare and  
6           submit a State plan that meets the require-  
7           ments of section 113(c), except that a reference  
8           to a State apprenticeship agency or a State  
9           agency in such section or section 113(d) shall  
10          be considered to be a reference to the State Of-  
11          fice of Apprenticeship.

12          “(D) VACANCIES.—Subject to the avail-  
13          ability of appropriations, in the case of a State  
14          Office of Apprenticeship with a vacant position,  
15          the Administrator shall make information on  
16          such vacancy available on a publicly accessible  
17          website.

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

1           entity does not act as the registration agency in  
2           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(38) as sponsors or  
14                 potential sponsors of covered apprenticeship  
15                 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.—The Administrator  
24                 shall, in accordance with subparagraphs (B),  
25                 (C), (D), and (E), review and have exclusive au-

1           thority to approve any occupation suitable for  
2           apprenticeship.

3           “(B) NEW OCCUPATIONS.—

4                   “(i) IN GENERAL.—The Adminis-  
5           trator—

6                           “(I) shall review each application  
7                           submitted under subsection (a) of sec-  
8                           tion 121 seeking approval for an occu-  
9                           pation to be an occupation suitable for  
10                          apprenticeship; and

11                           “(II) except as provided in clause  
12                           (ii), shall, not later than 30 days after  
13                           receipt of such a complete application,  
14                           make a determination in accordance  
15                           with subsection (b) of such section on  
16                           whether to provide such approval.

17                          “(ii) ESTIMATED TIMELINE.—If the  
18                          Administrator does not make a determina-  
19                          tion under clause (i)(II) within 30 days of  
20                          receipt of a complete application under sec-  
21                          tion 121(a), the Administrator shall pro-  
22                          vide the applicant with a written expla-  
23                          nation for the delay in processing.

24           “(C) EXISTING OCCUPATIONS.—The Ad-  
25           ministrato—

1           “(i) shall, not later than 1 year after  
2           the date of enactment of the National Ap-  
3           prenticeship Act of 2023, review each occu-  
4           pation that was approved as an apprentice-  
5           ship occupation on the day prior to such  
6           date of enactment to ensure that such oc-  
7           cupation is in compliance with the require-  
8           ments of subparagraph (A) or (B) of sec-  
9           tion 121(a)(2); and

10           “(ii) may approve such occupation as  
11           an occupation suitable for apprenticeship  
12           or, if the Administrator determines  
13           through such review that the occupation is  
14           not in compliance, withdraw the approval  
15           of the occupation.

16           “(D) REVIEW.—The Administrator—

17           “(i) shall regularly review each occu-  
18           pation suitable for apprenticeship to ensure  
19           that the occupation is in compliance with  
20           the requirements of subparagraph (A) or  
21           (B) of section 121(a)(2); and

22           “(ii) may, if the Administrator deter-  
23           mines through such review that the occu-  
24           pation is no longer in compliance, with-  
25           draw the approval of the occupation.

1           “(E) REGULATIONS.—Not later than 1  
2 year after the date of the enactment of the Na-  
3 tional Apprenticeship Act of 2023, the Sec-  
4 retary shall, through notice and comment rule-  
5 making under section 553 of title 5, United  
6 States Code, issue proposed regulations for pur-  
7 poses of carrying out subparagraphs (A), (B),  
8 (C), and (D).

9           “(F) NONTRADITIONAL APPRENTICESHIP  
10 POPULATIONS.—The Administrator shall regu-  
11 larly evaluate the participation rate of the non-  
12 traditional apprenticeship populations for each  
13 occupation suitable for apprenticeship.

14           “(6) PROGRAM OVERSIGHT AND EVALUA-  
15 TION.—The Administrator shall—

16           “(A) monitor State apprenticeship agen-  
17 cies, State Offices of Apprenticeship, recipients,  
18 and subrecipients of assistance under title II,  
19 and sponsors of covered apprenticeship pro-  
20 grams to ensure compliance with the require-  
21 ments of this Act;

22           “(B) in coordination with the Chief Eval-  
23 uation Officer of the Department of Labor, con-  
24 duct research and evaluation in accordance with  
25 subtitle C; and



1           “(C) require regular reports by State ap-  
2           prenticeship agencies on the performance of  
3           State agencies, including on efforts State agen-  
4           cies make to increase employer awareness of ap-  
5           prenticeship programs for employers who have  
6           not participated.

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

12           “(A) taking steps necessary to promote di-  
13          versity in occupations suitable for apprentice-  
14          ship under the National Apprenticeship System,  
15          especially in high-skill, high-wage, or in-demand  
16          industry sectors and occupations in areas with  
17          high percentages of low-income individuals;

18           “(B) supporting the recruitment, employ-  
19          ment, and retention of nontraditional appren-  
20          ticeship populations in pre-apprenticeship and  
21          covered apprenticeship programs in high-skill,  
22          high-wage, and in-demand industry sectors and  
23          occupations.



1 program standards of apprenticeship any  
2 standards for an apprenticeship program  
3 submitted by an eligible sponsor of such  
4 standards that—

5 “(I) meet the minimum require-  
6 ments for national program standards  
7 established by the Administrator; and

8 “(II) comply with any applicable  
9 law of any State, or political subdivi-  
10 sion of any State or jurisdiction, de-  
11 scribed in section 6.

12 “(ii) **TIMELINE.**—The Administrator  
13 shall make a determination with respect to  
14 registration under clause (i)—

15 “(I) not later than 90 days after  
16 a sponsor makes a submission under  
17 such clause; or

18 “(II) after notifying such spon-  
19 sor, not later than 120 days after  
20 such submission.

21 “(B) **ELIGIBLE SPONSOR.**—For purposes  
22 of this paragraph, the term ‘eligible sponsor’  
23 means—

24 “(i) an employer—

1                   “(I) that does not have an ap-  
2                   prenticeship program registered by a  
3                   registration agency under section 124  
4                   in the name of such employer with re-  
5                   spect to the national program stand-  
6                   ards of apprenticeship for which the  
7                   employer is seeking to register under  
8                   subparagraph (A)(i);

9                   “(II) has, on the date of submis-  
10                  sion of the application for registration  
11                  of such national program standards of  
12                  apprenticeship, not less than 300 em-  
13                  ployees;

14                  “(III) is a national or multi-State  
15                  employer with, on such date of sub-  
16                  mission, business operations in not  
17                  less than 3 States or an international  
18                  or transnational employer with, on  
19                  such date of submission, business op-  
20                  erations in not less than 3 countries  
21                  (including the United States); and

22                  “(IV) that demonstrate an  
23                  achievable strategy for equitable pro-  
24                  gram growth that will be successful in  
25                  enrolling not less than 20 apprentices

1 within 2 years after the date of reg-  
2 istration under subparagraph (A)(i);  
3 “(ii) a sponsor that is an employer—  
4 “(I) that sponsors one or more  
5 apprenticeship programs registered  
6 under paragraph (1)(B)(i) of section  
7 124(b) or maintaining status under  
8 paragraph (4)(A) of such section;  
9 “(II) that annually enrolls not  
10 less than 10 apprentices total in all  
11 such apprenticeship programs;  
12 “(III) that demonstrates an  
13 achievable strategy for equitable pro-  
14 gram growth that will be successful in  
15 enrolling not less than 20 apprentices  
16 within 2 years after the date of reg-  
17 istration under subparagraph (A)(i);  
18 and  
19 “(IV) that demonstrates an  
20 achievable strategy for successful  
21 multi-State or nationwide expansion  
22 so that the program will operate in  
23 not less than 3 States within such 2  
24 years and in not less than 5 States

1 within 3 years of such date of reg-  
2 istration; or

3 “(iii) a multi-State, group entity, such  
4 as national trade or industry groups or as-  
5 sociations, qualified intermediaries, edu-  
6 cational institutions, or a consortium,  
7 that—

8 “(I)(aa) is a sponsor; or

9 “(bb) does not have an appren-  
10 ticeship program registered by a reg-  
11 istration agency under section 124 in  
12 the name of such entity with respect  
13 to the national program standards of  
14 apprenticeship for which the entity is  
15 seeking to register under subpara-  
16 graph (A)(i);

17 “(II) establishes national cur-  
18 ricula, standards, and credentials for  
19 apprenticeship programs to be adopt-  
20 ed and used by affiliated employers  
21 across the United States;

22 “(III) has identified and obtained  
23 written commitments from not less  
24 than 3 employers that use, or commit  
25 to using, such curricula, comply with

1 such standards, and provide such cre-  
2 dentials;

3 “(IV) demonstrates an achievable  
4 strategy for equitable program growth  
5 that will be successful in enrolling not  
6 less than 20 apprentices within 2  
7 years after the date of registration  
8 under subparagraph (A)(i); and

9 “(V) demonstrates an achievable  
10 strategy for successful multi-State or  
11 nationwide expansion so that the pro-  
12 gram will operate in not less than 3  
13 States within such 2 years.

14 “(C) OUTREACH AND PRIORITIZATION.—

15 “(i) INITIAL.—Not later than 60 days  
16 after the date of enactment of the National  
17 Apprenticeship Act of 2023, the Adminis-  
18 trator, in collaboration with States, shall—

19 “(I) identify any sponsor oper-  
20 ating an apprenticeship program in  
21 multiple States on such date of enact-  
22 ment that may be eligible for registra-  
23 tion of national program standards of  
24 apprenticeship; and

1                   “(II) invite such sponsor to apply  
2                   for registration under subparagraph  
3                   (A)(i) and prioritize processing any  
4                   application submitted by such a spon-  
5                   sor.

6                   “(ii) ONGOING.—The Administrator,  
7                   in collaboration with States, shall—

8                   “(I) on a semi-annual basis, iden-  
9                   tify any sponsor operating an appren-  
10                  ticeship program in multiple States  
11                  that may be eligible for eligible for  
12                  registration of national program  
13                  standards of apprenticeship; and

14                  “(II) provide assistance described  
15                  in subparagraph (C) to such a spon-  
16                  sor.

17                  “(D) TECHNICAL ASSISTANCE.—The Ad-  
18                  ministrator shall provide technical assistance to  
19                  any potentially eligible sponsor to assist such a  
20                  sponsor in preparing an application to submit  
21                  under subparagraph (A)(i), including referral to  
22                  alternative approaches, including national  
23                  guidelines for apprenticeship standards, if na-  
24                  tional program standards are not appropriate  
25                  for the proposed program.



1 “(E) RECIPROCITY.—

2 “(i) ADMINISTRATOR.—Not later than  
3 7 days after the date on which national  
4 program standards of apprenticeship are  
5 registered under subparagraph (A)(i), the  
6 Administrator shall request that each reg-  
7 istration agency agree to recognize as an  
8 apprenticeship program in the State of  
9 such registration agency any program that  
10 meets such national program standards of  
11 apprenticeship.

12 “(ii) STATES.—Not later than 30  
13 days after receiving a request under clause  
14 (i), each registration agency shall, notwith-  
15 standing any other registration application  
16 requirement, agree to register any such  
17 program as an apprenticeship program in  
18 the State of such registration agency, in-  
19 cluding, with respect to a registration  
20 agency that is a State apprenticeship agen-  
21 cy, in accordance with section 113(c)(4).

22 “(11) NATIONAL GUIDELINES FOR APPREN-  
23 TICESHIP STANDARDS.—The Administrator shall, on  
24 a nationwide basis, certify national guidelines for ap-  
25 prenticeship standards for an apprenticeship pro-

1       gram submitted by the sponsor for the purposes of  
2       registration by State offices of apprenticeship and  
3       State apprenticeship agencies.

4       “(c) INFORMATION COLLECTION AND DISSEMINA-  
5 TION.—The Administrator shall provide for data collection  
6 and dissemination of information regarding pre-appren-  
7 ticeship and covered apprenticeship programs, including—

8               “(1) not later than 2 years after the date of en-  
9               actment of the National Apprenticeship Act of 2023,  
10              establishing and supporting an integrated data re-  
11              pository and reporting infrastructure to support  
12              data collection and reporting from State apprentice-  
13              ship agencies, State offices of apprenticeship, eligible  
14              entities carrying out grants, contracts, cooperative  
15              agreements, or other agreements under title II,  
16              sponsors, and administrators by providing for a data  
17              infrastructure that—

18                       “(A) is—

19                               “(i) developed and maintained by the  
20                               Administrator with input from national  
21                               data and privacy experts; and

22                               “(ii) informed by best practices on  
23                               public provision of credential information;  
24                               and

1           “(B) aligns, to the extent practicable, with  
2           the technology infrastructure for related Fed-  
3           eral programs, such as the technology infra-  
4           structure used under the Workforce Innovation  
5           and Opportunity Act (29 U.S.C. 3101 et seq.);  
6           and

7           “(C) best meets the needs of the National  
8           Apprenticeship System stakeholders that are re-  
9           porting data to the Administrator or State ap-  
10          prenticeship agencies, including through the  
11          provision of, as necessary, technical assistance  
12          and financial assistance to ensure reporting sys-  
13          tems are equipped to report into such single in-  
14          formation technology infrastructure.

15          “(2) providing for publication of the most re-  
16          cent data available to the Administrator (consistent  
17          with national standards and practices) that includes  
18          making nonpersonally identifiable pre-apprenticeship  
19          and covered apprenticeship program data available  
20          on a publicly accessible website that—

21                 “(A) is consumer tested, complies with the  
22                 most recent final version of the Web Content  
23                 Accessibility Guidelines (or successor guide-  
24                 lines), and is searchable and comparable  
25                 (through the use of common, linked, open, and

1 interoperable data description language, such as  
2 the credential transparency description lan-  
3 guage, learning and employment record stand-  
4 ards, or a substantially similar resource, and in-  
5 cludes the use of application programming  
6 interfaces); and

7 “(B) allows interested parties to become  
8 aware of pre-apprenticeship and covered ap-  
9 prenticeship opportunities and of program out-  
10 comes that best meets the needs of program  
11 participants, employers, education and training  
12 providers, sponsors, qualified intermediaries,  
13 and relevant stakeholders, including—

14 “(i) information on program offerings  
15 under the National Apprenticeship System  
16 based on geographical location and occupa-  
17 tions suitable for apprenticeship;

18 “(ii) information on education and  
19 training providers providing opportunities  
20 under such system, including whether pro-  
21 grams under such system offer dual or  
22 concurrent enrollment programs, articula-  
23 tion agreements, and recognized postsec-  
24 ondary credentials as part of the program  
25 offerings; and





1                   prenticeship program or pre-appren-  
2                   ticeship program;

3                   “ (III) a community organization  
4                   with significant expertise supporting  
5                   such a program;

6                   “ (IV) an area career and tech-  
7                   nical education school or local edu-  
8                   cational agency;

9                   “ (V) a national organization with  
10                  significant expertise in expanding  
11                  such covered apprenticeship programs  
12                  or pre-apprenticeship programs to  
13                  nontraditional apprenticeship popu-  
14                  lations;

15                 “ (VI) a State or local postsec-  
16                 ondary education and training pro-  
17                 vider, including a provider of a com-  
18                 munity rehabilitation program, that  
19                 administers, or has an articulation  
20                 agreement with an entity admin-  
21                 istering, a covered apprenticeship pro-  
22                 gram;

23                 “ (VII) a provider of an industry-  
24                 recognized credential;

1                   “(VIII) a national qualified inter-  
2                   mediary; and

3                   “(IX) a program participant.

4                   “(C) EX OFFICIO NONVOTING MEMBERS.—  
5                   The ex officio nonvoting members described in  
6                   this subparagraph are representatives of—

7                   “(i) the Secretary of Labor;

8                   “(ii) the Secretary of Agriculture;

9                   “(iii) the Secretary of Commerce;

10                  “(iv) the Secretary of Education;

11                  “(v) the Secretary of Energy;

12                  “(vi) the Secretary of Housing and  
13                  Urban Development;

14                  “(vii) the Secretary of Transportation;

15                  “(viii) the Secretary of Veterans Af-  
16                  fairs;

17                  “(ix) the Secretary of Health and  
18                  Human Services;

19                  “(x) the Attorney General;

20                  “(xi) the Secretary of Defense; and

21                  “(xii) the Chair of the Federal Com-  
22                  munications Commission.

23                  “(3) QUALIFICATIONS.—Each individual se-  
24                  lected under paragraph (2)(A)(i) shall be selected by  
25                  the Secretary on the basis of the experience and



1 competence of such individual with respect to pre-  
2 apprenticeship or covered apprenticeship programs.

3 “(4) TERMS.—

4 “(A) IN GENERAL.—Except as provided in  
5 subparagraph (B), each member of the Advi-  
6 sory Committee selected under paragraph  
7 (2)(A)(i) shall be appointed—

8 “(i) not later than 6 months after the  
9 effective date of the National Apprentice-  
10 ship Act of 2023; and

11 “(ii) for a term of 2 years.

12 “(B) VACANCIES.—

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

22 “(ii) FILLING UNEXPIRED TERM.—An  
23 individual chosen to fill such a vacancy  
24 shall be appointed for the unexpired term  
25 of the member replaced.

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

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

11           “(v) MULTIPLE TERMS.—A member  
12 of the Advisory Committee selected under  
13 paragraph (2)(A)(i) may serve not more  
14 than 2 full terms on the Advisory Com-  
15 mittee.

16           “(C) SUBCOMMITTEES.—

17           “(i) IN GENERAL.—The Secretary  
18 may establish subcommittees under the  
19 Advisory Committee, to carry out specific  
20 functions related to the purposes of the  
21 Advisory Committee and provide rec-  
22 ommendations to the Advisory Committee  
23 for the review and consideration of the Ad-  
24 visory Committee.

1                   “(ii) MEETINGS.—Any subcommittee  
2                   established under clause (i) may meet, as  
3                   appropriate, when the Advisory Committee  
4                   is not meeting in accordance with sub-  
5                   section (c).

6                   “(b) CHAIRPERSON.—The Secretary shall designate  
7 one voting member described in subsection (a)(2)(A)(i) of  
8 the Advisory Committee to serve as Chairperson of the  
9 Advisory Committee.

10                  “(c) VICE CHAIRPERSONS.—There shall be 2 Vice  
11 Chairpersons of the Advisory Committee, with one des-  
12 ignated by the Advisory Committee members described in  
13 subsection (a)(2)(B)(ii) from among such members and  
14 one designated by the Advisory Committee members de-  
15 scribed in subsection (a)(2)(B)(i) from among such mem-  
16 bers.

17                  “(d) MEETINGS.—

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

24                   “(2) OPEN ACCESS.—All meetings of the Advi-  
25 sory Committee shall be open to the public. A tran-

1 script shall be kept of each meeting and made avail-  
2 able for public inspection not later than 30 days  
3 after the meeting.

4 “(e) DUTIES.—The Advisory Committee shall, at a  
5 minimum—

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

11 “(2) annually make recommendations to the  
12 Secretary, to be transmitted in accordance with sec-  
13 tion 111(b)(8)(B), on improving the registration  
14 process under subtitle B to make the process easily  
15 accessible and efficient for use by sponsors while  
16 safeguarding the health and safety of apprentices  
17 and youth apprentices and maintaining the require-  
18 ments under subtitle B;

19 “(3) make recommendations to the Secretary,  
20 to be transmitted in accordance with section  
21 111(b)(8)(B), on expanding participation of non-  
22 traditional apprenticeship populations in pre-appren-  
23 ticeship and covered apprenticeship programs in a  
24 way that maintains the quality and integrity of the

1 national apprenticeship system and safeguards the  
2 health and safety of the program participants; and

3 “(4) review occupations suitable for apprentice-  
4 ship and, based on reviews of labor market trends  
5 and changes, make recommendations to the Sec-  
6 retary on whether to update the list of occupations  
7 suitable for apprenticeship under section 111(b)(5).

8 “(f) DATA REQUESTS.—The Advisory Committee,  
9 through its Chairperson, may request data from the Sec-  
10 retary as determined necessary by the Advisory Committee  
11 to carry out the functions of the Advisory Committee.

12 “(g) PERMANENT COMMITTEE.—Chapter 10 of title  
13 5, United States Code (other than section 1013 of such  
14 chapter) shall apply to the Advisory Committee.

15 **“SEC. 113. STATE APPRENTICESHIP AGENCIES AND STATE**  
16 **OFFICES OF APPRENTICESHIP.**

17 “(a) RECOGNITION OF STATE APPRENTICESHIP  
18 AGENCIES.—

19 “(1) IN GENERAL.—The Administrator shall  
20 recognize, under paragraph (3), a State agency of a  
21 State that submits an application under paragraph  
22 (2) as the State apprenticeship agency of the State  
23 and cooperate with such State apprenticeship agency  
24 regarding the formulation and promotion of stand-  
25 ards of apprenticeship under subtitle B in the State.

1           “(2) APPLICATION.—A State desiring to have a  
2           State agency recognized as a State apprenticeship  
3           agency under paragraph (1) shall submit an applica-  
4           tion at such time, in such manner, and containing  
5           such information as the Administrator may require,  
6           including—

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

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

12                  “(C) a description of the linkages and co-  
13                  ordination of the proposed standards, criteria,  
14                  and requirements in such State plan with the  
15                  State’s economic development strategies and  
16                  workforce development system and the State’s  
17                  secondary, postsecondary, and adult education  
18                  systems.

19           “(3) REVIEW AND RECOGNITION.—

20                   “(A) IN GENERAL.—Not later than 180  
21                  days after the date on which a State submits a  
22                  complete application under paragraph (2), the  
23                  Secretary shall notify the State regarding  
24                  whether the agency of the State is recognized

1 as a State apprenticeship agency under para-  
2 graph (1).

3 “(B) DURATION OF RECOGNITION.—

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

9 “(ii) RENEWAL.—

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

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

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

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

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

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

11                   “(iii) RENEWAL AFTER CORREC-  
12                   TION.—If the Administrator determines  
13                   that a State apprenticeship agency has  
14                   corrected the identified areas of noncompli-  
15                   ance under this subparagraph not later  
16                   than 360 days after the date of the notifi-  
17                   cation of noncompliance under clause  
18                   (ii)(I), the recognition of the State appren-  
19                   ticeship agency under paragraph (1) shall  
20                   be renewed for an additional 4-year period.

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

23                           “(i) IN GENERAL.—Not later than 1  
24                           year after the effective date of the Na-  
25                           tional Apprenticeship Act of 2023, a State



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

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

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

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

21                 “(2) PROGRAM REGISTRATION.—The State ap-  
22                 prenticeship agency of a State shall have authority  
23                 to register a covered apprenticeship program in such  
24                 State, including 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 may establish and maintain a State  
17 apprenticeship council, which shall operate  
18 under the direction and control of the State ap-  
19 prenticeship agency, and whose functions shall  
20 include providing the State apprenticeship  
21 agency with advice, recommendations, and re-  
22 ports concerning apprenticeship policies, regula-  
23 tions, and trends.

1           “(B) COMPOSITION.—A State apprentice-  
2           ship council established under subparagraph  
3           (A) shall be advisory in nature and shall—

4                   “(i) be composed of individuals with  
5                   expertise in occupations suitable for ap-  
6                   prenticeship; and

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

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

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

19                           “(III) public members; and

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

24           “(C) SPECIAL RULE.—A State apprentice-  
25           ship council may make recommendations on a

1 sponsor’s application for program registration  
2 under section 124, but may not make final de-  
3 terminations on approval or disapproval of such  
4 application.

5 “(c) STATE PLAN.—

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

12 “(2) APPROVAL OF STATE PLAN.—

13 “(A) SUBMISSION.—

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

17 “(I) contain—

18 “(aa) a description of any  
19 State laws (including regula-  
20 tions), policies, or operational  
21 procedures relating to the process  
22 of registering programs under  
23 the National Apprenticeship Sys-  
24 tem, including any requirements

1 that exceed the minimum re-  
2 quirements of this Act;

3 “(bb) in the case where such  
4 State laws (including regula-  
5 tions), policies, or operational  
6 procedures do not satisfy the  
7 minimum requirements under  
8 section 122 and 124 and other  
9 related Federal laws or require-  
10 ments for registering a covered  
11 apprenticeship program under  
12 this Act, an explanation of how  
13 the State intends to meet such  
14 requirements;

15 “(cc) an assurance that the  
16 State apprenticeship agency will  
17 notify the Administrator if there  
18 are any changes to the State laws  
19 (including regulations), policies,  
20 or procedures described in item  
21 (aa) that occur after the date of  
22 submission of such plan;

23 “(dd) an assurance that the  
24 State apprenticeship agency will  
25 make available, on a publicly

1 available website, a description of  
2 any State laws (including regula-  
3 tions), policies, and operational  
4 procedures relating to the process  
5 of registering programs under  
6 the National Apprenticeship Sys-  
7 tem that are inconsistent with, or  
8 impose requirements in addition  
9 to, the requirements of this Act;

10 “(ee) the requirements de-  
11 scribed in paragraphs (3)  
12 through (12);

13 “(ff) the plan to promote di-  
14 versity in the National Appren-  
15 ticeship System described in  
16 paragraph (13); and

17 “(gg) an assurance that the  
18 State apprenticeship agency will  
19 submit subsequent plans in ac-  
20 cordance with clause (ii); and

21 “(II) be submitted to the Admin-  
22 istrator with the application under  
23 subsection (a)(2)(A).

24 “(ii) SUBSEQUENT PLANS.—A State  
25 apprenticeship agency shall submit an up-

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

5           “(B) APPROVAL.—Not later than 90 days  
6           after the date of submission of a State plan  
7           under subparagraph (A) or of a modified State  
8           plan under subparagraph (C), the Adminis-  
9           trator shall—

10                   “(i) approve such plan; or

11                   “(ii) if the Administrator determines  
12           such plan is inconsistent with the require-  
13           ments of this Act, provide to the State  
14           agency—

15                           “(I) a written explanation for the  
16                           determination; and

17                           “(II) an opportunity to, not later  
18           than 30 days after receipt of such de-  
19           termination, appeal of such deter-  
20           mination to an administrative law  
21           judge.

22           “(C) MODIFICATIONS.—

23                   “(i) MODIFICATIONS.—At the end of  
24           the first 2-year period of any 4-year period  
25           covered by a State plan, the State appren-

1           ticeship agency may submit modifications  
2           of the State plan to the Administrator to  
3           reflect changes in labor market and eco-  
4           nomic conditions or other factors affecting  
5           the implementation of the State plan.

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

10                   “(3) TECHNICAL ASSISTANCE.—Each State  
11           plan submitted in accordance with paragraph (2)  
12           shall describe how the State apprenticeship agency  
13           will provide technical assistance for—

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



1           “(B) sponsors of programs registered in  
2           the State, including sponsors that are not meet-  
3           ing performance goals under subtitle C, for pur-  
4           poses of assisting sponsors in meeting or ex-  
5           ceeding such goals; and

6           “(C) sponsors of programs registered in  
7           that State for purposes of assisting such spon-  
8           sors in achieving, in accordance with paragraph  
9           (13), State goals with respect to diversity and  
10          equal opportunity in apprenticeships.

11          “(4) RECIPROCITY.—Each State plan submitted  
12          in accordance with paragraph (2) shall describe the  
13          process for the State apprenticeship agency to reg-  
14          ister in the State any covered apprenticeship pro-  
15          gram that is seeking to be registered in such State  
16          and that is registered in another State or, with re-  
17          spect to a covered apprenticeship program that is an  
18          apprenticeship program, meets the national program  
19          standards of apprenticeship, including a description  
20          of the process for—

21                 “(A) the sponsor of such program to re-  
22                 quest that the State apprenticeship agency reg-  
23                 ister such program in the State of the State ap-  
24                 prenticeship agency; and

1           “(B) the State apprenticeship agency to  
2 register such program not later than 90 days  
3 after receiving the request for such registration  
4 under subparagraph (A) if—

5           “(i) the agency determines that such  
6 program will, as of the date on which the  
7 agency registers such program—

8           “(I) provide not less than the  
9 wages, overtime pay, fringe benefits,  
10 and hours of on-the-job learning and  
11 related classroom-based instruction  
12 that are required for covered appren-  
13 ticeship programs registered in the  
14 State; and

15           “(II) in the case of such a pro-  
16 gram that is determined by the Sec-  
17 retary to be in a high-hazard occupa-  
18 tion, meet the numeric ratio require-  
19 ment of apprentices to supervisors  
20 (such as journeyworkers, mentors, or  
21 on-the-job learning instructors, as ap-  
22 plicable) that is at least as protective  
23 with regard to health, safety, and su-  
24 pervision as such numeric ratio re-

1                   requirement for covered apprenticeship  
2                   programs registered in the State; or

3                   “(ii) such program is an apprentice-  
4                   ship program that meets the national pro-  
5                   gram standards of apprenticeship.

6                   “(5) COMPLAINTS.—

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

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

1 nation or any matters described in subpara-  
2 graph (13)(B) shall be subject to such system.

3 “(6) STATE APPRENTICESHIP HUBS.—Each  
4 State plan submitted in accordance with paragraph  
5 (2) shall describe how the State will support, in a  
6 manner that takes into consideration geographic di-  
7 versity, the creation and implementation of appren-  
8 ticeship hubs throughout the State that work with  
9 industry sector leaders and experts, including em-  
10 ployers of nontraditional industry sectors and occu-  
11 pations, joint labor-management organizations, and  
12 industry or sector partnerships to expand pre-ap-  
13 prenticeship programs and covered apprenticeship  
14 programs, and occupations suitable for apprentice-  
15 ship, in the State.

16 “(7) STATE APPRENTICESHIP PERFORMANCE  
17 OUTCOMES.—Each State plan submitted in accord-  
18 ance with paragraph (2) shall—

19 “(A) describe how the State apprenticeship  
20 agency, in coordination with the Administrator,  
21 will establish annual State performance goals  
22 for the programs registered by the State ap-  
23 prenticeship agency for the indicators de-  
24 scribed—

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

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

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

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

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

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

24 “(A) a summary of the covered apprentice-  
25 ship programs and pre-apprenticeship programs

1 on the list of eligible providers of training serv-  
2 ices under section 122(d) of the Workforce In-  
3 novation and Opportunity Act (29 U.S.C.  
4 3152(d));

5 “(B) the degree to which the covered ap-  
6 prenticeship programs and pre-apprenticeship  
7 programs in the State are aligned with and ad-  
8 dress the skill needs of the employers in the  
9 State identified by the State workforce develop-  
10 ment board; and

11 “(C) except in the case of a State plan  
12 submitted by a State Office of Apprenticeship,  
13 a description of how covered apprenticeship pro-  
14 grams will receive expedited consideration to be  
15 included on the list of eligible providers of  
16 training services under section 122(d) of the  
17 Workforce Innovation and Opportunity Act (29  
18 U.S.C. 3152(d)).

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

22 “(A) the strategic vision and goals of the  
23 State with respect to preparing an educated  
24 and skilled workforce and to meeting the skilled  
25 workforce needs of employers, including in ex-

1           isting and emerging in-demand industry sectors  
2           and occupations, as identified by the State ap-  
3           prenticeship agency; and

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

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

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

23                   “(B) for pre-apprenticeship and covered  
24          apprenticeship programs in the State with other

1 Federal education programs, including pro-  
2 grams under—

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

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

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

11 “(iv) the Rehabilitation Act of 1973  
12 (29 U.S.C. 701 et seq.); and

13 “(v) 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, as  
13                  applicable, include a description of the composition,  
14                  roles, and responsibility of the State apprenticeship  
15                  council of the State of such State apprenticeship  
16                  agency and how the Council will comply with the re-  
17                  quirements 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;

5           “(B) promote diversity and equal oppor-  
6           tunity in pre-apprenticeship and covered ap-  
7           prenticeship programs by uniformly adopting  
8           and implementing the requirements of section  
9           111(b)(7)(B); and

10           “(C) require that covered apprenticeship  
11           programs registered by such State apprentice-  
12           ship agency will meet the requirements of the  
13           apprenticeship equal opportunity regulations.

14           “(d) STATE APPRENTICESHIP AGENCY FUNDING.—  
15           A State apprenticeship agency shall use any funds received  
16           under clauses (i) and (ii) of subsection (f)(1)(A) according  
17           to the following requirements:

18           “(1) PROGRAM ADMINISTRATION.—Except as  
19           provided in paragraphs (2), (3), and (4), the State  
20           apprenticeship agency shall use such funds to sup-  
21           port the administration of pre-apprenticeship and  
22           covered apprenticeship programs in the State, in-  
23           cluding for—

24           “(A) staff and resources;

1           “(B) oversight and evaluation required  
2           under this Act;

3           “(C) technical assistance to sponsors, pro-  
4           gram participants, employers, labor organiza-  
5           tions, joint labor-management organizations,  
6           education and training providers, and qualified  
7           intermediaries;

8           “(D) pre-apprenticeship and covered ap-  
9           prenticeship program recruitment and develop-  
10          ment, including for—

11           “(i) engaging potential providers of  
12           such programs such as employers, qualified  
13           intermediaries, related instruction pro-  
14           viders, and potential program participants;

15           “(ii) publicizing pre-apprenticeship  
16           and covered apprenticeship program oppor-  
17           tunities and benefits; and

18           “(iii) engaging State workforce and  
19           education systems for collaboration and  
20           alignment across systems;

21          “(E) supporting the enrollment and ap-  
22          prenticeship certification requirements to allow  
23          veterans and other individuals eligible for the  
24          educational assistance programs under chapters  
25          30 through 36 of title 38, United States Code,

1 and any related educational assistance pro-  
2 grams under laws administered by the Sec-  
3 retary of Veterans Affairs, to use such assist-  
4 ance for the apprenticeship program, including  
5 for meeting the requirement of designating a  
6 certifying official; and

7 “(F) supporting the retention and comple-  
8 tion of program participants in pre-apprentice-  
9 ship and covered apprenticeship programs, such  
10 as by assisting with the costs—

11 “(i) related to enrolling in such pro-  
12 grams; or

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

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

21 “(A) alignment of youth apprenticeship  
22 and pre-apprenticeship programs with the sec-  
23 ondary education programs in the State, includ-  
24 ing support for career exploration, career path-  
25 ways, education and career planning, and en-

1 gagement with youth apprenticeship and pre-  
2 apprenticeship programs for teachers, career  
3 guidance and academic counselors, school lead-  
4 ers, administrators, and specialized instruc-  
5 tional support personnel and paraprofessionals;

6 “(B) alignment of related instruction pro-  
7 vided under the National Apprenticeship Sys-  
8 tem in the State with academic credit granting  
9 postsecondary programs (including developing  
10 career pathways, articulation agreements, com-  
11 petency-based learning opportunities, and prior  
12 learning assessments); and

13 “(C) the joint planning, alignment, coordi-  
14 nation, and leveraging of funds described in  
15 subparagraphs (B) and (C) of subsection  
16 (c)(11).

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

23 “(A) alignment, in accordance with para-  
24 graphs (9) and (10), and subparagraphs (A)  
25 and (C) of paragraph (11), of subsection (c),

1 with the workforce activities of the State and  
2 the strategic vision and goals of the State with  
3 respect to preparing an educated and skilled  
4 workforce and to meeting the skilled workforce  
5 needs of employers;

6 “(B) guidance for training staff of the  
7 workforce development system, including voca-  
8 tional rehabilitation agencies, within the State  
9 on the value of pre-apprenticeship and covered  
10 apprenticeship programs as a work-based learn-  
11 ing option for participants, including partici-  
12 pants of programs authorized under the Work-  
13 force Innovation and Opportunity Act (29  
14 U.S.C. 3101 et seq.) such as YouthBuild under  
15 section 171 of such Act (29 U.S.C. 3226);

16 “(C) providing a list of covered apprentice-  
17 ship and pre-apprenticeship programs that are  
18 offered in the State, including in the high-skill,  
19 high-wage, or in-demand industry sectors or oc-  
20 cupations in the State;

21 “(D) alignment of funding received and re-  
22 porting required under this Act, including rel-  
23 evant placement, retention, and earnings infor-  
24 mation, with the Workforce Innovation and Op-  
25 portunity Act (29 U.S.C. 3101 et seq.), and

1 technical assistance for how individual training  
2 accounts under section 134(c)(3) of such Act  
3 (29 U.S.C. 3174) could be used to pay for the  
4 costs of enrolling and participating in covered  
5 apprenticeship programs;

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

11 “(i) the recruitment, retention, and  
12 completion of pre-apprenticeship and cov-  
13 ered apprenticeship programs, including  
14 the recruitment of nontraditional popu-  
15 lations and dislocated workers;

16 “(ii) transitions from youth appren-  
17 ticeships and pre-apprenticeships to ap-  
18 prenticeship programs; and

19 “(iii) the placement into employment  
20 or further education upon program comple-  
21 tion; and

22 “(F) except in the case of funds received  
23 by a State Office of Apprenticeship, expanding  
24 the list of eligible providers of training services  
25 under section 122(d) of the Workforce Innova-

1 tion and Opportunity Act (29 U.S.C. 3152(d))  
2 to include covered apprenticeship and pre-ap-  
3 prenticeship programs in the State.

4 “(4) LEADERSHIP ACTIVITIES.—

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

11 “(B) DIVERSITY.—Not less than 5 percent  
12 of the amount reserved under subparagraph (A)  
13 shall be used by the State apprenticeship agen-  
14 cy for supporting and expanding diversity in oc-  
15 cupations suitable for apprenticeship under the  
16 National Apprenticeship System in the State  
17 and program participant populations in the  
18 State.

19 “(C) INCENTIVES FOR EMPLOYERS.— A  
20 State apprenticeship agency shall use not less  
21 than 5 percent of funds reserved under sub-  
22 paragraph (A) to incentivize employers to par-  
23 ticipate in covered apprenticeship or pre-ap-  
24 prenticeship programs, such as by providing  
25 funding for costs related to program develop-



1           ment, staffing for mentors and supervisors, re-  
2           lated instruction, or the creation of industry or  
3           sector partnerships to support employer partici-  
4           pation.

5                   “(D) STATE-SPECIFIC INITIATIVES.—Ex-  
6           cept as provided in subparagraphs (B) and (C),  
7           a State apprenticeship agency may use funds  
8           reserved under subparagraph (A) for State-spe-  
9           cific apprenticeship initiatives, such as the de-  
10          velopment or expansion of pre-apprenticeship or  
11          covered apprenticeship programs in high-skill,  
12          high-wage, or in-demand industry sectors and  
13          occupations.

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

16                   “(1) IN GENERAL.—The Secretary may with-  
17          draw recognition of a State apprenticeship agency  
18          before the end of the 4-year recognition period of the  
19          State apprenticeship agency under subsection  
20          (a)(3)(B) if the Secretary determines, after notice  
21          and an opportunity for a hearing, that the State ap-  
22          prenticeship agency has failed for one of the reasons  
23          described in paragraph (2) and has failed to take  
24          corrective action under paragraph (3)(A) to remedy  
25          such failure, such as by not being in compliance with

1 the performance improvement plan under such para-  
2 graph.

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

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

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

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

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

18 “(E) otherwise fulfill or operate in compli-  
19 ance with the requirements of this Act and  
20 other Federal laws and regulations regarding  
21 apprenticeship.

22 “(3) DERECOGNITION PROCESS.—

23 “(A) IN GENERAL.—If a State apprentice-  
24 ship agency fails for any of the reasons de-  
25 scribed in paragraph (2), the Secretary shall

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

5 “(B) REDUCTION OF FUNDS.—Except in  
6 the case of exceptional circumstances, as deter-  
7 mined by the Administrator, in a case in which  
8 such a State apprenticeship agency continues  
9 such failure after the provision of the technical  
10 assistance under subparagraph (A)—

11 “(i) the percentage of the funds to be  
12 allotted to the State apprenticeship agency  
13 under subsection (f)(1)(A) for each fiscal  
14 year following the fiscal year in which such  
15 failure has been identified shall be reduced  
16 by 5 percentage points from the amount  
17 allotted in such fiscal year; and

18 “(ii) the Administrator shall provide  
19 notice to the State apprenticeship agency  
20 that the recognition of the agency under  
21 subsection (a) may be withdrawn if the  
22 agency fails to remedy the failure.

23 “(C) TERMINATION OF PROCEEDINGS.—If  
24 the Administrator determines that the State ap-  
25 prenticeship agency’s corrective action under

1           subparagraph (A) has addressed the agency’s  
2           failure identified under paragraph (2), the Ad-  
3           ministrator shall—

4                   “(i) restore the full funding allocation  
5                   of the agency under subsection (f)(1)(A)  
6                   for the next full fiscal year; and

7                   “(ii) notify the State apprenticeship  
8                   agency that the recognition of the agency  
9                   will not be withdrawn under this sub-  
10                  section for the reason for which the fund-  
11                  ing was most recently reduced under sub-  
12                  paragraph (B).

13                  “(D) WITHDRAWAL OF RECOGNITION AND  
14                  OPPORTUNITY FOR HEARING.—In a case in  
15                  which a State apprenticeship agency fails to  
16                  remedy a failure identified under paragraph (2)  
17                  after receiving the notice provided under sub-  
18                  paragraph (B)(ii), the Administrator shall—

19                   “(i) provide a written notification to  
20                   the State apprenticeship agency describing  
21                   such failure and notifying the State ap-  
22                   prenticeship agency that the Administrator  
23                   has determined the State apprenticeship  
24                   agency has failed to remedy the failure;  
25                   and

1           “(ii) offer the State apprenticeship  
2           agency an opportunity to, not later than  
3           30 days after the date of such notice, ap-  
4           peal of such determination to an adminis-  
5           trative law judge.

6           “(4) PROCESS AND REQUIREMENTS REGARDING  
7           WITHDRAWAL OF RECOGNITION.—

8           “(A) OFFICE OF APPRENTICESHIP.—

9           “(i) IN GENERAL.—If a State appren-  
10          ticeship agency does not appeal the deter-  
11          mination under paragraph (3)(D)(ii) or is  
12          unsuccessful in such an appeal, the Admin-  
13          istrator shall—

14                 “(I) provide to the State appren-  
15          ticeship agency an order withdrawing  
16          recognition of such agency under this  
17          subsection; and

18                 “(II) establish a State Office of  
19          Apprenticeship         under         section  
20          111(b)(3)(A)(i).

21           “(ii) AFTER ORDER.—Not later than  
22          30 days after the date that an order under  
23          clause (i)(I) is provided to a State appren-  
24          ticeship agency, the Administrator shall  
25          provide notification of the withdrawal to

1 the sponsors in the State of the State ap-  
2 prenticeship agency that were registered  
3 with the State apprenticeship agency to en-  
4 able each such sponsor to be registered  
5 with the Administrator (acting through the  
6 State Office of Apprenticeship established  
7 under clause (i)(II)).

8 “(B) STATE APPRENTICESHIP AGENCY RE-  
9 QUIREMENTS.—A State agency that has had  
10 recognition withdrawn under subparagraph (A)  
11 shall—

12 “(i) provide to the Administrator pro-  
13 gram standards, apprenticeship agree-  
14 ments, completion records, cancellation and  
15 suspension records, performance metrics,  
16 and any other documents relating to the  
17 covered apprenticeship programs in the  
18 State;

19 “(ii) cooperate fully during the transi-  
20 tion period beginning on the date of the  
21 order withdrawing such recognition under  
22 subparagraph (A)(i)(I) and ending on the  
23 date on which the Administrator estab-  
24 lishes a State Office of Apprenticeship in

1 the State under section 111(b)(3)(A)(i);  
2 and

3 “(iii) return any unused funds re-  
4 ceived under this Act.

5 “(5) REINSTATEMENT OF RECOGNITION.—A  
6 State agency that has had recognition withdrawn as  
7 a State apprenticeship agency under this subsection  
8 may have such recognition reinstated upon presen-  
9 tation of adequate evidence that the State appren-  
10 ticeship agency has—

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

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

15 “(f) RESERVATION AND STATE ALLOTMENTS.—

16 “(1) STATE ALLOTMENTS.—

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

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

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

1 “(B) FORMULA.—

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

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

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



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

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

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

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

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

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

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

5                   “(B) POVERTY LINE.—The term ‘poverty  
6 line’ means the poverty line (as defined by the  
7 Office of Management and Budget, and revised  
8 annually in accordance with section 673(2) of  
9 the Community Services Block Grant Act (42  
10 U.S.C. 9902(2))) applicable to a family of the  
11 size involved.

12                   “(C) UNEMPLOYED INDIVIDUAL.—The  
13 term ‘unemployed individual’ means an indi-  
14 vidual who is without a job and who wants and  
15 is available for work. The determination of  
16 whether an individual is without a job, for pur-  
17 poses of this paragraph, shall be made in ac-  
18 cordance with the criteria used by the Bureau  
19 of Labor Statistics of the Department of Labor  
20 in defining individuals as unemployed.

21           “(g) AUTHORIZATION OF APPROPRIATIONS.—There  
22 are authorized to be appropriated to carry out this sec-  
23 tion—

24                   “(1) \$75,000,000 for fiscal year 2025;

25                   “(2) \$85,000,000 for fiscal year 2026;

1 “(3) \$95,000,000 for fiscal year 2027;

2 “(4) \$105,000,000 for fiscal year 2028; and

3 “(5) \$115,000,000 for fiscal year 2029.

4 **“SEC. 114. INTERAGENCY AGREEMENT WITH DEPARTMENT**  
5 **OF EDUCATION.**

6 “(a) IN GENERAL.—Not later than 2 years after the  
7 effective date of the National Apprenticeship Act of 2023,  
8 the Secretary (acting through the Administrator) shall—

9 “(1) enter into an interagency agreement with  
10 the Secretary of Education to promote and support  
11 integration and alignment of pre-apprenticeship and  
12 covered apprenticeship programs with secondary,  
13 postsecondary, and adult education and vocational  
14 rehabilitation, through the activities described in this  
15 section; and

16 “(2) submit to the Committee on Health, Edu-  
17 cation, Labor, and Pensions of the Senate and the  
18 Committee on Education and the Workforce of the  
19 House of Representatives such agreement and any  
20 modifications to such agreement.

21 “(b) ALIGNMENT FOR YOUTH APPRENTICESHIPS.—  
22 In order to promote alignment between youth apprentice-  
23 ship programs and secondary school graduation require-  
24 ments, the interagency agreement under subsection (a)(1)  
25 shall describe how the Secretaries will work to provide—

1 “(1) information and resources to—

2 “(A) parents and students to promote, in  
3 user-friendly formats and in multiple languages,  
4 a better understanding, by not later than mid-  
5 dle school, of pre-apprenticeship programs and  
6 covered apprenticeship programs and their  
7 value in secondary and postsecondary education  
8 and career pathways; and

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

15 “(2) technical assistance to relevant parties on  
16 how to—

17 “(A) align related instruction and skills  
18 and competencies for occupations suitable for  
19 apprenticeship to secondary school graduation  
20 requirements incorporating the principles for  
21 universal design for learning;

22 “(B) offer related instruction through dual  
23 and concurrent enrollment programs and other  
24 accelerated learning programs, as described in  
25 section 4104(b)(3)(A)(i)(IV) of the Elementary

1 and Secondary Education Act of 1965 (20  
2 U.S.C. 7114(b)(3)(A)(i)(IV));

3 “(C) facilitate transitions for youth ap-  
4 prentices who have completed their youth ap-  
5 prenticeships into further education, including  
6 an associate, baccalaureate, or advanced degree  
7 or related apprenticeship opportunities; and

8 “(D) align activities carried out under this  
9 Act with eligible funding from, and planning  
10 processes for, the Carl D. Perkins Career and  
11 Technical Education Act of 2006 (20 U.S.C.  
12 2301 et seq.), the Elementary and Secondary  
13 Education Act of 1965 (20 U.S.C. 6301 et  
14 seq.), the Individuals with Disabilities Edu-  
15 cation Act (20 U.S.C. 1400 et seq.), the Reha-  
16 bilitation Act of 1973 (29 U.S.C. 720 et seq.),  
17 and the Higher Education Act of 1965 (20  
18 U.S.C. 1001 et seq.).

19 “(c) APPRENTICESHIP COLLEGE CONSORTIUM.—In  
20 order to support the establishment of a college consortium  
21 of postsecondary educational institutions, including minor-  
22 ity-serving institutions, related instruction providers,  
23 sponsors, qualified intermediaries, employers, labor orga-  
24 nizations, and joint labor-management organizations for  
25 the purposes of promoting stronger connections between

1 pre-apprenticeship or covered apprenticeship programs  
2 and participating 2- and 4-year postsecondary educational  
3 institutions, the interagency agreement under subsection  
4 (a)(1) shall include a description of how the Secretaries  
5 will—

6           “(1) support data sharing systems that align  
7 education records and records of covered apprentice-  
8 ship and pre-apprenticeship programs regarding  
9 whether program participants who receive financial  
10 aid under title IV of the Higher Education Act of  
11 1965 (20 U.S.C. 1070 et seq.) enroll in and com-  
12 plete, postsecondary coursework while participating  
13 in a program under such system;

14           “(2) provide guidance on how to align eligible  
15 funding from, planning processes for, and the re-  
16 quirements of the Carl D. Perkins Career and Tech-  
17 nical Education Act of 2006 (20 U.S.C. 2301 et  
18 seq.), the Rehabilitation Act of 1973 (29 U.S.C. 720  
19 et seq.), and the Higher Education Act of 1965 (20  
20 U.S.C. 1001 et seq.) with this Act;

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

24           “(A) have an articulation agreement with a  
25 participating sponsor of an apprenticeship pro-

1           gram, which may include a 2- or 4-year postsec-  
2           ondary educational institution;

3           “(B) create or expand the awarding and  
4           articulation of core academic credit for related  
5           instruction completed and credentials awarded  
6           to program participants as part of a pre-ap-  
7           prenticeship or covered apprenticeship program;  
8           and

9           “(C) support the creation or expansion of  
10          easily accessible, low- or no-cost electronic tran-  
11          scripts for apprenticeship programs and all aca-  
12          demic content, including related instruction and  
13          on-the-job training;

14          “(4) provide technical assistance on eligible  
15          uses of financial aid, including the Federal work  
16          study program under part C of title IV of the High-  
17          er Education Act of 1965 (20 U.S.C. 1087–51 et  
18          seq.), for related instruction for programs under the  
19          National Apprenticeship System;

20          “(5) provide to consortium participants or po-  
21          tential participants information regarding—

22                 “(A) a list of apprenticeship programs in  
23                 related occupations offered in the State or  
24                 available under the Office of Apprenticeship  
25                 that may become part of the consortium;

1           “(B) information on how to develop an ap-  
2           prenticeship program;

3           “(C) information on Federal, State, and  
4           local financial resources available to assist with  
5           the establishment and implementation of ap-  
6           prenticeship programs; and

7           “(D) information on related qualified inter-  
8           mediaries or industry or sector partnerships  
9           supporting apprenticeship programs, as applica-  
10          ble; and

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

14               “(A) a list of participating members of the  
15               consortium, apprenticeship programs provided,  
16               credentials awarded with each program, and  
17               available occupations suitable for apprentice-  
18               ship; and

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

23          “(d) BEST PRACTICE DEVELOPMENT AND SHAR-  
24          ING.—



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

13          “(2) CLEARINGHOUSE.—Such interagency  
14          agreement shall require the Secretaries to lead a  
15          multi-stakeholder approach to create a clearinghouse  
16          of best practices—

17                 “(A) for improving performance and in-  
18                 creasing alignment of secondary and postsec-  
19                 ondary education content, programs, and re-  
20                 quirements pre-apprenticeship and covered ap-  
21                 prenticeship programs; and

22                 “(B) publicly disseminate continuously up-  
23                 dated, high-quality information and resources  
24                 on—

1 “(i) replicable related instruction and  
2 on-the-job learning; and

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

6 “(e) DATA SHARING AGREEMENT.—The Secretaries  
7 shall disseminate best practices for the alignment of edu-  
8 cation records and records of pre-apprenticeship and cov-  
9 ered apprenticeship programs, including information on  
10 program participants who enroll in, complete, and receive  
11 academic credit for postsecondary coursework while par-  
12 ticipating in such a program.

13 “(f) SECRETARIES DEFINED.—In this section, the  
14 term ‘Secretaries’ means the Secretary of Labor and the  
15 Secretary of Education.

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

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

20 “(a) APPLICATION.—

21 “(1) IN GENERAL.—For an occupation to be  
22 approved as an occupation suitable for apprentice-  
23 ship by the Administrator under section 111(b)(5),  
24 a person seeking such approval shall submit to the  
25 Administrator an application under paragraph (2)

1 that demonstrates demand from an employer in the  
2 occupation for a covered apprenticeship program in  
3 such occupation that will prepare individuals for the  
4 a range of skills and competencies needed for such  
5 occupation.

6 “(2) CONTENTS.— An application submitted  
7 under paragraph (1) with respect to a covered ap-  
8 prenticeship program in the occupation shall de-  
9 scribe how the program will involve the progressive  
10 attainment of skills, competencies, and knowledge  
11 that are—

12 “(A) clearly identified and commonly rec-  
13 ognized throughout the relevant industry or oc-  
14 cupation; and

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

19 “(b) ASSESSMENT.—

20 “(1) IN GENERAL.—In assessing under section  
21 111(b)(5) whether a program in an occupation for  
22 which an application is submitted under subsection  
23 (a) will meet the requirements of subparagraph (A)  
24 or (B) of subsection (a)(2), the Administrator  
25 shall—

1           “(A) conduct a comprehensive assessment  
2 of the skills, techniques, and competencies re-  
3 quired by the occupation, which assesses wheth-  
4 er such skills, techniques, and competencies—

5           “(i) are specialized and acquired opti-  
6 mally through a structured, systematic  
7 training program involving close on-the-job  
8 supervision and mentoring by subject-mat-  
9 ter experts;

10           “(ii) require—

11           “(I) at least 2,000 hours of on-  
12 the-job learning and mentoring to  
13 achieve proficiency in an apprentice-  
14 ship program; or

15           “(II) an alternative amount of  
16 time for purposes of a pre-apprentice-  
17 ship or youth apprenticeship;

18           “(iii) are acquired optimally through a  
19 supplementary educational or instructional  
20 component conveying theoretical and con-  
21 ceptual knowledge relevant to the occupa-  
22 tion;

23           “(B) determine whether the occupation is  
24 an occupation that is commonly recognized  
25 throughout an industry or sector; and

1           “(C) determine the extent to which the  
2 skills, competencies, and knowledge required by  
3 the occupation comprise only discrete or limited  
4 tasks of another occupation that has been ap-  
5 proved as an occupation suitable for apprentice-  
6 ship, rather than the full scope and depth of  
7 the skills, competencies, and knowledge of an  
8 occupation appropriate for approval as an occu-  
9 pation suitable for apprenticeship.

10           “(2) PROHIBITION ON DESKILLING.—

11           “(A) IN GENERAL.—In a case in which the  
12 Administrator determines under paragraph  
13 (1)(C) that the skills, competencies, and knowl-  
14 edge of the occupation being assessed under  
15 paragraph (1)—

16           “(i) comprise only discrete or limited  
17 tasks of another occupation that has been  
18 approved as an occupation suitable for ap-  
19 prenticeship; or

20           “(ii) fail to encompass the full scope  
21 and depth of the skills, competencies, and  
22 knowledge of an occupation appropriate for  
23 approval as an occupation suitable for ap-  
24 prenticeship;

1 the Administrator may, except as provided in  
2 subparagraph (B), determine that the occupa-  
3 tion being so assessed is not an occupation suit-  
4 able for apprenticeship.

5 “(B) REQUIRED DETERMINATION.—In the  
6 case of an occupation being assessed under  
7 paragraph (1) that performs work classified in  
8 sector 23 or industry 562910 of the most re-  
9 cent publication of the North American Indus-  
10 try Classification System, the Administrator  
11 may not determine that such an occupation is  
12 an occupation suitable for apprenticeship if  
13 such occupation meets the criteria in clause (i)  
14 or (ii) of subparagraph (B) with respect to an-  
15 other occupation suitable for apprenticeship.

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

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

24 “(b) APPRENTICESHIP PROGRAM STANDARDS.—In  
25 addition to the standards described in subsection (d), an

1 apprenticeship program shall meet the following stand-  
2 ards:

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

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

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

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

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

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

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

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

5           “(i) for time-based or hybrid appren-  
6 ticeship programs, shall include not less  
7 than 144 hours for each year of appren-  
8 ticeship;

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

14           “(iii) shall be provided by one or more  
15 qualified instructors that—

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

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

23           “(II) have training in teaching  
24 techniques and learning styles or will



1                   obtain such training before providing  
2                   the related technical instruction;

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

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

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

12                   “(i) consistent with competency at-  
13                   tainment; and

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

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

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

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

1 model, which blends the time-based and com-  
2 petency-based approaches.

3 “(F) The methods used to measure the  
4 skills and competencies of an apprentice, which  
5 may include an initial diagnostic assessment or  
6 assessment of credentials that verify an individ-  
7 ual’s foundational knowledge and skills that  
8 would be needed to succeed in an apprentice-  
9 ship program, and which shall include—

10 “(i) in the case of a time-based ap-  
11 prenticeship, the apprentice’s completion of  
12 the required hours of on-the-job learning  
13 as described in a work process schedule;

14 “(ii) in the case of a competency-  
15 based model, the apprentice’s successful  
16 demonstration of acquired skills and  
17 knowledge through appropriate means of  
18 testing and evaluation for such com-  
19 petencies, and by requiring apprentices to  
20 complete a paid on-the-job learning compo-  
21 nent of the apprenticeship; or

22 “(iii) in the case of a hybrid appren-  
23 ticeship, a combination of a specified min-  
24 imum number of hours of on-the-job learn-  
25 ing and the successful demonstration of

1 competency, as described in clause (ii), and  
2 a work process schedule.

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

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

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

17 “(A) clearly identifies each interim creden-  
18 tial and describes each such interim credit in  
19 the application for the apprenticeship program  
20 submitted under section 124(a);

21 “(B) only issues an interim credential for  
22 recognized components of an occupation suit-  
23 able for apprenticeship and demonstrates how  
24 each interim credential specifically links to the

1 knowledge, skills, and abilities associated with  
2 such components; and

3 “(C) establishes the process for assessing  
4 an individual apprentice’s demonstration of  
5 competency and measurable skill gains associ-  
6 ated with the particular interim credential.

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

11 “(1) The program is designed for youth appren-  
12 tices who, at the start of the program, are—

13 “(A) not younger than age 16 or older  
14 than age 24; and

15 “(B)(i) enrolled in secondary school or  
16 high school; or

17 “(ii) disconnected youth.

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

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

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

1 on-the-job training or in an experiential  
2 setting;

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

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

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

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

18 “(C) Related classroom-based instruction,  
19 which may be fulfilled through dual or concu-  
20 rent enrollment, and—

21 “(i) is, to the extent practicable,  
22 aligned with secondary school diploma re-  
23 quirements and career clusters; and

24 “(ii) meets the additional require-  
25 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 program, which may  
5           be measured using a hybrid model, which  
6           blends the time-based and competency-based  
7           approaches.

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

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

17          “(3) The program equally grants advanced  
18          standing or credit to all individuals applying for the  
19          youth apprenticeship with demonstrated competency  
20          or acquired experience, training, or skills, including  
21          individuals with disabilities seeking competitive inte-  
22          grated employment.

23          “(4) In the case of a youth apprenticeship pro-  
24          gram that chooses to issue an interim credential, the

1 program meets the requirements of subsection  
2 (b)(4).

3 “(d) GENERAL COVERED APPRENTICESHIP RE-  
4 QUIREMENTS.—Each covered apprenticeship program  
5 shall meet the following standards:

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

8 “(2) The program—

9 “(A) has accessible, adequate, and safe  
10 equipment, environments, and facilities for  
11 training and supervision;

12 “(B) provides safety training on-the-job  
13 and, as applicable for the occupation suitable  
14 for apprenticeship, in related instruction; and

15 “(C) provides adequate training for men-  
16 tors and qualified instructors on providing a  
17 safe work and training environment.

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

1 “(4) The program provides—

2 “(A) all individuals with an equal oppor-  
3 tunity to participate in the program as de-  
4 scribed in section 111(b)(7)(B) and complies  
5 with the requirements of the apprenticeship  
6 equal opportunity regulations; and

7 “(B) materials that comply with the most  
8 recent final version of the Web Content Accessi-  
9 bility Guidelines (or successor guidelines).

10 “(5) The program awards a certificate of com-  
11 pletion in recognition of successful completion of the  
12 program, evidenced by an appropriate certificate  
13 issued by the registration agency, and prepares a  
14 program participant to obtain a recognized postsec-  
15 ondary credential that is described in the application  
16 for the program submitted under section 124(a);

17 “(6) The program provides that an individual  
18 who is to become a program participant under the  
19 program enters into a written apprenticeship agree-  
20 ment described in section 123 with the sponsor of  
21 the program prior to registering to participate in the  
22 program.

23 “(7) The numeric ratio of program participants  
24 to supervisors (such as journeyworkers, mentors, or



1 on-the-job learning instructors, as applicable) for the  
2 occupation suitable for apprenticeship—

3 “(A) is, except in the case of a program in  
4 a low-density area that demonstrates need or a  
5 shortage of available individuals to serve as su-  
6 pervisors, based on evidence-based and evi-  
7 dence-informed best practices for supervision,  
8 training, safety, and continuity of employment,  
9 throughout the work processes of the program,  
10 job site, department, or plant, appropriate for  
11 the degree of hazard in different occupations;

12 “(B) except if such ratios are expressly  
13 prohibited by a collective bargaining agreement,  
14 is consistent with provisions in any applicable  
15 collective bargaining agreements; and

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

1           “(8) Meets any other requirements proscribed  
2           by the Administrator.

3           “(e) PRE-APPRENTICESHIP PROGRAM STAND-  
4 ARDS.—A pre-apprenticeship program shall meet the fol-  
5 lowing standards:

6           “(1) The program is designed to assist individ-  
7           uals who face barriers to entering, or do not meet  
8           minimum qualifications for, an apprenticeship pro-  
9           gram as described in subsection (b)(3) and prepare  
10          them to enter and succeed in such an apprenticeship  
11          program, including by providing the skills and com-  
12          petency attainment needed to enter the apprentice-  
13          ship program.

14          “(2) The program—

15                 “(A) is carried out by an entity that main-  
16                 tains a written agreement with at least one  
17                 sponsor of a covered apprenticeship program  
18                 for entry of a pre-apprentice who successfully  
19                 completes the pre-apprenticeship program into  
20                 the covered apprenticeship program upon such  
21                 completion;

22                 “(B) demonstrates the existence of an ac-  
23                 tive, advisory partnership with an industry or  
24                 sector partnership to inform the training and

1 education services necessary for a pre-appren-  
2 ticeship program;

3 “(C) demonstrates partnerships with quali-  
4 fied intermediaries, community-based organiza-  
5 tions, labor organizations, or joint labor-man-  
6 agement organizations; and

7 “(D) provides data requested by the Sec-  
8 retary on the success of the pre-apprenticeship  
9 program in preparing participants for a covered  
10 apprenticeship program.

11 “(3) The program includes a written plan devel-  
12 oped by the entity carrying out the pre-apprentice-  
13 ship program that is developed in consultation with  
14 the sponsor of the apprenticeship program described  
15 in paragraph (2)(A), that—

16 “(A) provides for paid work-based learn-  
17 ing, to the extent practicable and as funding al-  
18 lows, or simulated work experience, which may  
19 include an industry or sector partnership and a  
20 related instruction provider collaborating to  
21 provide training that will introduce participants  
22 to the skills, competencies, and materials used  
23 in one or more occupations suitable for appren-  
24 ticeship;

1           “(B) is based on and aligned with national,  
2           State, regional, or local industry standards for  
3           high-skill, high-wage, or in-demand industry  
4           sectors and occupations and with the require-  
5           ments of one or more related apprenticeship  
6           programs for which the pre-apprenticeship pre-  
7           pares participants;

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

16          “(D) includes mentoring, career exposure,  
17          career planning or mapping, career awareness  
18          or career education and navigation activities,  
19          and retention activities.

20 **“SEC. 123. APPRENTICESHIP AGREEMENTS FOR COVERED**  
21 **APPRENTICESHIPS.**

22          “(a) UNIVERSAL TEMPLATE.—To ensure the stand-  
23          ards described in subsections (b) through (d) of section  
24          122 are applied to covered apprenticeship programs, the  
25          Administrator shall develop a universal template for an

1 apprenticeship agreement that meets the requirements of  
2 this section.

3 “(b) REQUIREMENTS.—The apprenticeship agree-  
4 ment for each covered apprenticeship program shall—

5 “(1) use the universal template described in  
6 subsection (a);

7 “(2) be the same for each participant in such  
8 program;

9 “(3) contain the names and signatures of the  
10 program participant and the sponsor;

11 “(4) meet the requirements of subsection (c);  
12 and

13 “(5) as required under section 124(b)(3)(B), be  
14 completed and submitted, including via electronic  
15 submission, by the sponsor to the registration agen-  
16 cy and the Administrator.

17 “(c) STANDARDS.—Each agreement under subsection  
18 (b) shall contain, explicitly or by reference, each applicable  
19 program standard under section 122, including—

20 “(1) in the case of a covered apprenticeship  
21 program—

22 “(A) that is time-based, a statement of the  
23 number of hours to be spent by the program  
24 participant in on-the-job learning and on-the-  
25 job training in order to complete the program;

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

5           “(C) that is a hybrid model, the minimum  
6           number of hours to be spent by the program  
7           participant in on-the-job learning and work  
8           components and in related instruction and a de-  
9           scription of the skill sets and competencies to  
10          be attained by completion of the program;

11          “(2) the number of hours and form of related  
12          instruction, including how related instruction will be  
13          compensated (whether through academic credit,  
14          wages, or both), the costs the program participant  
15          will incur for participating in the program (such as  
16          for equipment, related instruction, or assessment or  
17          licensure fees), and the recognized postsecondary  
18          credentials the program participants will be eligible  
19          to receive upon program completion;

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

24          “(4) for apprenticeships or youth apprentice-  
25          ship programs, the graduated wage scale to be paid

1 to the apprentices, benefits offered to the appren-  
2 tices, and how the wages and benefits compare to  
3 State, local, or regional wages in the related occupa-  
4 tion; and

5 “(5) demonstration of commitment to and com-  
6 pliance with section 111(b)(7)(B) and the require-  
7 ments of the apprenticeship equal opportunity regu-  
8 lations.

9 “(d) COLLECTIVE BARGAINING.—Nothing in an ap-  
10 prenticeship agreement or this Act shall operate to invali-  
11 date an applicable provision in a collective bargaining  
12 agreement between employers and employees establishing  
13 higher standards for covered apprenticeship programs.

14 **“SEC. 124. REGISTRATION OF PROGRAMS UNDER THE NA-**  
15 **TIONAL APPRENTICESHIP SYSTEM.**

16 “(a) PROGRAM REGISTRATION APPLICATION.—Ex-  
17 cept as provided in subsection (b)(4) and section  
18 111(b)(10)(E)(ii), each registration agency shall, in ac-  
19 cordance with subsection (b) and any regulations promul-  
20 gated by the Administrator, register any program as a  
21 covered apprenticeship program for which a sponsor ap-  
22 plying to register such a program submits, including via  
23 electronic submission, the information required by the reg-  
24 istration agency, including—

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

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

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

8                   “(A) administer the program in accordance  
9                   with the requirements of this Act and comply  
10                  with the requirements of the apprenticeship  
11                  agreement; and

12                   “(B) enroll at least 1 covered apprentice-  
13                  ship program participant within a year of reg-  
14                  istration and annually thereafter; and

15           “(4) a description of the methods the sponsor  
16           will use to report performance data to the registra-  
17           tion agency describing, as required by the registra-  
18           tion agency, outcomes associated with the program.

19           “(b) RECOGNITION AND REGISTRATION PROCESS.—

20                   “(1) REVIEW AND APPROVAL PROCESS.—

21                           “(A) PROVISIONAL REGISTRATION RE-  
22                           VIEW.—A registration agency that determines  
23                           an application to register a program as a reg-  
24                           istered a covered apprenticeship program sub-  
25                           mitted under subsection (a) meets the require-



1           ments described in such subsection shall reg-  
2           ister such program for a provisional 1-year pe-  
3           riod beginning not later than 30 days after  
4           such application is submitted. During such pe-  
5           riod, the registration agency shall accept and  
6           record the apprenticeship agreement as evidence  
7           of the program’s compliance and registration to  
8           operate such program.

9           “(B) FULL REGISTRATION OR EXTENDED  
10          PROVISIONAL REGISTRATION.—Not later than  
11          the last day of the provisional registration pe-  
12          riod for a program described in subparagraph  
13          (A), the registration agency providing provi-  
14          sional registration under such subparagraph  
15          shall review the program under section  
16          131(b)(2)(B)(i) and—

17                 “(i) if the registration agency deter-  
18                 mines that the program meets and com-  
19                 plies with the standards and requirements,  
20                 the registration agency shall register the  
21                 program as a covered apprenticeship pro-  
22                 gram; or

23                 “(ii) if the registration agency deter-  
24                 mines that the program fails to meet or

1                   comply with the requirements or stand-  
2                   ards, the registration agency may—

3                   “(I) in accordance with subpara-  
4                   graph (C), extend the provisional reg-  
5                   istration of the program under sub-  
6                   paragraph (A) through the first full  
7                   training cycle for program partici-  
8                   pants in the program and conduct an  
9                   additional provisional review at the  
10                  conclusion of the training cycle; or

11                  “(II) deregister such program in  
12                  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                  “(C) EXTENDED PROVISIONAL REGISTRA-  
19                  TION.—In the case of a program that has a  
20                  provisional registration under subparagraph (A)  
21                  extended under subparagraph (B)(ii)(I), the  
22                  registration agency shall—

23                  “(i) provide technical assistance de-  
24                  scribed in 131(c) and take corrective ac-

1                   tion for the program described in  
2                   131(d)(1)(A); and

3                   “(ii) not later than the end of the first  
4                   full training cycle for program participants  
5                   in such program, review the program  
6                   under section 131(b)(2)(B)(i) and—

7                   “(I) if the registration agency de-  
8                   termines that the program meets and  
9                   complies with the standards and re-  
10                  quirements, the registration agency  
11                  shall register the program; or

12                  “(II) if the registration agency  
13                  determines that the program fails to  
14                  meet or comply with the requirements  
15                  or standards, deregister such program  
16                  in accordance with the procedures de-  
17                  scribed under paragraph (3) of section  
18                  131(d) as if the registration agency  
19                  made the determination described  
20                  under paragraph (1)(B) of such sec-  
21                  tion with respect to the program.

22                  “(2) CERTIFICATE OF REGISTRATION.—

23                  “(A) IN GENERAL.—A registration agency  
24                  that registers a program as a covered appren-  
25                  ticeship program under paragraph (1) shall—

1 “(i) provide the sponsor of the pro-  
2 gram with a certificate of registration or  
3 other written evidence of registration; and

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

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

17 “(3) PROGRAM PARTICIPANT REGISTRATION.—  
18 A sponsor of a covered apprenticeship program reg-  
19 istered in accordance with paragraph (1) shall pro-  
20 vide to any individual seeking to be a program par-  
21 ticipant in the program the opportunity to apply  
22 through the sponsor and shall—

23 “(A) enter into a written apprenticeship  
24 agreement described in section 123 with any  
25 such individual accepted by the sponsor for a

1 program before the commencement of the pro-  
2 gram; and

3 “(B) register each apprentice or youth ap-  
4 prentice with the applicable registration agency  
5 by, except as otherwise required by the registra-  
6 tion agency, filing a copy of the apprenticeship  
7 agreement with the registration agency and, as  
8 required under section 123(b)(5), sharing such  
9 a copy with the Administrator.

10 “(4) TRANSITION PROCESS FOR PREVIOUSLY  
11 REGISTERED PROGRAMS.—With respect to an ap-  
12 prenticeship that was registered under this Act as of  
13 the day before the date of enactment of the National  
14 Apprenticeship Act of 2023, the applicable registra-  
15 tion agency for such program shall take such steps  
16 as necessary to—

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

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

1           ance with this Act not later than 3 years after  
2           the date of enactment of the National Appren-  
3           ticeship Act of 2023.

4           “(c) MODIFICATIONS OR CHANGES TO COVERED AP-  
5 PRENTICESHIP PROGRAMS.—

6           “(1) SPONSOR PROPOSAL.—Any sponsor that  
7           wishes to modify a covered apprenticeship program,  
8           including a modification to the method of the pro-  
9           gram for meeting the standards required under this  
10          Act, shall submit, including via electronic submission  
11          a proposal for the modification to the registration  
12          agency for the program for consideration in accord-  
13          ance 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 10 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, including by electronic notification.

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, in-  
2 cluding the reasons for each such deregistration; and

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

5 **“Subtitle C—Evaluations and**  
6 **Research**

7 **“SEC. 131. PROGRAM EVALUATIONS.**

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

18 “(b) REVIEWS BY REGISTRATION AGENCIES.—

19 “(1) PERFORMANCE REVIEWS.—

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

22 “(i) annually collect performance data  
23 for each covered apprenticeship program  
24 registered under section 124 by such agen-  
25 cy to determine—



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

11                  “(II) the completion rates of the  
12                  program;

13                  “(ii) as necessary, provide technical  
14                  assistance to covered apprenticeship pro-  
15                  grams for the collection of the information  
16                  under clause (i) and subparagraph (B)(i);

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

19                  “(iv) provide data collected under  
20                  clause (i) and subparagraph (B),  
21                  disaggregated in accordance with clause  
22                  (ii) of subparagraph (B), to the inde-  
23                  pendent entity conducting the evaluations  
24                  on behalf of the Secretary under section  
25                  132.

1 “(B) REPORTS.—

2 “(i) IN GENERAL.—The registration  
3 agency for a State shall annually prepare  
4 and submit to the Administrator a State  
5 performance report that contains the infor-  
6 mation described in clause (iii) and, with  
7 respect to each covered apprenticeship pro-  
8 gram registered by such registration agen-  
9 cy under section 124, includes the fol-  
10 lowing:

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

16 “(II) The disaggregated (in ac-  
17 cordance with clause (ii)) percentages  
18 of program participants from the pro-  
19 gram as compared to the  
20 disaggregated (in accordance with  
21 such clause) percentages within the  
22 working age population in the geo-  
23 graphical area from which the sponsor  
24 usually seeks or reasonably could seek  
25 program participants and who meet

1 the minimum eligibility requirements  
2 for entry into the program.

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

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

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

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

21 “(ii) DISAGGREGATION.—The per-  
22 formance data described in subclauses (I)  
23 through (VI) of clause (i) shall be  
24 disaggregated—

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

4                   “(II) by race, ethnicity, sex, age,  
5                   veteran status, disability status, and  
6                   membership in a population specified  
7                   in section 3(24) of the Workforce In-  
8                   novation and Opportunity Act (29  
9                   U.S.C. 3102(24)).

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

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

23                  “(D) PUBLICATION.—Not later than 30  
24                  days after receipt of each report received under  
25                  subparagraph (B), the Administrator shall

1 make available on a publicly accessible website  
2 such report.

3 “(2) COMPREHENSIVE PROGRAM REVIEWS.—

4 “(A) IN GENERAL.—Each registration  
5 agency shall, in accordance with subparagraphs  
6 (B) and (C), review each covered apprenticeship  
7 program registered under section 124 by such  
8 registration agency to ensure the program  
9 meets each applicable quality standard under  
10 section 122 and complies with all other applica-  
11 ble program requirements under this Act.

12 “(B) TIMING OF REVIEWS.—A review de-  
13 scribed in subparagraph (A) with respect to a  
14 program shall—

15 “(i) for the initial review, occur at the  
16 end of the provisional registration period  
17 for a program described in section  
18 124(b)(1)(A); and

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

21 “(C) REVIEW.—A review described in sub-  
22 paragraph (A) with respect to a program shall  
23 be a comprehensive review regarding all aspects  
24 of the program performance, including—

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

7           “(ii) determining whether the sponsor  
8           of the program is complying with all other  
9           requirements of this Act applicable to the  
10          sponsor;

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

17          “(iv) ensuring the compliance of the  
18          sponsor with the requirement to provide  
19          equal opportunity in recruitment, training,  
20          and employment as described in section  
21          111(b)(7)(B) and apprenticeship equal op-  
22          portunity regulations.

23          “(D) REPORTS.—On completion of a re-  
24          view under this paragraph, the registration  
25          agency shall prepare and submit to the Admin-

1           istrator a report containing the results of the  
2           review.

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

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

12           “(2) assistance in the development of a per-  
13 formance improvement plan to take corrective action  
14 if the registration agency determines, pursuant to  
15 any review under subsection (b)(2), that the pro-  
16 gram—

17           “(A) is not in compliance with the require-  
18 ments of this Act or fails to meet an applicable  
19 quality standard under section 122; or

20           “(B) is achieving levels of performance on  
21 any indicator described in subclause (I) or (II)  
22 of subsection (b)(1)(A)(i) that is lower than the  
23 State goals established under section  
24 113(c)(7)(A)(i) for any program year.

1           “(d) DEREGISTRATION OF AN APPRENTICESHIP PRO-  
2 GRAM.—

3           “(1) IN GENERAL.—After completion of a re-  
4 view under subsection (b)(2) with respect to a cov-  
5 ered apprenticeship program, the registration agency  
6 may—

7           “(A) design and implement a performance  
8 improvement plan to assist the program in  
9 meeting any applicable quality standard under  
10 section 122 or in coming into compliance with  
11 all other applicable program requirements  
12 under this Act; and

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

19           “(2)           DETERMINATION           REGARDING  
20 DEREGISTRATION.—

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



1           onstrates, as described in subparagraph (B),  
2           persistent and significant failure to perform  
3           successfully.

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

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

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

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

1                   “(iv) the program demonstrates an  
2                   ongoing pattern of very low completion  
3                   rates over a period of 3 years;

4                   “(v) the sponsor has not administered  
5                   the program in accordance with the pro-  
6                   gram’s registration application under sec-  
7                   tion 124 or with the requirements of this  
8                   Act.

9                   “(3) DEREGISTRATION.—

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

1           such notification, the registration agency shall  
2           deregister the program.

3           “(B) NOTIFICATION AND TREATMENT OF  
4           APPRENTICES.—Not later than 15 days after  
5           the registration agency deregisters a program  
6           under subparagraph (A), the sponsor shall no-  
7           tify each program participant of the program—

8                   “(i) of such deregistration and the ef-  
9                   fective date of the deregistration;

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

16                   “(iii) that the deregistration of the  
17                   program removes the program participant  
18                   from eligibility for any Federal financial  
19                   assistance or other assistance, or rights,  
20                   privileges, or exemptions under Federal  
21                   law, that—

22                           “(I) relates to an apprentice; and

23                           “(II) requires the registration  
24                   agency’s approval; and

1                   “(iv) that all program participants are  
2                   referred to the registration agency for in-  
3                   formation about potential transfers to  
4                   other covered apprenticeship programs.

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

7           “(a) RESEARCH.—The Secretary, acting through the  
8 Chief Evaluation Officer of the Department of Labor,  
9 shall conduct research for the purpose of improving the  
10 management and effectiveness of the pre-apprenticeship  
11 and covered apprenticeship programs and activities car-  
12 ried out under this Act and to assist in the evaluation of  
13 the programs under section 131.

14           “(b) TECHNIQUES.—The research conducted under  
15 subsection (a) shall use appropriate methodology, degree  
16 of independence, and research designs.

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

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

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

1           “(B) to the extent feasible, increase the  
2 levels of total employment, of attainment of rec-  
3 ognized postsecondary credentials, and of meas-  
4 urable skills, above the levels that would have  
5 existed in the absence of such programs and ac-  
6 tivities;

7           “(C) respond to the needs reflected in  
8 labor market data in the local area of the pro-  
9 gram or activity and align with high-skill, high-  
10 wage, or in-demand industries or occupations;

11           “(D) demonstrate a return on investment  
12 of Federal, State, local, sponsor, employer, and  
13 other funding for pre-apprenticeship and cov-  
14 ered apprenticeship programs, capturing the  
15 full level of investment in, and impact of, such  
16 programs; and

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

1           “(2) the impact of the National Apprenticeship  
2 Act of 2023 on the general effectiveness of pre-ap-  
3 prenticeship and covered apprenticeship programs,  
4 including on the implementation of policies such as  
5 dual or concurrent enrollment programs or advanced  
6 standing;

7           “(3) best practices for increasing participation  
8 of nontraditional apprenticeship populations in pre-  
9 apprenticeship and covered apprenticeship programs;  
10 and

11           “(4) opportunities to scale up effective models  
12 under the National Apprenticeship System.

13           “(d) REPORTS.—

14           “(1) ENTITY.—The Secretary shall require the  
15 entity carrying out the research under subsection (a)  
16 to prepare and submit to the Secretary a final report  
17 containing the results of the research, including pol-  
18 icy recommendations.

19           “(2) REPORTS TO CONGRESS.—Not later than  
20 60 days after receipt of the final report described in  
21 paragraph (1), the Secretary shall submit each re-  
22 port to the Committee on Health, Education, Labor,  
23 and Pensions of the Senate and the Committee on  
24 Education and the Workforce of the House of Rep-  
25 resentatives.

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

5           “(f) DEMONSTRATION AND PILOT PROJECT AU-  
6 THORITY.—

7           “(1) IN GENERAL.—The Secretary, acting  
8 through the Administrator, may, from funds de-  
9 scribed in paragraph (4), provide grants to entities  
10 to carry out demonstration or pilot projects relating  
11 to innovative strategies for increasing the number of  
12 apprentices in high-skill, high-wage, and in-demand  
13 nontraditional apprenticeship industries or occupa-  
14 tions.

15           “(2) REQUIREMENTS.—A demonstration or  
16 pilot project carried out under paragraph (1) shall—

17           “(A) have a duration of not longer than 3  
18 years;

19           “(B) be limited in size and scope;

20           “(C) be carried out in high-skill, high-  
21 wage, and in-demand nontraditional industries  
22 or occupations; and

23           “(D) comply with any applicable law of  
24 any State, or political subdivision of any State  
25 or jurisdiction, described in section 6.

1           “(3) WAIVER AUTHORITY.—The Secretary is  
2 authorized to waive, for any entity carrying out a  
3 demonstration or pilot project under paragraph (1),  
4 any statutory or regulatory requirements under this  
5 Act, except for the requirements in the apprentice-  
6 ship equal opportunity regulations, that would other-  
7 wise prevent such an entity from using grant funds  
8 received under such paragraph for such project.

9           “(4) EVALUATION AND ASSESSMENT.—At the  
10 conclusion of a demonstration or pilot project under  
11 paragraph (1) and prior to any further Federal  
12 funding for such a project, such project shall be  
13 evaluated and assessed by the Secretary, acting  
14 through the Chief Evaluation Officer of the Depart-  
15 ment of Labor, on the ability of the project to en-  
16 sure successful program outcomes.

17           “(5) FUNDING.—The Secretary may, from the  
18 funding authorized under section 141(a), use not  
19 more than \$1,000,000 annually to carry out para-  
20 graph (1).

## 21   **“Subtitle D—General Provisions**

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

23           “(a) OFFICE OF APPRENTICESHIP.—There are au-  
24 thorized to be appropriated to carry out sections 111, 112,  
25 131, and 132—



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

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

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

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

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

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

8 “(1) \$10,000,000 for fiscal year 2025;

9 “(2) \$12,000,000 for fiscal year 2026;

10 “(3) \$14,000,000 for fiscal year 2027;

11 “(4) \$16,000,000 for fiscal year 2028; and

12 “(5) \$18,000,000 for fiscal year 2029.

13 **“SEC. 142. PROHIBITION ON THE PAYMENT OF WAGES OF**  
14 **PROGRAM PARTICIPANTS.**

15 “No provision of this Act shall be construed to permit  
16 funds appropriated or made available for this Act to be  
17 used to pay the wages of any program participant.

18 **“SEC. 143. RULE OF CONSTRUCTION RELATED TO YOUTH**  
19 **APPRENTICESHIP PROGRAMS.**

20 “Any sponsor of a youth apprenticeship program  
21 shall be exempt from section 4 of the Age Discrimination  
22 in Employment Act of 1967 (29 U.S.C. 623) for purposes  
23 of such youth apprenticeship program.

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 make awards to eligible entities on a competitive  
9 basis for apprenticeship modernization projects for 1  
10 or more of the following purposes:

11 “(A) CREATION AND EXPANSION ACTIVI-  
12 TIES.—To expand the offerings of programs  
13 under the National Apprenticeship System—

14 “(i) to create new apprenticeship pro-  
15 grams in a nontraditional apprenticeship  
16 occupation, such as apprenticeship pro-  
17 grams for which the eligible entity dem-  
18 onstrates demand in advanced manufac-  
19 turing (including semiconductor manufac-  
20 turing, biomanufacturing, and automotive  
21 manufacturing), cybersecurity and infor-  
22 mation technology, computer science, envi-  
23 ronmental protection, conservation, trans-  
24 portation, health care (including home- and  
25 community-based services), or education

1 (including early childhood education), or  
2 another in-demand industry sector or occu-  
3 pation;

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

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

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

11 “(v) through a Rural Apprenticeship  
12 Demonstration Program (referred to in  
13 this section and section 202 as the ‘Rural  
14 Program’) established by the Adminis-  
15 trator—

16 “(I) to create or expand covered  
17 apprenticeship programs or pre-ap-  
18 prenticeship programs that target or  
19 serve individuals and workforce needs  
20 in a low-density area (referred to indi-  
21 vidually in this section and section  
22 202 as a ‘rural apprenticeship pro-  
23 gram’), that lacks road connections, in  
24 which communities are accessible only  
25 by water or air, or that is located 50

1 road miles from a metropolitan statis-  
2 tical area; or

3 “(II) to create a rural appren-  
4 ticeship program in a low-density area  
5 that has zero program participants.

6 “(B) ENCOURAGING EMPLOYER PARTICI-  
7 PATION.—To encourage employer participation  
8 in covered apprenticeship programs or pre-ap-  
9 prenticeship programs—

10 “(i) that include individuals with bar-  
11 riers to employment and nontraditional ap-  
12 prenticeship populations, in apprenticeship,  
13 pre-apprenticeship, or youth apprenticeship  
14 programs;

15 “(ii) that are in social service-related  
16 in-demand industry sectors or occupations  
17 such as industry sectors or occupations re-  
18 lated to direct care workers and early  
19 childhood, elementary school, and sec-  
20 ondary school educators; or

21 “(iii) among small- and medium-sized  
22 businesses.

23 “(C) INTERMEDIARY AWARDS.—To estab-  
24 lish or expand to significant scale industry sec-  
25 tor-based or occupation-based partnerships for

1 the development or expansion of covered ap-  
2 prenticeship programs or pre-apprenticeship  
3 programs through—

4 “(i) national industry qualified inter-  
5 mediaries in in-demand industry sectors  
6 and occupations, including manufacturing  
7 (including semiconductor manufacturing,  
8 biomanufacturing, and automotive manu-  
9 facturing), information technology, cyber-  
10 security, health care, insurance and fi-  
11 nance, energy, hospitality, retail, construc-  
12 tion, care, education, and other industry  
13 sectors identified by the Administrator  
14 (with the advice of the Advisory Com-  
15 mittee) as targeted for expansion under  
16 the National Apprenticeship System;

17 “(ii) national equity qualified inter-  
18 mediaries serving nontraditional appren-  
19 ticeship populations; or

20 “(iii) local or regional qualified inter-  
21 mediaries serving covered apprenticeship  
22 programs or pre-apprenticeship programs.

23 “(D) EDUCATIONAL ALIGNMENT.—To  
24 strengthen alignment between entities carrying  
25 out covered apprenticeship programs or pre-ap-



1 as described in subsections (e) and  
2 (f);

3 “(II) has fulfilled the duties stat-  
4 ed in the certification described in  
5 subsection (e)(9); and

6 “(III) has improved applicable  
7 outcomes, as demonstrated through  
8 indicators referred to in subpara-  
9 graphs (C) through (I) of section  
10 203(a)(1).

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

15 “(b) FUNDING REQUIREMENTS.—

16 “(1) MATCHING FUNDS NOT REQUIRED.—The  
17 Administrator shall not require, as a condition of  
18 awarding funds under this section, an eligible entity  
19 to provide matching funds, but may increase the  
20 amount of funds so awarded to an eligible entity  
21 that provided matching funds.

22 “(2) SOURCES OF ANY MATCHING FUNDS.—  
23 Such eligible entity may make the matching funds  
24 available directly or through donations from non-

1 Federal organizations, in cash or in kind, fairly eval-  
2 uated.

3 “(c) PRIORITY AND DISTRIBUTION.—

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

7 “(A) proposing to serve in covered appren-  
8 ticeship programs or pre-apprenticeship pro-  
9 grams assisted through the apprenticeship mod-  
10 ernization program a high number or high per-  
11 centage of program participants who are from  
12 nontraditional apprenticeship populations; and

13 “(B) providing opportunities in high-wage,  
14 high-skill, or in-demand industry sectors and  
15 occupations.

16 “(2) GEOGRAPHIC DISTRIBUTION.—In making  
17 awards under this section, the Administrator shall,  
18 to the extent practicable, ensure a geographically di-  
19 verse distribution of such awards, including a geo-  
20 graphically diverse distribution among regions of the  
21 country and among urban, suburban, and rural  
22 areas.

23 “(d) ELIGIBLE ENTITY.—To be eligible to apply for  
24 an award under this title, an entity shall—



1           “(1) demonstrate a partnership with entities or  
2 officials from two or more categories consisting of—

3           “(A) a State or local workforce develop-  
4 ment board or State or local workforce agency;

5           “(B) an education and training provider,  
6 or a consortium thereof;

7           “(C) a State apprenticeship agency;

8           “(D) an Indian Tribe or Tribal organiza-  
9 tion;

10           “(E) a professional association that spon-  
11 sors or participates in a covered apprenticeship  
12 program or pre-apprenticeship program, an in-  
13 dustry or sector partnership, a group of employ-  
14 ers, or a trade association;

15           “(F) a Governor, including acting through  
16 one or more State agencies;

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

19           “(H) a nonprofit entity, such as a commu-  
20 nity-based organization that assists program  
21 participants in accessing supportive services;

22           “(I) a State vocational rehabilitation agen-  
23 cy, meaning a designated State agency or des-  
24 ignated State unit, as the case may be, as such

1 terms are defined in section 7 of the Rehabilita-  
2 tion Act of 1973 (29 U.S.C. 705); or

3 “(J) a qualified intermediary; and

4 “(2) to the extent practicable—

5 “(A) be part of an industry or sector part-  
6 nership;

7 “(B) partner with a labor organization or  
8 joint labor-management organization; and

9 “(C) demonstrate long-term financial sta-  
10 bility of the covered apprenticeship program or  
11 pre-apprenticeship program assisted through  
12 the project to be carried out through the award,  
13 without the need for additional Federal fund-  
14 ing.

15 “(e) GENERAL APPLICATION REQUIREMENTS.—To  
16 be eligible to receive an award under this section for an  
17 apprenticeship modernization project, an entity shall sub-  
18 mit to the Administrator an application that includes a  
19 description of each of the following:

20 “(1) Each purpose, as listed in a clause, or in  
21 subparagraph (D), of subsection (a)(1), for which  
22 the applicant intends to use such award.

23 “(2) Each entity with which the eligible entity  
24 is partnered or engaged under subsection (d) and

1 the role of each such entity in carrying out the ap-  
2 prenticeship modernization project.

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

5 “(A) to enroll, instruct, advance, and grad-  
6 uate program participants in the covered ap-  
7 prenticeship program or pre-apprenticeship pro-  
8 gram assisted through the award, and enable  
9 the program participants to gain employment  
10 after program completion;

11 “(B) to support (including by providing  
12 technical assistance) program sponsors and em-  
13 ployers (especially small- and medium-sized  
14 businesses) in the creation of, recruitment for,  
15 and execution of covered apprenticeship pro-  
16 grams or pre-apprenticeship programs; and

17 “(C) to provide opportunities to rural com-  
18 munities, as applicable.

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

21 “(A) in the case of an apprenticeship mod-  
22 ernization project described in subsection  
23 (a)(1)(A), the need to create or expand the cov-  
24 ered apprenticeship program or pre-apprentice-  
25 ship program assisted through the award; and

1           “(B) a plan to align the covered appren-  
2           ticeship program or pre-apprenticeship program  
3           assisted through the award with the labor mar-  
4           ket needs of high-skill, high-wage, or in-demand  
5           industry sectors or occupations.

6           “(5) A plan—

7           “(A) to comply with requirements for re-  
8           ports under section 203;

9           “(B) as appropriate, to coordinate activi-  
10          ties assisted under the award with activities  
11          carried out under the Carl D. Perkins Career  
12          and Technical Education Act of 2006 (20  
13          U.S.C. 2301 et seq.), the Elementary and Sec-  
14          ondary Education Act of 1965 (20 U.S.C. 6301  
15          et seq.), the Higher Education Act of 1965 (20  
16          U.S.C. 1001 et seq.), the Workforce Innovation  
17          and Opportunity Act (29 U.S.C. 3101 et seq.),  
18          the Individuals with Disabilities Education Act  
19          (20 U.S.C. 1400 et seq.), title I of the Rehabili-  
20          tation Act of 1973 (29 U.S.C. 720 et seq.), and  
21          any related Federal programs and if appro-  
22          priate, how funds provided under those Acts or  
23          related programs will be leveraged in support of  
24          the covered apprenticeship program or pre-ap-  
25          prenticeship program assisted by the award;

1           “(C) to use funds awarded under this sec-  
2           tion in support of that program, as described in  
3           section 202;

4           “(D) to continue the program after the pe-  
5           riod of the award ends;

6           “(E) to recruit and retain program partici-  
7           pants, including program participants from  
8           nontraditional apprenticeship populations, such  
9           as women, minorities, Indigenous people, indi-  
10          viduals with disabilities, formerly incarcerated  
11          individuals, and individuals with barriers to em-  
12          ployment;

13          “(F) to ensure the program participants  
14          are able to access supportive services, as appli-  
15          cable; and

16          “(G) to comply with the diversity and  
17          equal opportunity requirements described in  
18          section 111(b)(7)(B), the apprenticeship equal  
19          opportunity regulations, and the requirements  
20          for complaint resolution under section  
21          113(c)(5), as applicable.

22          “(6) For any award to expand an existing cov-  
23          ered apprenticeship program or pre-apprenticeship  
24          program, a description of—

1           “(A) a plan to coordinate the apprentice-  
2           ship modernization project carried out under  
3           the award with the existing program; and

4           “(B) the effectiveness of the covered ap-  
5           prenticeship program or pre-apprenticeship pro-  
6           gram to be expanded under the award, includ-  
7           ing demonstrations of programmatic compo-  
8           nents such as program costs to employers and  
9           to program participants, completion and place-  
10          ment rates, credential attainment, diversity in  
11          program participant populations served, any in-  
12          creases in program participant wages and bene-  
13          fits, and services provided to employers and  
14          program participants.

15          “(7) A description of potential program partici-  
16          pants in the covered apprenticeship program or pre-  
17          apprenticeship program assisted under the award  
18          and strategies to support recruitment, retention, and  
19          completion for such program participants, including,  
20          to the extent practicable, nontraditional apprentice-  
21          ship populations and individuals with barriers to em-  
22          ployment.

23          “(8) A description of strategies to recruit and  
24          support employers involved in the covered appren-  
25          ticeship program or pre-apprenticeship program.

1           “(9) A certification that the eligible entity will,  
2           for the covered apprenticeship program or pre-ap-  
3           prenticeship program involved—

4                   “(A) provide information to the Adminis-  
5                   trator, as requested, for such evaluations as the  
6                   Administrator may carry out, including data on  
7                   program completion rates, rates of placement in  
8                   unsubsidized employment in a field related to  
9                   the occupation in which the program partici-  
10                  pants worked during the program, and wage  
11                  rates of program completers;

12                   “(B) make program performance data col-  
13                   lected under section 131 for the covered ap-  
14                   prenticeship program or pre-apprenticeship pro-  
15                   gram assisted under the award available (in ac-  
16                   cordance with applicable data privacy laws, in-  
17                   cluding section 444 of the General Education  
18                   Provisions Act (20 U.S.C. 1232g)) to inde-  
19                   pendent evaluators to enable the evaluators to  
20                   prepare the reports described in paragraph (1)  
21                   of section 203(a); and

22                   “(C) coordinate the apprenticeship mod-  
23                   ernization project carried out under the award  
24                   with a State apprenticeship agency, if such  
25                   agency exists in the State where the eligible en-

1           tity is applying for an award or carrying out  
2           the project, or the State office of apprentice-  
3           ship.

4           “(f) ADDITIONAL APPLICATION REQUIREMENTS.—  
5   The Administrator shall require an eligible entity applying  
6   for an award under this title to include as part of the enti-  
7   ty’s application referred to in subsection (e) the following  
8   information, as applicable:

9           “(1) CREATION AND EXPANSION ACTIVITIES.—

10           “(A) NEW APPRENTICESHIP PROGRAMS.—

11           An eligible entity applying to create a new ap-  
12           prenticeship program and carry out the purpose  
13           described in subsection (a)(1)(A)(i) shall in-  
14           clude as part of the application a description of  
15           employers, and as applicable, labor organiza-  
16           tions or joint labor-management organizations,  
17           engaged in the program creation.

18           “(B) EXPANDING APPRENTICESHIP PRO-

19           GRAMS.—An eligible entity applying to expand  
20           an existing apprenticeship program and carry  
21           out the purpose described in subsection  
22           (a)(1)(A)(ii) shall include as part of the appli-  
23           cation a description of employers, and as appli-  
24           cable, labor organizations or joint labor-man-



1           agement organizations, engaged in the program  
2           expansion.

3           “(C) CREATING OR EXPANDING PRE-AP-  
4           PRENTICESHIP PROGRAMS.—An eligible entity  
5           applying to create or expand a pre-apprentice-  
6           ship program and carry out the purpose de-  
7           scribed in subsection (a)(1)(A)(iii) shall include  
8           as part of the application a description of—

9                   “(i) a partnership between the eligible  
10                  entity and at least one sponsor of an ap-  
11                  prenticeship program; and

12                  “(ii) an existing partnership with an  
13                  employer, and as applicable, a labor orga-  
14                  nization or joint labor-management organi-  
15                  zation, acting in either an advisory capac-  
16                  ity or actively participating in the pre-ap-  
17                  prenticeship program.

18           “(D) CREATING OR EXPANDING YOUTH  
19           APPRENTICESHIP PROGRAMS.—An eligible enti-  
20           ty applying to create or expand a youth appren-  
21           ticeship program and carry out the purpose de-  
22           scribed in subsection (a)(1)(A)(iv) shall include  
23           as part of the application a description of—

24                   “(i) an existing partnership with at  
25                  least one secondary school offering related

1 instruction for the youth apprenticeship  
2 program, with—

3 “(I) integration into the aca-  
4 demic content of the secondary school  
5 diploma requirements; or

6 “(II) demonstrated plans for in-  
7 tegration of related instruction into  
8 that academic content; and

9 “(ii) an existing partnership with an  
10 employer acting in either an advisory ca-  
11 pacity or actively participating in the youth  
12 apprenticeship program.

13 “(E) CREATING OR EXPANDING RURAL AP-  
14 PRENTICESHIP PROGRAMS.—An eligible entity  
15 applying to create or expand a rural apprentice-  
16 ship program and carry out the purpose de-  
17 scribed in subsection (a)(1)(A)(v) shall include  
18 as part of the application a description of how  
19 the program will address workforce needs.

20 “(2) ENCOURAGING EMPLOYER PARTICIPA-  
21 TION.—

22 “(A) INDIVIDUALS WITH BARRIERS TO EM-  
23 PLOYMENT AND NONTRADITIONAL APPRENTICE-  
24 SHIP POPULATIONS.—An eligible entity apply-  
25 ing to encourage employer participation in a

1 covered apprenticeship program or pre-appren-  
2 ticeship program that includes individuals with  
3 barriers to employment and nontraditional ap-  
4 prenticeship populations and carry out the pur-  
5 pose described in subsection (a)(1)(B)(i) shall  
6 include as part of the application a description  
7 of—

8 “(i) specific strategies to target indi-  
9 viduals with barriers to employment and  
10 nontraditional apprenticeship populations,  
11 and target employers, for participation in  
12 the program; and

13 “(ii) a partnership with organizations  
14 that assist program participants in access-  
15 ing supportive services to support recruit-  
16 ment, retention, and completion of the pro-  
17 gram by program participants.

18 “(B) INDIVIDUALS CURRENTLY OR RE-  
19 CENTLY INCARCERATED.—An eligible entity ap-  
20 plying to encourage employer participation in  
21 an apprenticeship program or pre-apprentice-  
22 ship program that targets individuals currently  
23 or recently incarcerated and carry out the pur-  
24 pose described in subsection (a)(1)(B)(i) shall

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

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

7 “(ii) a partnership with an organiza-  
8 tion that will assist program participants  
9 in accessing activities to improve financial  
10 literacy and supportive services;

11 “(iii) how the assessment used to sup-  
12 port the placement of potential program  
13 participants into the program accurately  
14 reflects the program participants’ skills  
15 and competencies;

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

20 “(v) a partnership with organizations  
21 that support—

22 “(I) the transition from incarcer-  
23 ation to re-entry, such as organiza-  
24 tions that provide assistance with

1 housing, transportation, child care,  
2 and legal services; and

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

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

11 “(vii) alignment of the program de-  
12 scribed in the application with the require-  
13 ments and benefits of the Federal Bonding  
14 Program of the Department of Labor and  
15 the Prison Industry Enhancement Certifi-  
16 cation Program of the Bureau of Justice  
17 Assistance of the Department of Justice  
18 for employers participating in apprentice-  
19 ship or pre-apprenticeship programs.

20 “(C) SOCIAL SERVICE-RELATED IN-DE-  
21 MAND INDUSTRY SECTORS AND OCCUPA-  
22 TIONS.—An eligible entity applying to encour-  
23 age employer participation in a covered appren-  
24 ticeship program or pre-apprenticeship program  
25 in a social service-related in-demand industry

1 sector or occupation and carry out the purpose  
2 described in subsection (a)(1)(B)(ii) shall in-  
3 clude as part of the application a description of  
4 wages and benefits offered to program partici-  
5 pants.

6 “(D) SMALL- AND MEDIUM-SIZED BUSI-  
7 NESSES.—An eligible entity applying to encour-  
8 age employer participation, by small- and me-  
9 dium-sized businesses, in a covered apprentice-  
10 ship program or pre-apprenticeship program,  
11 and carry out the purpose described in sub-  
12 section (a)(1)(B)(iii) shall include as part of the  
13 application a description of demonstrated suc-  
14 cess in engaging small- and medium-sized busi-  
15 nesses (such as small businesses owned or con-  
16 trolled by underrepresented individuals such as  
17 women, minorities, or veterans) and the ability  
18 to recruit employers to participate in related  
19 partnerships or programs.

20 “(3) INTERMEDIARY AWARDS.—

21 “(A) SUPPORTING NATIONAL INDUSTRY  
22 AND EQUITY INTERMEDIARIES.—An eligible en-  
23 tity applying to carry out a purpose described  
24 in clause (i) or (ii) of subsection (a)(1)(C) for  
25 the development or expansion of covered ap-

1           prenticeship programs or pre-apprenticeship  
2           programs, shall include as part of the applica-  
3           tion a description of the ability of such entity  
4           to convene, for the purposes of developing or  
5           expanding the programs, a diverse group of in-  
6           dustry-specific stakeholders, which may include  
7           employers, workforce development organiza-  
8           tions, industry associations, labor groups (in-  
9           cluding joint labor-management organizations),  
10          small businesses owned or controlled by under-  
11          represented individuals such as women, minori-  
12          ties, or veterans, and education and training  
13          providers with national reach.

14                 “(B) SERVING PROGRAMS IN A LOCAL OR  
15                 REGIONAL SETTING.—An eligible entity apply-  
16                 ing to carry out the purpose described in sub-  
17                 section (a)(1)(C)(iii) for the development or ex-  
18                 pansion of covered apprenticeship programs or  
19                 pre-apprenticeship programs shall include as  
20                 part of the application a description of how  
21                 such entity will—

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

1 apprenticeship programs or pre-apprentice-  
2 ship programs;

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

8 “(iii) leverage additional resources, in-  
9 cluding funding provided through Federal  
10 and non-Federal resources, for the activi-  
11 ties; and

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

14 “(4) EDUCATIONAL ALIGNMENT.—An eligible  
15 entity applying to carry out the purpose described in  
16 subsection (a)(1)(D) shall include as part of the ap-  
17 plication a description—

18 “(A) that demonstrates the entity is in a  
19 partnership with—

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

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

24 “(ii) at least 1 of—



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

3 “(II) a secondary school or high  
4 school;

5 “(III) a local educational agency;

6 “(IV) State educational agency;

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

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

15 “(VII) a Job Corps center (as de-  
16 fined in section 142 of the Workforce  
17 Innovation and Opportunity Act (29  
18 U.S.C. 3192)); or

19 “(VIII) a State higher education  
20 agency, as defined in section 103 of  
21 the Higher Education Act of 1965 (20  
22 U.S.C. 1003); and

23 “(B) of a commitment to aligning or in-  
24 creasing the alignment of the related instruc-  
25 tion with—

1           “(i) the requirements for a secondary  
2           school diploma or its recognized equivalent,  
3           which may be fulfilled through a dual or  
4           concurrent enrollment program; or

5           “(ii) the requirements for a recognized  
6           postsecondary credential, including the de-  
7           gree requirements for an associate’s or  
8           bachelor’s degree at an accredited postsec-  
9           ondary educational institution.

10       “(g) WAIVERS.—

11           “(1) LOW-DENSITY AREAS.—The Secretary may  
12           waive the requirements of subsection (e)(4) for an  
13           entity if the entity demonstrates that it serves an  
14           area described in subsection (a)(1)(A)(v).

15           “(2) RURAL APPRENTICESHIP PROGRAMS.—

16           “(A) RATIOS OF PARTICIPANTS TO SUPER-  
17           VISORS.—

18           “(i) IN GENERAL.—For the period of  
19           10 years beginning on the date of enact-  
20           ment of the National Apprenticeship Act of  
21           2023, the requirements of section  
22           122(d)(7) shall not apply to an entity if  
23           the entity demonstrates that it carries out  
24           a rural apprenticeship program under the  
25           Rural Program.

1                   “(ii) HIGH-HAZARD INDUSTRIES AND  
2                   OCCUPATIONS.—Clause (i) does not apply  
3                   to an entity carrying out such an appren-  
4                   ticeship program in a high-hazard industry  
5                   or occupation, including an occupation  
6                   classified in sector 23 of the most recent  
7                   publication of the North American Indus-  
8                   try Classification System.

9                   “(B) GEOGRAPHIC DISTRIBUTION RE-  
10                  QUIREMENTS.—The Secretary may waive the  
11                  geographic distribution requirements of sub-  
12                  section (c)(2) for an entity if the entity dem-  
13                  onstrates that it carries out a rural apprentice-  
14                  ship program under the Rural Program.

15 **“SEC. 202. USES OF FUNDS.**

16                  “(a) GENERAL ACTIVITIES.—An eligible entity that  
17                  receives an award under section 201 for an apprenticeship  
18                  modernization project—

19                         “(1) for such an award for an activity described  
20                         in section 201(a)(1)(A), shall use at least 10 percent  
21                         of the award funds to directly provide services for or  
22                         arrange for the provision of services through con-  
23                         tracts or cooperative agreements for, or provide di-  
24                         rect financial assistance to, apprentices, pre-appren-  
25                         tices, or youth apprentices, to support their financial

1 needs, to enter, remain enrolled in, and complete the  
2 covered apprenticeship program or pre-apprentice-  
3 ship program assisted through the apprenticeship  
4 modernization project, such as support for the re-  
5 lated costs of supplies and equipment, assessment or  
6 licensure fees, courses, transportation, child care, de-  
7 pendent care, internet access, and housing;

8 “(2) except for an award under section 201 for  
9 an activity described in section 201(a)(1)(A)(v),  
10 shall use at least 5 percent of the award funds to  
11 conduct outreach, engagement, recruitment, and co-  
12 ordination of activities with employers, industry as-  
13 sociations, labor and joint labor-management organi-  
14 zations, qualified intermediaries, education and  
15 training providers, local or State workforce agencies,  
16 potential sponsors, community-based organizations,  
17 communities with high numbers or percentages of  
18 nontraditional apprenticeship populations, small-  
19 and medium-sized and employee-owned businesses,  
20 or rural communities, to establish or expand indus-  
21 try or sector partnerships and the covered appren-  
22 ticeship program or pre-apprenticeship program in-  
23 volved; and

24 “(3) may use award funds for any of the fol-  
25 lowing activities:

1           “(A) To establish or expand partnerships  
2 with organizations that provide to program par-  
3 ticipants in a covered apprenticeship program  
4 or pre-apprenticeship program referred to in  
5 paragraph (1), access to financial planning,  
6 mentoring, and supportive services that are nec-  
7 essary to enable an individual to participate in  
8 and complete the program.

9           “(B) To conduct outreach and recruitment  
10 activities for individuals who are potential pro-  
11 gram participants, including assessments of  
12 such individuals for, and enrollment of such in-  
13 dividuals in, the program.

14           “(C) To carry out requirements for the  
15 award, including reporting requirements.

16           “(D) To conduct any activities as de-  
17 scribed in the application that would advance  
18 the purposes of the award.

19           “(E) To support the transition to virtual  
20 or remote learning or training, as necessary and  
21 as approved by the registration agency.

22           “(b) ADDITIONAL USES OF FUNDS.—

23           “(1) CREATION OR EXPANSION ACTIVITIES.—

24           “(A) APPRENTICESHIP PROGRAM CRE-  
25 ATION.—An eligible entity that receives funds

1 under section 201 for an activity described in  
2 section 201(a)(1)(A)(i) shall use such funds to  
3 create a new apprenticeship program, which  
4 may include—

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

8 “(ii) applying national guidelines for  
9 apprenticeship standards to the State or  
10 local labor market and employer needs;

11 “(iii) aligning the new program with  
12 existing apprenticeship programs;

13 “(iv) acquiring appropriate equip-  
14 ment, technology, and instructional mate-  
15 rials aligned with needs addressed by the  
16 new program, including machinery, testing  
17 equipment, tools, implements, hardware  
18 and software, assistive or adaptive tech-  
19 nology, and other new and emerging in-  
20 structional materials; and

21 “(v) investing in supportive services  
22 for program participants enrolled in an ex-  
23 isting apprenticeship program or an ap-  
24 prenticeship program created under this  
25 title.

1           “(B) APPRENTICESHIP PROGRAM EXPAN-  
2           SION.—An eligible entity that receives funds  
3           under section 201 for an activity described in  
4           section 201(a)(1)(A)(ii) shall use such funds to  
5           expand an existing apprenticeship program,  
6           which may include—

7                   “(i) expanding and enhancing related  
8                   instruction;

9                   “(ii) conducting outreach to and en-  
10                  gagement with employers for the purposes  
11                  of the program expansion, including out-  
12                  reach and engagement for creation or ex-  
13                  pansion of industry or sector partnerships;

14                  “(iii) preparing additional instructors  
15                  or mentors needed for the program expan-  
16                  sion;

17                  “(iv) building awareness of appren-  
18                  ticeship program opportunities for State  
19                  and local workforce development, edu-  
20                  cation, and economic development entities;  
21                  and

22                  “(v) investing in supportive services  
23                  for program participants enrolled in an ex-  
24                  isting apprenticeship program or an ap-

1           prenticeship program expanded under this  
2           title.

3           “(C) PRE-APPRENTICESHIP PROGRAMS.—

4           An eligible entity that receives funds under sec-  
5           tion 201 for an activity described in section  
6           201(a)(1)(A)(iii) shall use such funds to create  
7           a new pre-apprenticeship program or expand an  
8           existing pre-apprenticeship program, which may  
9           include—

10                   “(i) coordinating pre-apprenticeship  
11                   program activities with the sponsor of an  
12                   apprenticeship program in a high-skill,  
13                   high-wage, or in-demand industry sector or  
14                   occupation, including the creation or ex-  
15                   pansion of work-based learning opportuni-  
16                   ties, and establishing articulation agree-  
17                   ments for those who successfully complete  
18                   a pre-apprenticeship to earn academic  
19                   credit and enroll in an apprenticeship pro-  
20                   gram;

21                   “(ii) creating, expanding, or inte-  
22                   grating related instruction and work-based  
23                   learning, which may include training in the  
24                   workplace, and supporting partnerships to  
25                   create opportunities for pre-apprentices to



1           earn academic credit at a postsecondary  
2           educational institution for skills and com-  
3           petencies acquired during the pre-appren-  
4           ticeship program;

5           “(iii) providing program participants  
6           with career exploration and career plan-  
7           ning activities and with exploration of  
8           postsecondary opportunities, including ap-  
9           prenticeship programs;

10          “(iv) with respect to program partici-  
11          pants without a secondary school diploma  
12          or its recognized equivalent, paying the  
13          costs affiliated with acquiring such equiva-  
14          lent, and the costs of any related assess-  
15          ments of potential pre-apprentices or active  
16          pre-apprentices, including assessments that  
17          would verify the attainment of  
18          foundational knowledge and skills nec-  
19          essary to succeed in an apprenticeship pro-  
20          gram;

21          “(v) development or expansion of  
22          partnerships with organizations that assist  
23          program participants in accessing sup-  
24          portive services, which may include access  
25          during the 12-month period after the con-

1 clusion of the pre-apprenticeship program  
2 involved;

3 “(vi) paying the cost of related in-  
4 struction or assessment or licensure fees  
5 associated with the pre-apprenticeship pro-  
6 gram, as appropriate;

7 “(vii) providing stipends to pre-ap-  
8 prentices enrolled in a pre-apprenticeship  
9 program to cover costs or out-of-pocket ex-  
10 penses resulting from the program such as  
11 assessments and fees for industry-recog-  
12 nized credentials or driver’s licenses during  
13 the time of that enrollment; or

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

19 “(D) YOUTH APPRENTICESHIP PRO-  
20 GRAMS.—An eligible entity that receives funds  
21 under section 201 for an activity described in  
22 section 201(a)(1)(A)(iv) shall use such funds to  
23 create a new youth apprenticeship program or  
24 expand an existing youth apprenticeship pro-  
25 gram, which may include—

1           “(i) paying for the costs associated  
2           with curriculum development and align-  
3           ment of that curriculum with recognized  
4           postsecondary credentials (which may be  
5           industry-recognized credentials), secondary  
6           school promotion or graduation require-  
7           ments, and related instruction, including  
8           curriculum development for dual or concu-  
9           rent enrollment;

10           “(ii) providing to employers and, to  
11           the extent practicable, labor organizations  
12           and joint labor-management organizations,  
13           technical assistance to support the partici-  
14           pation of youth apprentices under the age  
15           of 21 who are enrolled in secondary school;

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

19           “(iv) providing program participants  
20           with career exploration and career plan-  
21           ning activities and with exploration of  
22           postsecondary opportunities such as ap-  
23           prenticeship programs;

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

1 dium-sized businesses in the youth appren-  
2 ticeship program;

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

9 “(vii) providing teachers, career guid-  
10 ance and academic counselors, school lead-  
11 ers, school administrators, specialized in-  
12 structional support personnel, and para-  
13 professionals with professional development  
14 opportunities to build an understanding of  
15 apprenticeship opportunities available to  
16 students, including experiential opportuni-  
17 ties like externships; or

18 “(viii) providing stipends to youth ap-  
19 prentices enrolled in a youth apprentice-  
20 ship program to cover costs of out-of-pock-  
21 et expenses resulting from the program for  
22 fees for driver’s licenses during the time of  
23 that enrollment.

24 “(E) RURAL APPRENTICESHIP PRO-  
25 GRAMS.—To facilitate participation in a rural

1 apprenticeship program, an eligible entity that  
2 receives funds under section 201 for an activity  
3 described in section 201(a)(1)(A)(v)—

4 “(i) shall use the funds to provide as-  
5 sistance to program participants enrolled  
6 in a rural apprenticeship program to cover  
7 costs including—

8 “(I) costs of housing;

9 “(II) costs of transportation to  
10 and from the work site or another  
11 rural apprenticeship program site;

12 “(III) costs of child care and  
13 elder care, fees associated with the at-  
14 tainment of a driver’s license, and  
15 out-of-pocket expenses incurred as a  
16 result of participation in the rural ap-  
17 prenticeship program;

18 “(IV) technology and internet  
19 connectivity costs and costs of pro-  
20 grams to facilitate remote and dis-  
21 tance learning; and

22 “(V) costs approved by the State  
23 apprenticeship agency or State office  
24 of apprenticeship to meet the goals of  
25 the Rural Program;

1           “(ii) shall use the funds to provide as-  
2           sistance to education and training pro-  
3           viders in a rural apprenticeship program to  
4           cover costs described in clause (i);

5           “(iii) if the entity carries out an exist-  
6           ing covered apprenticeship program or pre-  
7           apprenticeship program in a low-density  
8           area described in section 201(a)(1)(A)(v),  
9           may use the funds to expand (including  
10          addressing barriers to participation in) the  
11          existing covered apprenticeship program or  
12          pre-apprenticeship program; and

13          “(iv) if the entity receives an award  
14          under the Rural Program to create a new  
15          rural apprenticeship program in a low-den-  
16          sity area—

17                 “(I) may use the funds to pay for  
18                 collaborative activities with an entity  
19                 carrying out an existing covered ap-  
20                 prenticeship program or pre-appren-  
21                 ticeship program in that low-density  
22                 area; and

23                 “(II) shall use the funds to co-  
24                 ordinate activities with each such ex-  
25                 isting entity so that the new rural ap-



1                   “(ii) assisting in paying for the cost of  
2                   related instruction, assessment or licensure  
3                   fees, or wages during related instruction  
4                   for program participants; and

5                   “(iii) establishing or expanding part-  
6                   nerships with organizations that assist pro-  
7                   gram participants in accessing supportive  
8                   services to support recruitment, retention,  
9                   and completion, including providing access  
10                  to supplies and equipment necessary to  
11                  begin the program.

12                  “(B) INDIVIDUALS IMPACTED BY THE JUS-  
13                  TICE SYSTEM.—An eligible entity that receives  
14                  funds under section 201 for an activity de-  
15                  scribed in section 201(a)(1)(B)(i) that targets  
16                  formerly incarcerated individuals shall use such  
17                  funds to encourage employer participation in a  
18                  covered apprenticeship program or pre-appren-  
19                  ticeship program, which may include—

20                  “(i) providing financial assistance to  
21                  employers to assist in paying for costs re-  
22                  lated to the program, such as the costs of  
23                  training incumbent workers for participa-  
24                  tion as mentors or employees supervising  
25                  on-the-job learning or the costs of reason-



1           able accommodations for individuals with  
2           disabilities; 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) SOCIAL SERVICE-RELATED IN-DE-  
8           MAND INDUSTRY SECTORS AND OCCUPA-  
9           TIONS.—An eligible entity that receives funds  
10          under section 201 for an activity described in  
11          section 201(a)(1)(B)(ii) shall use such funds to  
12          encourage employer participation in a covered  
13          apprenticeship program or pre-apprenticeship  
14          program in social service-related in-demand in-  
15          dustry sectors or occupations which may in-  
16          clude—

17                   “(i) providing financial assistance to  
18          employers to assist in paying for costs re-  
19          lated to the program, such as the costs of  
20          training incumbent workers for partici-  
21          pation as mentors or employees supervising  
22          on-the-job learning or the costs of reason-  
23          able accommodations for individuals with  
24          disabilities;

1                   “(ii) assisting in paying for the cost of  
2                   related instruction, assessment or licensure  
3                   fees, or wages during related instruction  
4                   for program participants;

5                   “(iii) establishing or expanding part-  
6                   nerships with organizations that assist pro-  
7                   gram participants in accessing supportive  
8                   services to support recruitment, retention,  
9                   and completion, including providing access  
10                  to supplies and equipment necessary to  
11                  begin the program; or

12                  “(iv) aligning such program with ca-  
13                  reer pathways and opportunities for ad-  
14                  vancement along such career pathways.

15                  “(D) IN-DEMAND INDUSTRY SECTOR OR  
16                  OCCUPATION AWARDS FOR SMALL- AND ME-  
17                  DIUM-SIZED BUSINESSES.—An eligible entity  
18                  that receives funds under section 201 for an ac-  
19                  tivity described in section 201(a)(1)(B)(iii) shall  
20                  use such funds to encourage participation of  
21                  small- and medium-sized businesses in a cov-  
22                  ered apprenticeship program or pre-apprentice-  
23                  ship program, which may include—

24                  “(i) providing financial assistance to  
25                  employers to assist in paying for costs re-

1           lated to the program, such as the costs of  
2           training incumbent workers for participa-  
3           tion as mentors or employees supervising  
4           on-the-job learning or the costs of reason-  
5           able accommodations for individuals with  
6           disabilities;

7           “ (ii) assisting in paying for the cost of  
8           related instruction or assessment or licen-  
9           sure fees for program participants;

10          “ (iii) providing technical assistance to  
11          small- and medium-sized businesses on the  
12          program registration process and on  
13          leveraging other available funds to support  
14          carrying out the program; or

15          “ (iv) establishing or expanding part-  
16          nerships to support development or expan-  
17          sion of a covered apprenticeship program  
18          or pre-apprenticeship program, including  
19          establishing or expanding industry or sec-  
20          tor partnerships to ensure inclusion of  
21          small- and medium-sized businesses.

22          “(3) INTERMEDIARY AWARDS.—

23          “(A) NATIONAL INDUSTRY AND EQUITY  
24          INTERMEDIARIES.—A qualified intermediary de-  
25          scribed in clause (i) or (ii) of section

1           201(a)(1)(C) that receives funds under section  
2           201 for an activity described in section  
3           201(a)(1)(C) shall use such funds to carry out  
4           activities at a national level for the development  
5           or expansion of a covered apprenticeship pro-  
6           gram or pre-apprenticeship program, which may  
7           include—

8                   “(i) creating partnerships and devel-  
9                   oping collaborative activities with employ-  
10                  ers, workforce development organizations,  
11                  industry associations, labor organizations,  
12                  and education and training providers to  
13                  help multiple employers make education  
14                  and training more affordable and accel-  
15                  erate the expansion of a covered appren-  
16                  ticeship program or pre-apprenticeship  
17                  program;

18                   “(ii) assisting employers in expanding  
19                  a covered apprenticeship program or pre-  
20                  apprenticeship program, developing either  
21                  such program, and working together to  
22                  create a pipeline of skilled workers;

23                   “(iii) increasing the participation and  
24                  completion of nontraditional apprenticeship  
25                  populations in a covered apprenticeship

1 program or pre-apprenticeship program,  
2 which may include—

3 “(I) supporting the development,  
4 implementation, and scaling of plans  
5 and practices; and

6 “(II) identifying, developing, and  
7 disseminating effective program tools  
8 and strategies;

9 “(iv) providing national activities to  
10 increase awareness of and access to the  
11 program, including providing strategic  
12 marketing and outreach, technology im-  
13 provements, and innovations, that make it  
14 easier for employers to start such a pro-  
15 gram and for individuals to connect with  
16 program opportunities;

17 “(v) developing and disseminating  
18 training or related instruction that is asso-  
19 ciated with the program or is for cur-  
20 riculum improvements that align with the  
21 requirements of the program and related  
22 learning assessments; or

23 “(vi) providing industry employees or  
24 potential employees with a clear under-  
25 standing of future career paths and the

1 skills needed to succeed, along with cost-ef-  
2 fective ways of acquiring those skills  
3 through the program.

4 “(B) LOCAL INTERMEDIARIES.—A quali-  
5 fied intermediary described in section  
6 201(a)(1)(C)(iii) that receives funds under sec-  
7 tion 201 for an activity described in section  
8 201(a)(1)(C) shall use such funds to carry out  
9 activities at a local or regional level for the de-  
10 velopment or expansion of a covered apprentice-  
11 ship program or pre-apprenticeship program  
12 through the establishment or expansion of an  
13 industry or sector partnership, which may in-  
14 clude—

15 “(i) providing training or related in-  
16 struction that is associated with the cov-  
17 ered apprenticeship program or pre-ap-  
18 prenticeship program, or is for curriculum  
19 improvements that align with the require-  
20 ments of the program and related learning  
21 assessments;

22 “(ii) engaging with local education  
23 and training providers to support, for the  
24 program, related instruction aligned with  
25 the needs of high-skill, high-wage, or in-de-

1           mand industry sectors and occupations,  
2           and to the extent practicable, support the  
3           provision of academic credit for related in-  
4           struction for the program;

5           “ (iii) providing services, including  
6           business engagement, classroom instruc-  
7           tion, and development of partnerships with  
8           organizations that assist program partici-  
9           pants in accessing supportive services  
10          (which may include access during the 12-  
11          month period after the conclusion of the  
12          other activities of the program);

13          “ (iv) providing technical assistance on  
14          the registration process for a sponsor of  
15          the program;

16          “ (v) connecting businesses, labor or-  
17          ganizations, or joint labor-management or-  
18          ganizations with education and training  
19          providers to develop related instruction to  
20          complement the on-the-job learning portion  
21          of the program;

22          “ (vi) training incumbent workers for  
23          participation as mentors or employees su-  
24          pervising on-the-job learning in the pro-  
25          gram; and





1 participation in the youth apprenticeship  
2 program;

3 “(ii) articulation agreements; or

4 “(iii) credit transfer agreements;

5 “(B) creating or expanding career path-  
6 ways aligned with the covered apprenticeship  
7 program or pre-apprenticeship program;

8 “(C) providing teachers, career guidance  
9 and academic counselors, school leaders, school  
10 administrators, specialized instructional support  
11 personnel, and paraprofessionals with profes-  
12 sional development opportunities to build an  
13 understanding of opportunities in the covered  
14 apprenticeship program or pre-apprenticeship  
15 program available to students and enable indi-  
16 viduals receiving the professional development  
17 to incorporate such opportunities into academic  
18 content and offerings;

19 “(D) offering assessments of prior learn-  
20 ing, and encouraging arrangements that include  
21 credit for prior learning to grant advanced  
22 standing in the covered apprenticeship program  
23 or pre-apprenticeship program, and academic  
24 credit towards an associate’s or bachelor’s de-  
25 gree; and

1           “(E) training incumbent workers for par-  
2           ticipation as mentors or employees supervising  
3           on-the-job learning in the program.

4           “(5) COORDINATION OF ACTIVITIES.—An eligi-  
5           ble entity that receives funds under section 201 to  
6           create a new apprenticeship program, pre-appren-  
7           ticeship program, or youth apprenticeship program  
8           shall use such funds to coordinate activities with ex-  
9           isting sponsors of apprenticeship programs, pre-ap-  
10          prenticeship programs, or youth apprenticeship pro-  
11          grams, respectively in the State so that the new pro-  
12          gram does not duplicate the activities of the sponsor  
13          or create redundant activities.

14   **“SEC. 203. EVALUATIONS OF ACTIVITIES.**

15          “(a) RECIPIENT REPORTS.—Each recipient of an  
16          award under this title shall—

17               “(1) provide for an annual report and for a  
18               final report at the conclusion of the award period,  
19               which may include—

20                       “(A) a description of how the funds re-  
21                       ceived through the award were used and how  
22                       the uses of funds aligned with the description in  
23                       the application specified in section  
24                       201(e)(5)(C);

1           “(B) in the case of an eligible entity that  
2 is required to report data under section  
3 131(b)(1), the data collected under such section  
4 for the programs involved on an annual basis;

5           “(C) the total number of active program  
6 participants served through covered apprentice-  
7 ship programs and pre-apprenticeship programs  
8 assisted under the apprenticeship modernization  
9 project;

10           “(D) the total number of program partici-  
11 pants in those programs that obtained unsub-  
12 sidized employment in a field related to the oc-  
13 cupation in which the program participants  
14 worked during the covered apprenticeship pro-  
15 gram or pre-apprenticeship program;

16           “(E) the total number of program partici-  
17 pants that—

18           “(i) completed those programs in  
19 which the program participants were en-  
20 rolled; and

21           “(ii) with respect to program partici-  
22 pants in pre-apprenticeship programs, suc-  
23 cessfully transitioned to a registered ap-  
24 prenticeship program;

1           “(F) the average time for a program par-  
2           ticipant to complete each of those programs, as  
3           compared to the hours required by program  
4           standards described under paragraphs (1) and  
5           (2) of section 123(e);

6           “(G) for each of those programs, the aver-  
7           age cost per program participant during the  
8           most recent program year and the 3 preceding  
9           program years;

10           “(H) for each of those programs, the per-  
11           centage of program participants who received  
12           support services; and

13           “(I) the performance data described in  
14           subparagraphs (A) through (H),  
15           disaggregated—

16           “(i) by the program type (apprentice-  
17           ship, pre-apprenticeship, or youth appren-  
18           ticeship program) involved; and

19           “(ii) by race, ethnicity, sex, age, and  
20           whether the program participant is an in-  
21           dividual with a barrier to employment; and

22           “(2) submit each report under paragraph (1)—

23           “(A) to the registration agency involved;  
24           and

25           “(B) to the Administrator.

1           “(b) ADMINISTRATOR AND CHIEF EVALUATION OF-  
2 FICER EVALUATIONS.—

3           “(1) IN GENERAL.—The Administrator, in con-  
4 junction with the Chief Evaluation Officer of the  
5 Department of Labor, shall prepare—

6                   “(A) not later than 36 months after the  
7 date of enactment of the National Apprenticeship  
8 Act of 2023, an interim evaluation on the  
9 activities carried out under awards made under  
10 this title; and

11                   “(B) not later than 60 months after the  
12 date of enactment of the National Apprenticeship  
13 Act of 2023, a final evaluation containing  
14 the results of those activities.

15           “(2) CONTENTS.—Such evaluations shall ad-  
16 dress, for the apprenticeship modernization project  
17 carried out under each award under this title, the  
18 general effectiveness of the activities of the project  
19 in relation to their cost, including the extent to  
20 which the activities—

21                   “(A) improve the participation in, reten-  
22 tion in, and completion of covered apprentice-  
23 ship programs or pre-apprenticeship programs  
24 assisted through the project, by nontraditional  
25 apprenticeship populations;

1           “(B) to the extent feasible, increase the  
2           levels of total employment, of attainment of rec-  
3           ognized postsecondary credentials, and of meas-  
4           urable skills, by program participants in the  
5           covered apprenticeship program or pre-appren-  
6           ticeship program assisted by the project above  
7           the levels that would have existed in the ab-  
8           sence of such activities;

9           “(C) respond to the needs reflected in  
10          State, regional, or local labor market data;

11          “(D) prepare such program participants  
12          for high-skill, high-wage, or in-demand indus-  
13          tries or occupations; and

14          “(E) reach a wide variety of industry sec-  
15          tors and occupations.

16          “(3) REPORTS TO CONGRESS.—Not later than  
17          60 days after the completion of the interim evalua-  
18          tion and the final evaluation described in this sub-  
19          section, the Administrator shall submit to the Com-  
20          mittee on Education and the Workforce of the  
21          House of Representatives and the Committee on  
22          Health, Education, Labor, and Pensions of the Sen-  
23          ate an interim report summarizing the findings of  
24          the interim evaluation, and a final report summa-

1 rizing the findings of the final evaluation, respec-  
2 tively.

3 “(4) PUBLIC ACCESS.—The Administrator shall  
4 make the interim and final reports available on a  
5 publicly accessible website not later than 60 days  
6 after the completion of the interim report and not  
7 later than 60 days after the completion of the final  
8 report, respectively.

9 **“SEC. 204. AUTHORIZATION OF APPROPRIATIONS.**

10 “(a) IN GENERAL.—There is authorized to be appro-  
11 priated to carry out this title—

12 “(1) \$350,000,000 for fiscal year 2025;

13 “(2) \$450,000,000 for fiscal year 2026;

14 “(3) \$550,000,000 for fiscal year 2027;

15 “(4) \$650,000,000 for fiscal year 2028; and

16 “(5) \$750,000,000 for fiscal year 2029.

17 “(b) RESERVATION FOR RURAL APPRENTICESHIP  
18 DEMONSTRATION PROGRAM.—For each fiscal year speci-  
19 fied in subsection (a), the Secretary shall reserve  
20 \$40,000,000 from the amount appropriated under sub-  
21 section (a), to carry out section 201(a)(1)(A)(v).

22 “(c) ADDITIONAL FUNDS.—Amounts appropriated  
23 pursuant to subsection (a) shall be available to carry out  
24 this title in addition to any other funds appropriated or

1 made available to the Department of Labor under other  
2 laws (other than this title) to carry out this title.

3 **“SEC. 205. DEFINITIONS.**

4 “In this title:

5 “(1) APPRENTICESHIP MODERNIZATION  
6 PROJECT.—The term ‘apprenticeship modernization  
7 project’ means a set of activities described in a  
8 clause, or subparagraph (D), of section 201(a)(1)  
9 for which an eligible entity receives an award under  
10 section 201.

11 “(2) AWARD.—The term ‘award’ means a  
12 grant, contract, cooperative agreement, or other  
13 agreement.

14 “(3) 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 “(4) 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                   “(B) a Native Hawaiian, as defined in sec-  
2                   tion 6207 of the Elementary and Secondary  
3                   Education Act of 1965 (20 U.S.C. 7517).

4                   “(5) SUPPORTIVE SERVICES.—The term ‘sup-  
5                   portive services’ means services such as transpor-  
6                   tation, child care, dependent care, housing, and  
7                   needs-related payments, that are necessary to enable  
8                   an individual to participate in activities authorized  
9                   under this title.”.